



# Additional Information for Applicants

## Senior Dental Officer



## Welcome Letter



*Dear Candidate,*

*Thank you for your interest in applying for the post of Senior Dental Officer, within the Directorate of Health and Social Services, Falkland Islands Government. This truly is an exciting opportunity in an unparalleled location.*

*The Islands themselves have a land mass of around the size of Northern Ireland and are set in an area of outstanding natural beauty in the South Atlantic. We are a small, thriving community with a British way of life and benefit from good local services, low crime, high employment and an incredible natural environment teeming with wildlife. For those with a sense of adventure it provides opportunities which are hard to match elsewhere in the world. Similarly, the Islands are an excellent retreat with unspoiled landscapes and a vibrant community lifestyle.*

*Our roles are truly unique positions and in return for taking the time to understand and contribute to our great culture and enjoy our way of life, we can promise you a once in a lifetime experience both professionally and personally.*

*The Senior Dental Officer post, is an important part of my Senior Management Team. Whilst many of this team are Clinicians first, I expect leadership by example, and a spirit of true joint work. I want Senior staff to know their business inside and out, but also to have a learned opinion of wider Directorate endeavours; be that the welfare of all staff through to strategic input in to £Multi-Million Capital Projects. If you are only interested in the delivery of Dental works, this might not be the right post for you.*

*If, however you are a consummate professional, who cares about colleagues and wants to develop professionally and offer up your skills as a leader; I will support you every step of the way and we certainly want to hear from you and share with you our excitement and ambitions for the Directorate and the people we serve.*

A handwritten signature in black ink, appearing to read 'Thomas J Bale', written in a cursive style.

Thomas J Bale

**Director Health and Social Services, Falkland Islands Government**

# Job Profile

## The Package

### Duration of Appointment

The appointment will be fixed-term for up to 4 years.

### Salary Package

Salary on appointment is a 'spot-salary' – which is £95,809p.a. In addition, the successful applicant will be eligible for a 25% gratuity payment based on basic salary earned, upon satisfactory completion of the contract and performance reviews. The salary and gratuity are subject to Falkland Islands taxation which is substantially lower than in the UK.

### Taxation

The Islands current tax rates are as follows:

Personal Allowance:	£15,000 per annum
First £12,000 of chargeable income:	taxed at 21%,
Remainder:	taxed at 26%

### Relocation

If relocating from UK/Europe there is a relocation grant of £2,000 for those coming to post unaccompanied or £2,500, if accompanied by a spouse/partner. (An additional £100 is awarded for each dependent child that accompanies the individual to post).

If relocating from elsewhere in the world the grant is £3,000 for those who are unaccompanied or £3,500 if accompanied by a spouse/partner, (plus £200 per dependent child coming to post).

### Flights

FIG pays for flights to the Islands to take up appointment and at the end of the contract for the post holder, (and where applicable, any recognised accompanying dependents who will be residing with the post holder for the duration of the appointment).

Employees on contracts of at least 2 years in length, are also eligible for a mid-appointment paid concessionary return flight between the Falkland Islands and the country of recruitment for themselves and each member of their dependant family who accompany them to post.

### Education Allowance

Education up to age 16 is provided free at schools in Stanley. Where the qualifying criteria for an Education Allowance has been met in respect of any dependent under the age of 19 at the point of the course starting and recognised by FIG as eligible for such an allowance, (and payment of such an allowance has been sanctioned by the Education department), then this allowance will be paid at the rate from time to time prescribed by the Education department on the terms set out by the Education department. NB payment of this allowance is not guaranteed and may be subject to change during the course of an individual's term of employment. Payment of such an allowance is also considered to be a benefit in kind and will be taxed accordingly.

### Access to Medical/Dental Services

Overseas staff will have access to the Falklands Health Services. Most services, including prescriptions are currently free to residents of the Falkland Islands. However, charges are made for some items and the Health Service reserves the right to alter the charges for medical services. At present charges are made for spectacles, dentures and cosmetic dentistry such as crowns and bridges. The charges are variable based on the cost of the materials including freight.

## Housing

The Government maintains a housing stock from which it will make a house available to rent. Typical rents range from £270 for a one-bedroom maisonette property to around £900 for a 4 bed detached house. Private Sector accommodation is also available though this can be limited.

## Timetable for recruitment and selection process

Stage	Date
Closing Date for applications:	1200 GMT, 5 December 2022
Short-listing:	9 December 2022
Interviews:	14-16 December 2022

## How to Apply

A FIG application form should be completed and submitted alongside a covering letter outlining how you meet the 'essential' (and where appropriate, the 'desirable') criteria outlined in the job description and the reasons for your interest in the role. You must attach a professional CV. These documents will assist in the shortlisting process. Please include your full contact details, including daytime and evening telephone numbers, and MS Teams contact (usually an email address).

Application forms and further information about working in the Falkland Islands can be obtained by email at [recruitment@sec.gov.fk](mailto:recruitment@sec.gov.fk)

To arrange an informal discussion with the Director of Health and Social Services about the post, please email [pa.dhss@kemh.gov.fk](mailto:pa.dhss@kemh.gov.fk)

**Completed forms and accompanying cover letters can be submitted by email to [recruitment@sec.gov.fk](mailto:recruitment@sec.gov.fk)**

## Standard Pre-Employment Checks

All candidates should note that FIG carries out the following pre-employment checks prior to appointing someone to a post. Any offer of employment made will therefore be made on a conditional basis until such checks are completed. (Where checks are found to be unsatisfactory, FIG reserves the right to withdraw any offer of employment).

### References

All appointments are subject to a minimum of two satisfactory references being received. Please be specific when providing addresses/contact details for your referees. One of the references must be from your present employer or, if not currently employed, your most recent employer.

### Professional membership/Qualification Checks/Verification of Identity

Checks will be carried out to confirm any qualifications/professional memberships which are listed as 'Essential' in the Person Specification at the interview stage.

Applicants relying on qualifications regarded as equivalent are responsible for providing evidence as to how their qualifications meet the required standard. If equivalence is not immediately clear, no enquiries will be made by FIG and the candidate's application may not proceed as a result. FIG reserves the right to make the final determination on the recognition of any equivalency. You will also be required to produce original documents to verify your identity at interview, one of which must be photographic identification.

### **Criminal Record Checks**

As part of the Immigration requirements all applicants for Government posts are asked to disclose convictions upon application. Criminal records will only be considered for recruitment purposes when the conviction record is relevant. Having an 'unspent' conviction will not necessarily bar a candidate from employment. This will depend on the circumstances and background to the offence(s).

Any information given will be treated as completely confidential and will be considered only in relation to the post to which the application refers.

Failure by a candidate to reveal information that is directly relevant to the post applied for could lead to the withdrawal of an offer of employment.

### **Pre-Employment Health Assessment**

The Falkland Islands has good primary and secondary health care however, because of its geographical remoteness and size it is not able to offer the full range of services that might be expected of a hospital of a similar size with more readily accessible resources.

Successful candidates will be required to undertake a pre-employment health assessment for immigration purposes to obtain a work permit. The medical will normally be arranged with your own GP unless FIG instruct otherwise. Such medicals will also be required for any dependents that are due to accompany you to post.

It is important to note that if you have complex medical needs or may need ongoing medical support that is not practically/physically available on the Island or is considered as being economically unviable to provide, it is unlikely that you would meet the health standards required to obtain a Work Permit for the Falkland Islands. If any of your dependents also have such needs, they may not be able to accompany you to post as dependents on your Work Permit.

They would not however be prohibited from visiting the Islands, but this could only normally be done through means of a 'Visitors' permit. For more information on any related immigration issues you can contact the Customs and Immigration Department on + 500 27340.

### **Education for Dependents**

If your dependents have special educational needs or if they are not able to access all aspects of the school curriculum in English without language support, this will be considered as part of the immigration process. While some support may be available, each case has to be considered on its merits based on the capacity available within the particular year group in the relevant school. If your children have complex special needs, for reasons similar to those noted in the above paragraph concerning health provision relating to complex medical needs it is unlikely that the criteria required to be met to be covered by any Work Permit would be achievable and so there may be no automatic right to reside in the Islands awarded under any Work Permit issued.

For more information on the Falkland Islands, please visit: <http://www.falklands.gov.fk>

## Appendix 1 - Directorate of Health and Social Services- Falkland Islands Government



### Introduction

One of the key missions of the Falkland Islands Government (FIG) is to provide high quality, cost-effective health and social services, which address the identified needs of the populations served in order to preserve life, treat illness and promote lifelong well-being. The Directorate of Health and Social Services facilitates this mission by providing primary, community and secondary healthcare in the Islands for the resident population of the Islands (which is approximately 3,600 people), as well as offering a range of social services to vulnerable people in the community.

The directorate also provide secondary care services to around 1,800 military personnel and associated civilians at Mount Pleasant Airfield, 35 miles south-west of Stanley. We also offer urgent and emergency care services to approximately 60,000 people who visit the islands each year which include the crews of the foreign fishing vessels who fish in South Atlantic waters.

The primary and secondary health care facilities are based at the King Edward VII Memorial Hospital (KEMH) in Stanley, the only hospital in the Islands. It is a 27-bed hospital with a small accident and emergency department, an acute ward with a two-bedded intensive care unit, an isolation unit, and a maternity bed. It has a twinned 11-bed long stay nursing care unit; Hillside House; which is a temporary facility until our much larger facility; Tussac House; is opened in early-2024. Patients requiring primary care and outpatient services are seen in the dedicated outpatient suite. There is also a well-equipped pharmacy that dispenses all prescriptions and provides an 'over the counter' medicine sales and health advice service. We recently commissioned a Mammography Service and a CT-Scanner.

The dental department, which is located in the hospital, includes three surgeries plus a small technical area. The Service follows UK practices and standards of care, modified to meet local needs and circumstances.

### Facts & Figures

#### Health of the Nation

The general standard of health in the Islands is good, with a pattern of disease similar to that of most developed countries. There are slightly lower rates of cancer generally, but higher rates of lung disease. There are however significant levels of mild to moderate mental health problems and alcohol abuse and oral health is generally poor in adults; though decay in children isn't common. To date, problems of drug misuse are virtually unknown, as is HIV/AIDS. In recent years, there has been a significant increase in the elderly population (approximately 87% in 10 years) with the average age being c54 years old. This, coupled with an increasing birth rate (c30-40 per year), have created an inevitable increase in demand on health and social services.

## Finances

The Operational Budget for the Directorate for 2022/23 is approximately £14.1 million.

Most services, including prescriptions, are free to residents. However, charges have recently been introduced for some dental procedures, for spectacles, travel vaccines and a limited number of medical services. The Government reserves the right to alter these charges when it is deemed appropriate.

Charges are also levied for patients who are not entitled to free treatment in the Falkland Islands.

The dental department has an expenditure budget of £0.6million and a current income target of £12,000.

## Dentistry

The Dental department is responsible for providing assured dental services to the civilian population of the Falkland Islands. As noted previously, the department is also responsible for providing urgent treatment for temporary visitors such as tourists and fishermen. The team undertakes occasional general anaesthetic procedures on behalf of the Military contingent, based at Mount Pleasant Complex.

There are three surgeries, which are currently undergoing refurbishment. Dental equipment and supplies are regularly updated to maintain a high standard of cross infection control.

A wide range of treatments are undertaken, including endodontics, minor oral surgery, and emergency treatment including facial trauma. Dental extractions and oral surgery requiring general anaesthesia can be undertaken in the operating theatre of the hospital under full support of theatre and anaesthetic staff.

Orthodontic treatments are limited. Most are carried out using removable appliance therapy. However, this is due to be enhanced over the coming 12 months, and is an exciting project for any successful applicant to look forward to leading.

The majority of dental treatment is provided free of charge to residents. However, charges are made for certain aesthetic items such as veneers, complex treatments, and the restoration to dental fitness of those who have neglected their teeth.

Out of hours emergency dentistry is undertaken by on-call staff. Call outs are generally triaged by the casualty team in order to minimise the frequency of attendance for the dentist.

The dental officers co-operate with the military dental officer at Mount Pleasant by providing occasional emergency cover and support for any referrals for oral surgery under general anaesthetic requiring the operating theatre in the KEMH.



## Appendix 2

# More about the Falkland Islands Government



The Falkland Islands are a UK Overseas Territory where executive authority remains vested in Her Majesty the Queen. This authority is exercised by HM's Governor on her behalf. The Governor is advised by an Executive Council, comprising of three elected Members of the Legislature, the Chief Executive and the Financial Secretary. This forum is also attended by the Attorney General and the Commander British Forces South Atlantic. Executive Council follows a UK Cabinet model, with meetings that are held in private (usually fortnightly).

The passage of legislation, votes for expenditure and the annual budget including taxation levels are resolved by the Legislative Assembly. This comprises of eight elected Members (three from 'Camp'<sup>1</sup> and five from Stanley<sup>2</sup>), the Chief Executive and the Financial Secretary. The Commander British Forces and Attorney General attend Legislative Assembly and are permitted to speak at it in matters related to their roles.

The Assembly itself is presided over by a 'Speaker' who is elected by the Members of the Assembly. It currently meets monthly and the proceedings follow a UK Parliamentary model, except that the Chief Executive and Financial Secretary do not vote on legislation.

All eight elected Members are independent of political parties and each carry portfolios of services which cover a wide array of diverse activities including Education, Treasury and Taxation, Committee and Trade and Industry, all the way through to Health and Medical Services and child protection.

A wider network of 'Committees' that exist, (somewhere around 20) and they generally include at least two elected Members and a mix of civil servants and lay members. The Standing Finance Committee for example considers and monitors the budget and includes all eight members. Such committees now meet in public under rules mirroring the UK's Local Government (Access to Information) Act, as does the Falkland Islands Safeguarding Children Board. The intention is to speed up decision making processes and strengthen transparency, accountability and scrutiny.

The above is all set against the background of the 'The Islands Plan'. This Plan has been established to encapsulate the high level strategic aspirations agreed as being key to progress the sustainable, economic, social and political development of the Falkland Islands for the benefit of all residents.

Elected Members' top priorities under the Plan currently include (in no set order): self-determination and good governance; economic development; population and workforce; transport and communications; education and training; Health and Social Care; Infrastructure; Safety and Security; Community, Culture and protecting the environment.

The business of Government itself is delivered by a core professional Public Service of circa 650 permanent and temporary employees, (at any one time of which approximately 100 are officers on contract from outside the Falkland Islands i.e. they have been recruited from locations such as the UK, Australia, New Zealand and Canada etc).

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<sup>1</sup> Camp – the countryside is known as Camp  
<sup>2</sup> Stanley – the main town

# Appendix 3

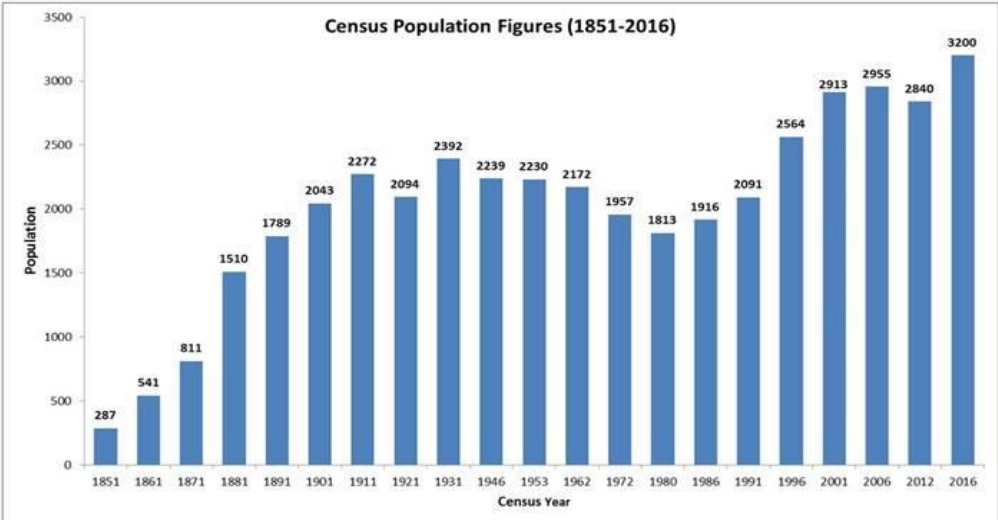
## General Facts about the Falkland Islands



### The People

The Islands have a usually resident population of almost 3,200 people. Approximately 2,460 live in Stanley which is the southernmost capital in the world. The remainder of the population live in the countryside or “Camp” as it is referred to locally.

The population itself is predominantly of British birth or descent and many can trace their family on the Islands back to the mid-nineteenth century. In addition, there is a permanent military garrison at the Mount Pleasant Complex (MPC), some 35 miles west of Stanley, comprising around 1100 military personnel and 500 civilian workforce and dependants. The growth of the **non-military** population is highlighted in the graph below:



1851 and 1861 are estimated populations. 1980-2016 exclude persons aboard visiting vessels. 1986 and 1991 exclude all persons at Mount Pleasant military complex (MPC). 1991-2016 exclude persons temporarily present. 1996-2016 include civilian workers and their families based at MPC.

## **The Economy**

As the following graph shows, the Islands' economy is one which is continuing to grow at a time when many other larger, better resourced country's economies GDP's have been static or even regressed.

The main economic driver since the late 1980's has been commercial fishing, with the establishment of a controlled fishery conservation zone in 1987, now at 200 nautical miles from the coastal baseline. In recent years, however, revenues from oil exploration have contributed significantly to our economy.

### **Fishing**

Fishing vessels in the zone catch around 200,000 tonnes each year, principally Illex and Loligo squid.

Revenues to Government are between £16 million and £22 million per year from licence or quota fees. In addition to fishery access fees a significant proportion of corporation tax arises from the local fishing industry.

In some recent seasons there have been downturns in catches, but the existence of the Government's substantial cash reserves has proved valuable in smoothing economic fluctuation. The commercial fishing industry remains a buoyant sector today and revenue from the fishery is the main income source for the Government, though oil exploration activities have also boosted GDP in recent years.

New business opportunities also include increasing tourism, (currently earning around £10m million per annum), aquaculture, and hydrocarbons.

### **Tourism**

Air connections to the Islands include two flights a week by Ministry of Defence Chartered Airline from RAF Brize Norton, Oxfordshire, and a weekly LATAM Chile flight service connection to South America. The Islands are keen to develop these connections. During the summer months the islands' are visited by an ever increasing number of cruise ships. We can receive anything up to 80,000 cruise ship tourists per year.

More information on the Islands and tourism in general can be found on the following link: <http://www.falklandislands.com>

### **Hydrocarbons**

Offshore oil exploration has been ongoing since the 1990s around the Falkland Islands. So far, activity has focused on the Sea Lion field, a significant c. 500 million barrel oilfield north of the Falklands which was discovered in 2010 and is currently undergoing development planning. Other resources have been discovered around the islands including several oil and gas deposits close to the Sea Lion field discovered in 2010/11 and 2015/16, and a gas condensate field discovered to the south of the Islands during 2012 drilling.

### **Local Businesses**

Enterprises from micro start-ups to international joint ventures have been helped to establish, grow and consolidate by the Falkland Islands Development Corporation.

Aiding a huge range of business starts and development projects with advice, guidance, training, project management and funding, its remit includes enabling the Falkland Islands Government's economic development plans, as well as the primary role in steering the private sector to commercial opportunities and building a spirit of entrepreneurship in the community.

Further information about the Corporation is available at: <http://www.fidc.co.fk>

### **Science**

The protection of this unspoiled environment is a high priority in the Islands Plan and the Government invests more money each year in environmental research with university partners, the British Geological Survey and independent local NGOs including Falklands Conservation. More details on Falklands Conservation can be found on [www.falklandsconservation.com](http://www.falklandsconservation.com). In addition, the Falklands-based South Atlantic Environment Research Institute (SAERI) is a world class academic institute operating in the South Atlantic from the equator down to the ice in Antarctica. It conducts world class research, teaches students, and builds capacity within and between the UK South Atlantic Overseas Territories (UK OTs). SAERI's remit includes the natural and physical sciences. See [www.south-atlantic-research.org](http://www.south-atlantic-research.org)

## Islands Living – key facts

### Geography/Climate

The Falkland Islands are located in the South Atlantic on the same latitude as London lies north. They comprise of two main Islands (East and West Falkland) and some 700 smaller islands, set 400 miles from the South American mainland and 8000 miles from the UK.

The maps below show where the Islands lie in relation to South America and give an overview of the Islands themselves and their main settlements.

Map 1. The Islands and their position



Map 2. The Islands and their main settlements



The temperature varies between a maximum of 24°C in January down to circa minus 5°C in July/ August. Rainfall is generally low, winters are not as severe as the UK and the Islands enjoy more sunshine per annum than the South of England.

The countryside is comparatively bare of forestry, but it has its own unique flora and fauna. In geographical terms the Islands have a fascinating history that has resulted in some striking natural features such as the impressive rock formations known as 'stone runs', but which are actually rivers of angular quartzite. Bird and marine mammal wildlife also abound.

The Islands are also home to vast colonies of penguins and albatross, as well as over 200 species of other birds. They are also popular breeding grounds for sea lions, elephant and fur seals and over 15 species of whales and dolphins.

### Currency & Banking:

The currency of the Falkland Islands is the Falkland Islands Pound (FKP) which has the same value as Sterling when used in the Falkland Islands. British pounds are legal tender throughout the islands and US dollars are also accepted in some locations. The Falkland Islands Pound cannot be exchanged outside of the islands but Bank of England notes are accepted. Standard Chartered bank is the only commercial bank on the Islands and new accounts can be set up to allow salary payment and transfers to and from other banks outside the Islands.

**Electricity:**

The electrical current is 220/240 volts, 50 Hz. Standard British appliance plugs will work in the Falklands. Household electricity is normally paid for by Electric Card which can be purchased at various outlets in Stanley.

**Fuel**

Diesel and Petrol prices are lower than in the United Kingdom. Bottled Gas (propane) being comparable in price. Stanley Services is the provider of fuel on the islands. [www.stanley-services.co.fk](http://www.stanley-services.co.fk)

**Telecommunications:**

Sure Telecoms provide telecommunication services in the Falkland Islands. This includes telephone and internet services. Being remote means that internet services are provided by a satellite link; as such internet speeds are slower in comparison to UK fibre optic, and services are more expensive. Internet access between midnight and 06:00 am is currently free to service account holders. Further information can be obtained from their website at [www.sure.co.fk](http://www.sure.co.fk)

**Shopping:**

Stanley has two supermarkets and a number of smaller convenience stores. These are stocked with a good selection of imported goods, (canned, frozen and other packaged foods). Supplies of fruits and vegetables are grown locally and imported from South America. These in particular can be in limited supply and more expensive than the UK. Fresh local produce such as beef/lamb is readily available and of good quality and typically less expensive than the UK.

**Eating out:**

Stanley has several good quality restaurants serving a range of local food. There is also a diner and some of the local pubs provide bar meals.

Falkland menus feature locally grown produce such as lamb, beef and vegetables, as well as seafood caught both inshore and offshore. Strong links with Chile mean that a range of excellent wines are also available from South America.

**Leisure**

There is a vibrant and varied offering of sports, recreation and cultural activities in the Falklands. Stanley boasts two fully equipped fitness facilities, as well as a swimming pool and public library. Organized sports for both children and adults include inline hockey, football and badminton, and there are many keen runners, hikers and off-roaders taking advantage of the unique outdoor landscape. Cultural life includes crafting and an active amateur theatre community.