

Welcome to Skerryvore!


Are you the ideal person to complete our team at Skerryvore Practice?



Thank you for your interest in our partnership vacancy. We are delighted to take this opportunity to tell you about the work that we do. Please get in touch if you would like to find out more.

Skerryvore Practice

Health Centre
New Scapa Road
Kirkwall
Orkney KW15 1BH
01856 888240

ork-hb.skerryvore@nhs.net
www.skerryvorepractice.co.uk
 @skerryvorepractice

We are recruiting a ninth GP partner to join our thriving practice.

We have a vacancy for a 6 session GP following the retirement last year of our longest serving partner. Key features of our practice are as follows:

- Independent contractors delivering General Medical Services on behalf of NHS Orkney.
- Orkney's largest GP practice with a steadily rising population of over 8,250 patients.
- 8 existing partners, all aged between 34 and 46. By recruiting a 9th partner we are aiming to achieve 6.4 whole time equivalents.
- 25 years of experience as a training practice.
- Operating from purpose built premises owned and maintained by NHS Orkney.
- Provider of Orkney's Sexual Health Service via our Nordhaven Clinic.
- No out-of-hours commitments.



Lying 10 miles north of mainland Scotland, the Orkney archipelago consists of 70 islands of which 20 are inhabited.



Our practice is located in Kirkwall, Orkney's largest settlement with over 9,000 inhabitants. Our practice area extends west to Orphir and Finstown, east to Deerness and south to Holm.

It's easy for Orcadians to take our environment for granted but we are confident that our new partner will love working in such a vibrant small town set within a spectacular island landscape.

Where to find us...



This timetable shows a typical week in the life of the Skerryvore GPs...



As a 6 session GP you will work 3 full days per week. You can expect to spend 2 or 3 days per month on-call as duty doctor and will have 1 or 2 "extended hours" surgeries each month.

We continuously review and improve our clinics and appointments system to respond effectively to patients' needs whilst maintaining manageable GP workloads.

Our working week

GP meetings

We meet every morning to review out-of-hours reports, hospital admissions, deaths, significant events & challenging or interesting cases.

MDT meetings

We meet weekly with our district nurses & Macmillan nurses to review our shared caseload.

Emergency Surgeries

Patients are seen on a "first come, first served" basis by any available GP with no appointment required.

Extended hours

These appointments are intended to improve access for patients attending work, college or school

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
				Extended hours surgery	
08:00					
	GP meeting	GP meeting	MDT meeting	GP meeting	GP meeting
09:00	Surgery	Surgery	Surgery	Surgery	Surgery
10:00					
11:00	Emergency surgery				
		Emergency surgery	Emergency surgery	Emergency surgery	Emergency surgery
12:00					
13:00					
14:00	Surgery	Surgery	Surgery	Surgery	Surgery
	Diabetes clinic		Care home review	Contraception clinic	
15:00					
	Emergency surgery	Emergency surgery	Emergency surgery	Emergency surgery	Emergency surgery
16:00					
			Sexual health drop-in		
17:00					
	Extended hours surgery				
18:00					

Care home review

We use a weekly "ward round" at St Rognvald's House, Kirkwall, to assess and respond to the needs of our patients in residential care.

Sexual health drop-in

Open to all with no appointment needed. We also offer pre-booked sexual health consultations during our routine & emergency surgeries. Our sexual health service (the Nordhaven Clinic) is provided on behalf of NHS Orkney to all patients, whether or not they are registered at Skerryvore.

Contraception clinic

Several of our partners are trained to insert, remove and replace intrauterine devices and contraceptive implants and prefer to deliver this service via a dedicated clinic.

What else do we do?

- Our **Duty Doctor** participates in emergency surgeries but is otherwise free to deal with house calls, telephone messages and prescription requests.
- We offer an efficient **needle exchange service** to our small local population of intravenous drug users.
- **Minor surgery procedures & joint injections** are offered by appropriately trained GPs on an *ad hoc* basis or via dedicated clinics.
- **Administration sessions** help partners to keep on top of paperwork at times when we have plenty of GP cover.
- **Partner's meetings** are held every 1-2 months, usually during an extended lunch break.
- **Protected learning time (PLT) sessions** take place several times a year. Emergency cover is provided by NHS 24 allowing us to dedicate an afternoon to educational activities involving the whole practice team.

General Practice is under pressure across the UK. How are we managing to weather the storm?



Despite facing many of the same challenges faced by practices elsewhere, we have managed to recruit and retain a committed team of enthusiastic young GPs. We enjoy a strong and resilient partnership characterised by solidarity, mutual respect and supportive working relationships.

Our success as a partnership is determined by our shared values. Here are some of the things that matter most to us.

Our values

Embracing part time working

Working part time helps our GPs to cope effectively with the stresses of modern practice by achieving a healthy work-life balance. We are convinced that freedom to care for our children and pursue interests outside medicine is the key to our success in recruiting and retaining partners. Everyone works at least 6 sessions per week ensuring that clinical and partnership responsibilities are shared equally. Maintaining a larger group of part-time GPs offers some flexibility in covering our rota and reduces our reliance upon locums.

Achieving consensus

Having 9 partners guarantees breadth of opinion and this sometimes results in robust exchanges of views and ideas. We work hard to arrive at decisions that everyone can live with. This is achieved through open discussion, respect for each other and a genuine appreciation of the wealth of knowledge and experience available within our team. Consequently our partners' meetings tend to be stimulating and productive.

Valuing teamwork

We adopt a collaborative approach to patient care by routinely discussing cases at our morning meetings, having a low threshold for seeking advice from colleagues and maintaining clear clinical records. This helps to sustain continuity of care when patients are unable to see their usual GP and improves the quality, safety and accountability of our clinical decision making.



Enjoying our time together

We believe that it is essential to have fun at work and that happy and relaxed doctors, nurses and administrative staff offer patients the best quality of care. This is achieved by nurturing friendly, informal but professional working relationships. Our morning meetings ensure that no-one is stuck in their office all day and most of us appreciate taking time out to chat with colleagues over lunch or coffee. The annual Great Skerryvore Bake-Off competition is keenly contested and we all look forward to sampling the efforts of our talented bakers. We enjoy going out for dinner, meeting up for drinks, visiting the cinema and planning practice days out. Festive highlights include our Christmas night out and Secret Santa gift exchange. "First 5" and PBSGL (practice based small group learning) groups perform an important social function alongside their primary aim of facilitating reflective learning and peer support by networks of local GPs.

Working at the heart of our community

Most members of our team have either grown up in Orkney, trained here or have strong family links to the area. Long term commitment to living and working in Orkney enhances the stability and resilience of our partnership and helps us to respond positively to change. Our depth of local knowledge results in an intuitive understanding of individual patients' circumstances and a truly personalised approach to health care. Because we work within such a close-knit community we insist upon strict confidentiality in order to maintain our patients' trust.

We are proud of what we have achieved at Skerryvore and look forward to exciting times ahead...



Welcoming a new doctor is always a significant milestone in a practice's development. Coinciding with our move to new premises and the introduction of a new Scottish GP Contract, our new partner will be joining us at a pivotal moment.

This is a rare opportunity to exert real influence upon the future of primary care services in Orkney.

Achievements & aspirations

Efficient practice management

Skerryvore is a well organised, smoothly operating practice thanks to our accomplished administrative team. Patients consistently praise the calm, friendly and helpful manner of our receptionists. Each member of staff has developed individual areas of responsibility allowing us to delegate tasks with confidence. Our excellent practice manager is held in high esteem by all the partners due to her experience, judgement and capacity to get work done. Her involvement in the local Practice Managers Network facilitates collaboration and sharing of ideas with neighbouring practices. We recently appointed an assistant practice manager and office manager to share the practice manager's workload, reinforce leadership roles within the team and improve continuity over the course of the working week.

Implementing the new GP Contract

Many remote and rural GPs feel apprehensive about the Scottish Government's new GP contract, introduced in April 2018. Our partners have sought to engage positively with these changes by participating in all the key negotiating committees and working groups. Skerryvore GPs now chair meetings of the GP subcommittee of the Area Medical Committee and our local GP Quality Improvement Cluster. We represent more patients than any other Orkney practice and are acutely aware of our responsibility to support the development of bespoke local health care services that directly address the needs and priorities of our island community.



Developing our nursing team

Unlike other practices, we have extended our nurses' roles and responsibilities with the primary aim of enhancing the quality of care offered to our patients, rather than simply compensating for a lack of GP capacity. Our nurses' varied workload includes provision of contraceptive services, cervical screening, childhood immunisations, warfarin monitoring and dose adjustment, travel advice and chronic disease monitoring with weekly nurse-led asthma and cardiovascular disease prevention clinics. Our health care assistant performs phlebotomy, blood pressure measurement and ECGs and assists GPs with minor surgery procedures, DVLA and MCA medical examinations and insertion of contraceptive implants and IUCDs. One of our nurses is undergoing enhanced clinical skills training and hopes to become an independent prescriber. We look forward to supporting her in exploring new roles such as management of minor illnesses and injuries during our emergency surgeries.

Moving into new premises

During 2019 we will be relocating to the new Balfour Hospital bringing us closer to a wide range of primary and secondary care services. Construction is advancing rapidly and we have been involved in the building design process from the outset. We look forward to taking advantage of this impressive facility to explore more collaborative approaches to delivering effective multidisciplinary health care.

It's a privilege to work in such a beautiful location and belong to a friendly and resilient community.



With stunning scenery, low crime rates, a strong sense of community and excellent employment and education opportunities it's clear to see why surveys consistently identify Orkney as one of the best places to live in the UK.

Please contact us to discover how island life could work for you. Find out more by visiting...

www.orkney.com/about/life-in-orkney

Enjoy island life!

Accommodation

Kirkwall's central location means that Skerryvore is within commuting distance of all areas of the Orkney mainland and the linked South isles. There is a wide choice of affordable homes to rent or buy in Kirkwall or Stromness and across the more rural parishes.

Education

Orkney Islands Council currently offers 600 hours per year of free early learning and childcare for 3 and 4 year olds. This provision will increase to 1140 hours per year in 2020. There are 11 primary schools on the Orkney mainland and linked South Isles. Secondary school pupils attend either Kirkwall Grammar School or Stromness Academy. As part of the University of the Highlands and Islands, Orkney College offers a broad range of further and higher education courses. Heriot-Watt University has recently established a campus in Stromness.

Outdoor and sporting activities

Orkney has a varied landscape with sandy (and often deserted) beaches, rugged moorland and hills, lush green farmland and dramatic clifftops and rocky shores. This makes for spectacular walks and scenic running or cycling routes, including the St Magnus Marathon (the UK's most northerly marathon). The shipwrecks of Scapa Flow attract divers from all over the world and we have several sailing, rowing and kayak clubs. There are teams and clubs catering for a remarkable range of sports. A busy schedule of tournaments, competitions and events takes place every weekend. A network of play parks, sports facilities, swimming pools and fitness suites encourages islanders of all ages to keep fit and active in all kinds of weather. Orkney's bid to host the 2023 International Island Games reflects the quality of our facilities and the level of enthusiasm for sport that exists locally.

Inter-island adventures

Orkney is unique among the UK's island groups in sustaining such a large number of small populated islands. Several islands are linked by causeways but most are reached by inter-island air and ferry services. Each island has a unique landscape, culture and community identity. Residents of Orkney's mainland are therefore spoiled for choice when it comes to planning day trips or short breaks to our North or South Isles at any time of the year.

History and archaeology

Orkney is well known for internationally important ancient monuments such as Skara Brae, Maeshowe and the Ness of Brodgar which are all included in a UNESCO World Heritage Site. However, many Orcadians enjoy exploring a huge number of smaller, less well-known sites including standing stones, neolithic chambered cairns, Iron Age brochs, ruined farmsteads and the remains of naval defences from both world wars. Ruled by Norway until the late 15th century, Orkney's fascinating dual Norse and Scottish heritage is reflected in our dialect, place names, folk tales (including the Orkneyinga Saga) and historic locations such as St Magnus Cathedral, the Bishops' and Earls' Palaces and the Brough of Birsay. Perhaps the most enduring legacy of our Scandinavian past is our proud, independent and distinctive Orcadian identity.

Wildlife

Orkney's wealth of flora and fauna include endangered species such as hen harriers, red throated divers, the Scottish primrose and orcas. Other Orkney specialties include short-eared owls, Orkney voles, otters, hares, puffins and large seabird colonies. Unusual and exciting encounters with wildlife are almost guaranteed when out for a walk and birdwatching and beachcombing can be excellent ways to relax.

Arts and culture

Orkney has a rich tradition of music, dance, story-telling and crafts and is home to a dynamic and inclusive artistic community. Live music is a key feature of Orkney weddings and nights out. The St Magnus Festival draws visitors and performers from all over the world but smaller festivals and concerts take place throughout the year showcasing a diverse range of musical genres. Exhibitions are frequently held at a growing number of local galleries and the Pier Arts Centre in Stromness has an impressive permanent collection of works by significant 20th century artists. There is a competitive annual drama festival with amateur teams from parishes all over the county staging one-act plays at the Orkney Theatre. Local products such as jewellery, textiles, pottery, food and drink sustain a large number of shops and restaurants. Agricultural shows are held across the county at the beginning of every August culminating in the County Show which is widely regarded as the highlight of the Orkney social calendar.

