



## Working In Gibraltar

**Gibraltar is a British overseas territory located near the southernmost tip of the Iberian Peninsula. Gibraltar has historically been an important base for the British Armed Forces and is the site of a British naval base.**



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Today, Gibraltar is on its way to transform itself into a second Monte Carlo. A number of British and international banks have operations based in Gibraltar. This, coupled with its strategic location has encouraged wealthy people from all over the world to move here making the country a very exclusive and expensive place. The political situation between the two countries has improved significantly over the last twenty years. No Gibraltarian can ever forget the isolation imposed by Spain, when the Spaniards shut the border between the two countries.

Now, Spain and Gibraltar mutually benefit from each other. While Spain offers Gibraltarians a wide range of facilities, it benefits from the wealth of Gibraltar. Many Spanish people work in Gibraltar or earn their money associated with business based on the Rock. Gibraltar

has a small airport, which is currently host to return flights from three destinations in Europe.

### Health Facilities In Gibraltar

There are two hospitals and many small private clinics. The public hospital (St Bernard's) is a recently refurbished £40 million facility open to the general public. This contrasts with the 102 year old Royal Naval Hospital (RNH) for the military personnel. Furthermore, Spanish private hospitals are host to many wealthy Gibraltarians.

### My Personal Experience

I have worked for both of the Gibraltar hospitals over the last 30 months. I was part of the team that was involved in moving the 300 years old state hospital to the new facility in 2005. This 200 bedded multi-specialty centre provides most services except cardio thoracic surgery, neurosurgery and transplant medicine.

It is technically a well equipped hospital employing high standard staff from across the globe, with four theatres inclusive a day care unit. An added asset is its sea side location, offering staff and patients breathtaking views.

The Royal Naval Hospital is the last existing British Naval Hospital. It is located in a 100 year old building, which is one of the reasons why a settlement into a new facility in form of an IHF (Integrated Healthcare Facility) is planned at the end of this year. The RNH has currently a maximum capacity of only 25 beds, there are two operating theatres but only one is used at the time.

The Royal Naval Hospital provides Services of Anaesthesia/ Intensive Care, Surgery, Internal Medicine, Paediatrics, Obstetrics and Gynaecology. Furthermore it has an excellent Emergency Department with its own staffed ambulance.

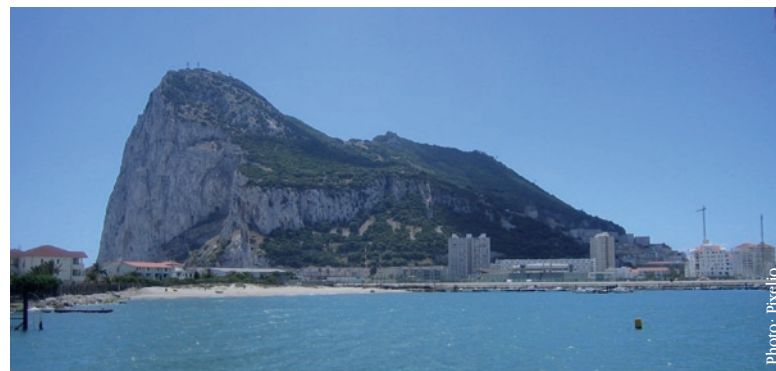


Photo: Pixelfio

Although the patient numbers are not very high it should be noted that there is a lot of administrative and training workload to maintain high standards. Outstanding is the team spirit in the Naval Hospital. Both hospitals have well staffed Intensive Care Units.

The prerequisite to work for the Gibraltar Health Authority (GHA) is the registration at the British General Medical Council (GMC) and the registration as a specialist. (see also Certificate of Completion of Specialist Training = CCST accreditation).

### Working Hours

At St Bernard's Hospital, the official working hours vary in different specialities. Most of the specialists work 10 PA (PA = practice activity, corresponds with four hours, 8.30-12.30; 12.30-16.30). Furthermore there is an on call rota which varies in its extension.

The Non Consultant Hospital Doctors (former Senior House Officer = SHO) usually put in 50-60 hours per week.

The doctors employed by the RNH are categorised as civilian employees of the Ministry of Defence. They also have a 10 PA working week, but their on call time is 24/7 (which means 24 hours a day and seven days a week).

No doctor in Gibraltar is allowed to cross the border while on call.

The holiday entitlements for doctors in both hospitals are five weeks plus two weeks professional leave. Furthermore there are 11 public holidays to claim.

### Remuneration

The salaries in both the hospitals are based on the NHS guidelines and are partially negotiable. They depend on experience and range from £75,520 to £93,184 per annum (Consultants).

Doctors working in the public hospital sign a three years contract. They get a bonus of a years' income instead of pension. The contracts for the doctors in the military hospital are either a 50 weeks contract or a definite contract.

### Overall Impression

Gibraltar is a nice but small place. On the one hand the place offers you much sun and sea related opportunities and a multicultural environment but on the other hand you might get a bit claustrophobic. It is especially difficult for doctors working in the RNH. Due to their 24/7 on call structure, they often cannot cross the border for weeks.

It must be stated that, thanks to increasing diplomatic efforts, the last few years have seen a significant improvement in relationships and cooperation between the Spanish and Gibraltarian hospitals. This provides better services for patients in need of special diagnostic or therapeutic measures which cannot be carried out in Gibraltar.

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[www.gmc-uk.org](http://www.gmc-uk.org)

The General Medical Council (GMC) the authority where medical Doctors get their registration and accreditation (see also Certificate of Completion of Specialist Training)

[www.bmj.com](http://www.bmj.com)

The British medical journal. Job offers from all over the world are advertised under the career session. All positions from England as well as Gibraltar have to be announced here. This website provides a lot of interesting opportunities and is my personal tip.

[www.gibraltar.gov.uk](http://www.gibraltar.gov.uk)

Welcome to Gibraltar Online, the website for visitors and tourism, for business and finance, and international relations.

[www.gha.gov.gi](http://www.gha.gov.gi)

The official website of the Gibraltar Health Authority. All job offers from the GHA are going to be advertised their first.

[www.mod.uk/DefenceInternet/DefenceFor/Jobseekers/](http://www.mod.uk/DefenceInternet/DefenceFor/Jobseekers/)

Official website of the Ministry of Defence for jobseekers, This page lists the types of national security clearances and employment checks undertaken

[www.goinginternational.org](http://www.goinginternational.org)

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