Acute Care Fellowship - Western Isles

Recruitment and retention of GPs who will deliver an enhanced level of care is at the forefront of the evolving model of remote and rural medicine in Scotland.

NHS Western Isles (NHSWI) has been a provider of the Acute Care Fellowship twice since its inception in 2012, during which time we have developed a clear understanding of the needs of a successful fellowship. We recognise our responsibility to offer opportunities for GPs to gain training in this enhanced role, and see the Rural Fellow Programme as an ideal way to achieve this. The NHSWI Rural Fellow Acute Programme will enable GPs to work and train in a role which is compatible with the current and predicted needs of the remote and rural population of the North of Scotland.

Whilst resident in the Western Isles you will have the opportunity to develop your skills in a truly remote setting as part of a dynamic team of GPs, Consultants, Nurse Practitioners and other skilled and experienced healthcare professionals with a commitment to developing innovative ways to deliver rural health care.

The successful candidate will appreciate and enjoy the opportunity to participate in educational activity, quality improvement initiatives, anticipatory care, the treatment of complex patients in the community, and the acute and emergency care of patients in the rural general and community hospital setting.

The key outcome will be a GP trained into an enhanced GP role, able to work seamlessly across primary and secondary care.
A life like no other,
in a place like no other
Health Care in the Western Isles

Working in the Western Isles you will be part of and have access to the whole geographical area catered for by the Health Board.

The Western Isles Hospital (Stornoway) together with Uist & Barra Hospital (Benbecula) and St Brendan’s Hospital (Barra) caters for the combined population of around 27,000.

Western Isles Hospital has 96 beds, with consultants in Paediatrics, General Medicine, Surgery, Orthopaedics, Anaesthetics, Obstetrics & Gynaecology and Psychiatry providing care for adults up to the level of HDU.

There are 25 + 2 Beds at the Uist & Barra Hospital, which provides care of the elderly, GP Acute and Midwifery led maternity services. Many of the Consultants from the Western Isles Hospital, and some from mainland Health Boards, visit the Uist and Barra Hospital to provide outpatient services.

There is local GP expertise delivering services in, and involved with:

- Dermatology
- Cardiology
- Forensic Medical Examination
- Coastguard Helicopter Service

The hospitals are the first point of contact for anyone who is seriously unwell beyond the scope of general practice, with a hugely varied unselected caseload coming through the doors of A&E from Stroke patients receiving thrombolysis under VC supervision, to trauma cases flown in by Helicopter.
The Western Isles Hospital A&E Department is nurse-led, with Emergency Nurse Practitioners (ENPs) working in tandem with the hospital Consultants, and GPs in the out of hours setting, joining the primary and secondary care services.

Clinical Support Nurses together with the A&E team provide overnight care of presenting patients and admission to the hospital as well as those across the inpatient wards.

A&E is the base for the NHS24 out of hours work which the resident GP also undertakes, and is supported by Community Unscheduled Care Nurses to provide efficient management of patients at home where possible.

There are particularly strong links to both Raigmore Hospital in Inverness and the Glasgow Hospitals on the mainland, with consultant clinics covering the major specialities.

You will work closely with Enhanced Role GPs, remote and rural GP teams, ENPs, CSNs, Scottish Ambulance, Specialist Nurses (Cardiac Nurses, Diabetic Nurses, MS Nurses) as well as the wider in-and-out of hospital teams.

Enhanced roles delivered by GPs locally include:
- Out-of hours A&E
- In-hospital out-of-hours paediatric & neonate cover
- Forensic Medical Examiner
- Hospice and community palliative care
Lewis and Harris, has been ranked fifth best island in the world by Tripadvisor

www.bbc.co.uk/news/uk-scotland-north-east-orkney-shetland-26247865
Space for you to grow

The Western Isles, also known as the Outer Hebrides, is an archipelago of islands which lie 55km off the main west coast of Scotland, stretching 160 miles from the Butt of Lewis in the north to the Isle of Barra in the south. The main islands are Lewis, Harris, North/South Uist and Barra, these are inter-connected by a system of roads, causeways, ferries and an airplane which enable you to travel the length and breadth of the islands discovering beautiful coastlines, coves, beaches and sea lochs.

These islands provides some of the most beautiful scenery in the world, each island holding their own unique features ranging from wild rocky peaks, moorlands, machairs and long stretches of golden sandy beaches. Many of the roads are narrow, some are single track and have many bends and chicanes, most are unlit at night, and are vulnerable to poor weather.
Healthcare
There are three main hospitals situated on the main islands, Western Isles Hospital in Stornoway, the Uist & Barra Hospital in Benbecula which is located in the centre between North and South Uist, and St Brendans Hospital in Barra. There are fourteen GP Practices in the Western Isles and three hospitals at Stornoway, Benbecula and Barra. Community nursing services operate out of general practice premises and at community offices in key locations.

Register with a doctor
Remember you should register yourself/family with a doctor at your local practice as soon as possible. The Medical Practice will advise you on specific documentation required to register.

Moving home
Looking for the right property can be somewhat of a challenge. If you are moving from the mainland, it is important you are well informed about the area prior to your move. There is a good selection of Estate Agents and solicitors available locally to help you with the process, whether you are buying, selling or wanting to rent property.

Schools and Education
After a £70 million investment by the local government, children across the Western Isles are now being taught in the most modern schools in Scotland, benefitting children access to the best facilities and resources that any school in Scotland has to offer, in an educational environment that is second to none.

Lewis Castle College campus is part of the University of the Highlands and Islands. There is a wide range of professional development courses, further education courses, available for study. This gives students more reasons to stay in the islands rather than leaving to study in the cities of mainland Scotland, contribute to the economy or even build your own business. The University of Stirling campus is based at the hospital in Stornoway. Students can undertake a range of health studies enabling a qualification in health and social care.

Arts, culture & heritage
The Western Isles is home to a good range of restaurants, take-aways and pubs accommodating all tastes and budgets. Live music is on offer in a variety of pubs and clubs, mainly at the weekend.

No matter where you live in the Outer Hebrides, you will find a wealth of authentic experiences to engage with - the rich culture heritage, the outstanding natural heritage, food, music, art and craft culture - all ways of enjoying the living Gaelic culture.

There are a selection of Museums and Art Centres situated across the islands among them is the award-winning Taigh Chearsabhagh in North Uist and An Lanntair Centre in the heart of Stornoway. These are multi-purpose venues hosting exhibitions and workshops, live music and theatre and cinemas.

Each community has an annual Agricultural Show, a great showcase for the farming community and fun for all the family with craft stalls, displays and demonstrations, highland dancing and music.

Music
Hebridean Celtic Festival is a four-day award-winning festival which takes place annually in July and brings together a variety of traditional and contemporary music and visitors from around the globe to the Castle green in the centre of Stornoway.

Smaller musical events are also held where adults and children are given the opportunity throughout the isles to learn to play musical instruments. The local children’s gaelic mod is held annually usually at the beginning of June.

Sports facilities
The Outer Hebrides offers a superb range of outdoor activities including surfing, kite surfing, hill walking, mountaineering, horse riding and increasingly popular sport with many inland trails and long beaches providing the perfect setting. Hebridean Equestrian Centre is only a 10 minute drive from Stornoway on the Isle of Lewis. It caters for both children and adults from the age of 4 and upwards and no experience is necessary to take part. There is a smaller community riding school based in Benbecula.

Comhairle nan Eilean Siar’s Sport and Health Section deliver and support a wide range of services across the Western Isles. Outdoor activities and multi-sports are particularly popular on the Western Isles. The main sports centre in the Western Isles is located in Stornoway. The Nicholson Lewis Sports Centre has a full range of sports facilities both indoor and outdoor, which provides an excellent facility for school children and the general public.

A range of smaller, local community facilities are also provided throughout the Isles and a whole host of sporting activities are pursued with clubs and organised events throughout the year covering sports such as rugby, football, hockey, fishing, riding, canoeing, golf, athletics and 10 pin bowling. There are four half marathons run every year on the Isles and a range of charity focused events.

Shopping
The town of Stornoway is the main town in which most of the shops are located and is the only place in the Outer Hebrides where you will find a mix of small high street shops, mixed with local independent shops, of which many sell locally produces goods such as traditional Harris Tweed and jewellery items. The local fishing fleet provides fresh fish and shellfish to local fish shops restaurants. All shops are closed on Sunday except for one of the local petrol stations which sells a limited selection of groceries, wines, beers.
Your Team

**Dr Angus McKellar, Medical Director**

Angus is a GP and has a strong interest in remote and rural practice. He previously worked in very remote settings in Nepal prior to working as a GP and Educational Supervisor in North Harris Medical Practice. He is keen to improve access to training opportunities for a future remote and rural GP workforce.

Monthly 1:1s, reviewing quality of learning experience.

He will be supported by the following team in delivering the Rural Fellowship Programme:

**Susan Macaulay, Interim A and E lead**

Susan is an Emergency Nurse Practitioner with 17 years experience working in a rural A&E. She has an interest in rural emergency and unscheduled care provision, and has recently completed a study exploring GPs perspectives on out of hours in a rural general hospital. Susan is keen to support all aspects of an enhanced GP role, in particular emergency and minor injury skills required when working in a remote and rural area.

**Dr Keith Burns, Interim Clinical Lead primary care**

Mentorship via weekly 1 hour meeting.

Discuss progress against agreed competencies.
Dr Claudia Rettberg, Paediatrician

Dr Claudia Rettberg is a single handed Consultant Paediatrician on the Western Isles and welcomes all opportunities to interact and further enhance any learning experience for trainees/fellows. She has worked in many remote and rural areas, is a Clinical and Educational Supervisor and she is more than happy to support education in her area of expertise and also offer advice on more practical issues related to living on an island.
Western Isles Fellowship Programme

This fellowship will provide both continuity and support from a single base, with a highly varied timetable that will include remote and rural general practice, being part of the unscheduled care out of hours team, and involvement in a quality improvement activity.

Rather than rotating through different placements, this programme will reflect the dynamic nature of remote and rural practice and the rural practitioner we want to produce. You will not only have the opportunity to develop the skills required to deal with serious illness or trauma in the remote and rural setting but apply them in the course of the year.

The exact structure of the fellowship is flexible and will be built around your individual learning needs, addressing the acute care competencies and ensuring you are exposed to the supported clinical opportunities to allow your skills to grow.

The Acute Fellowship Programme will have the following components:

1) OUT OF HOURS ENHANCED GP ROLE
   • 1-2 shifts weekly as part of the unscheduled care OOH team including A&E cover as well as roles in paediatrics / neonates and FME (Forensic Medical Examination) once trained.
   • The Fellow will receive training in enhanced GP functions and function as part of an experienced OOH team at WIH.
   • Opportunity for additional experience at the Uist and Barra Hospital is also in place.

2) GENERAL PRACTICE
   • 1-2 days weekly in a General Practice. Whilst the base practice will be in Broadbay, Stornoway, opportunity and choice will be given as to which other practice(s) the Fellow may want to be involved in. Including, if desired, blocks of time in Barra or North Harris Medical Practice.
3) QUALITY IMPROVEMENT ACTIVITY
   • 8 hours per week - specifically with a view to developing your role as a rural practitioner.
     This may include, for example:
     • Joining a team which is already developing and implementing a virtual ward intermediate care programme, shifting care from the acute to the community setting
     • Working with the prescription for excellence team on a pre-existing project which links dispensing practices to pharmacy advice
     • Involvement in another pre-existing QI project

4) AREA OF PERSONAL INTEREST
   • The opportunity to develop skills in an area of personal interest and relevance to the intended role of rural practitioner. This could include for example (but not limited to):
     • Paediatrics
     • Acute medicine
     • Geriatrics
     • Stroke rehabilitation
     • Minor surgery

5) 13 weeks protected time including opportunities for...
   • ATLS / APLS / ALS / BASICS
   • FME
   • Any relevant learning opportunity that builds towards your acute care competencies.

Mentorship will include regular sessions with the Medical Director, Primary Care clinic lead, A & E lead and Paediatrician to ensure that your educational needs as well as the aims of the fellowship programme are being met.
We will want to engage with you prior to your arrival to ensure that your learning needs are catered for in a timely manner to allow adequate preparation whilst ensuring the skills can be applied and developed during the course of the year.
**Additional Learning experiences:**

- You will join the local PBSGL (Problem Based Small Group Learning) group which includes experienced GPs from many of the surgeries on Lewis & Harris.
- Resuscitation training programme at hospital
- Neonatal resuscitation training in hospital
- Involvement in MAJAX (Major Incident) training
- Involvement in monthly GP educational meetings

Any of the team are available to be contacted informally if you would like to chat things through:

**Angus:** angus.mckellar@nhs.net

**Susan:** susanmacaulay1@nhs.net

**Keith:** keithburns@nhs.net

**Claudia:** claudia.rettberg@nhs.net

**We look forward to welcoming you to the Western Isles**
In a recent study by Susan Macaulay (2015), participants that currently worked as enhanced role GPs in the new OOHs model identified the key motivator as the work itself, which offered a more varied work load and stimulus that traditional general practice did not provide.

“the sheer interest of it, it’s well worth doing......the trouble with the standard GP is that after a number of years, it becomes pretty humdrum, what everyone is looking for is something to make general practice that bit more interesting and for me one aspect about OOH, are all these things we do are really interesting, especially the CODS (Children’s on-call doctor)” (Participant 1).

“I quite like the stimulus of acute medical care as it stands at the moment with this model, so you’re not feeling totally out of touch with the hospital side of things, you can see acute things that you normally wouldn’t be managing in the general practice.....it keeps your skills up to date, there are challenges but it’s interesting out with traditional general practice” (Participant 5).

“I guess the main thing is job satisfaction, because as GPs, if you are on the mainland, you tend not to get these opportunities as much, to work in an acute setting and I think most of us find it stimulating.....I think certainly for me the motivation was, it’s very rewarding work”( participant 8).

Quotes taken from, An exploration of General Practitioners perspectives: A new Out of Hours model in a Rural General Hospital (Macaulay 2014)
Useful links and numbers

Local council (CnES)
www.cne-siar.gov.uk/contact.asp

NHS Western Isles
www.wihb.scot.nhs.uk

Job Centre Stornoway
www.job.co.uk/town/jobs-in-stornoway

Traveline Scotland
www.travelinescotland.com

Caledonian Macbrayne Ferry Timetables
www.calmac.co.uk/timetables

Flybe
www.flybe.com

Rightmove
www.rightmove.co.uk/property/Western-Isles.html

Visit Scotland
www.visitscotland.com/destinations-maps/outer-hebrides

Lewis Sports Centre Timetable
www.cne-siar.gov.uk/isl