

# Sustainability and Public Health Practitioner

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Job Advert



**Sustainability and Public Health Practitioner  
Band 5 £33,247 – £41, 424 per annum  
Plus £1,406 Distant Islands Allowance per annum  
Permanent  
37 hours per week**

An exciting opportunity has arisen with NHS Western Isles to join the Public Health Directorate as a Sustainability and Public Health Practitioner.

This is an excellent role for someone passionate about sustainability and public health, offering the chance to contribute to the development and implementation of specialist programmes. You will play a crucial part in helping NHS Western Isles meet NHS Scotland's commitment to reduce greenhouse gas emissions and to achieve net-zero emissions from its supply chain across all NHS Boards.

You will be actively involved in collecting, interpreting, and presenting sustainability data, and will demonstrate a clear understanding of the relevant policies, legislation, and guidance. Your input will drive the NHS Western Isles sustainability agenda across the Islands. You will have strong report-writing skills and the ability to provide recommendations and direction to others where appropriate. Excellent communication skills are essential, as is the ability to work effectively on multi-agency projects. You should be able to work both independently and collaboratively as part of a team and thrive under pressure when required.

NHS Western Isles offers a supportive, collaborative, and friendly working environment where your contributions will make a real difference. You will join an established and experienced Public Health team, taking part in a range of professional activities and projects aimed at improving and protecting the health of the population in the Western Isles.

This is a full-time, permanent post based in Benbecula, working within a small Public Health team, with occasional travel to other sites including Barra, Harris, and Lewis. There is free on-site parking, and you will be based in a bright, modern, open-plan office close to the local secondary school and good public transport links.

To find out more or arrange an informal chat about the role, please contact: Alison MacDonald, Senior Health Promotion Officer at [alison.macdonald9@nhs.scot](mailto:alison.macdonald9@nhs.scot).

For any further queries please contact 01851 762027

The successful applicant will be required to register with the PVG Scheme (Protecting Vulnerable Groups Scheme). This post is not eligible for relocation expenses.

All NHS Western Isles vacancies appear on the NHS Scotland website: [apply.jobs.scot.nhs.uk](https://apply.jobs.scot.nhs.uk), along with a job description.

Tha beàrnan-obrach NHS Eilean Siar uile gu léir a' nochdadh air làrach-lìn NHS na h-Alba <https://apply.jobs.scot.nhs.uk>, còmhla ri dealbh-obrach.

## NHS SCOTLAND JOB DESCRIPTION

1. JOB IDENTIFICATION	
Job Title:	Sustainability and Public Health Practitioner
Responsible to:	Senior Health Promotion Officer
Department:	Health Promotion
Directorate:	Public Health
Operating Division:	NHS Western Isles
Job Reference:	
No of Job Holders:	1
Hours:	37
Last Update:	

2. JOB PURPOSE
<p>To contribute to and advise on the development and implementation of specialist sustainability and health improvement programmes.</p> <p>To develop and maintain sustainability information, including a demonstrated understanding of policy, legislation, and guidance relevant to sustainability requirements.</p> <p>To facilitate and provide training courses in own area of expertise in partnership with other agencies (monthly).</p> <p>To maintain information directories and data collection systems.</p>



## 5. ROLE OF DEPARTMENT

The Public Health Department has the specialist role within NHS Western Isles and the Western Isles as a whole in overseeing and developing pro-active Public Health improvement programmes and activities. A major part of its role is developing new and evidence based approaches to tackling Sustainability and climate issues in the Western Isles and developing the skills of other professionals, volunteers, agencies and organisations in promoting sustainability approaches.

Specifically, this involves:

- Determining sustainability priorities
- Delivering a range of initiatives to reduce the environmental impacts for NHS Western Isles.
- Co-ordination of efficiencies across the board that align to the core aims and objectives of the NHS Scotland climate emergency and sustainability strategy Consult and advice in the development of strategies, policies and the planning, implementation and evaluation of sustainability programmes and wider public health programmes in the wider Uist locality.
- Professional development and training, including specialist led courses and advice and input into training programmes.
- Work to increase staff awareness of environmental matters, through group training and other communication channels.
- Evidence and evaluation: in addition to researching and evaluating its own work. Public health can also advise and support other individuals and agencies in the Western Isles.

## 6. KEY RESULT AREAS

- Contributing to sustainable development and environmental management strategies & policies in the form of reports, including different versions for different audiences which include NHS Western Isles board, locality management teams, Scottish Government and NHSS.
- Deliver a set of performance indicators to demonstrate the impact of environmental and sustainability initiatives and opportunities for change to deadlines against the key performance indicators
- Implement opportunities, gaps or compliance failures and clarify for NHSWI the consequent corporate benefits or risks to climate change and sustainability performance.
- Provide support to specific workstreams across the sustainability governance framework, including developing clear business cases on the risk/opportunities, costs and benefits of individual schemes and co-ordinating implementation plans

for agreed initiatives

- Support and participate in multi-agency project, to promote development of policy and implement strategies and action plans to meet the needs of the following subject areas: Environmental Management, green theatres, waste reduction, active travel, biodiversity and greenspace, climate adaptation.
- Delivering specialist training as part of a small team, sharing the workload and attending national groups and meetings and follow up actions from these meetings. Develop new initiatives to NHS WI and lead on the Green Champions network.
- Undertake ongoing monitoring, data gathering and evaluation of own and others work to ensure effectiveness, efficiency and compliance with NHS WI Climate Emergency and sustainability Report (and others; NSAT report, audit reports etc). Develop or amend procedures and protocols if necessary.
- Non line manager.
  - Promoting the importance of health in the workplace to own and other organisations, including work with Public Health on resilience matters in relation to flooding and other climate change adaptation.
- Contributing to development, monitoring and evaluation of sustainability and health promotion/improvement strategies and policies. e.g. Detect Cancer Early Strategy.
- Use understanding of organisational cultures and skills in behaviour change to have an understanding of the importance of different organisational cultures and how to bring about organisational change.
- Taking overall responsibility for the day-to-day management of Delivering the commitments in relation to carbon, waste and water, reducing single use plastics and reducing air pollution
- Working with and for communities to improve sustainability outcomes and health and wellbeing - using a range of community development approaches and methods of needs assessment, planning and development, implementation and evaluation of services, programmes and/or interventions.
- Occasional requirement to create a range of publications using desk top publishing and other software, produce reports and small funding bids.
- Non budget holder

#### **7a. EQUIPMENT AND MACHINERY**

- Daily use of Personal Computer (PC) and printer for letter writing, electronic diaries, producing presentations on PowerPoint and data management and database creation on a daily basis.
- Use of telephone to contact a range of individuals and partners.

- Use of laptop, multimedia projector and overhead projector for presentations.
- Use of large display boards for health promotion presentations.
- Use of car for travel to and from meetings/venues for work events etc.
- Use of Microsoft packages such as Word to an advanced level, Excel, Outlook.
- Producing presentations using Microsoft PowerPoint.
- Substantial use of the internet and different search engines for evidence.
- Use of Microsoft teams.

#### **7b. SYSTEMS**

- Microsoft Office - Word and Excel, Powerpoint, Publisher & Teams.
- Ability to effectively operate Internet and Intranet applications.
- Ability to effectively operate databases
- Audit, monitoring and contribute to a range of reports(such as Public Health Performance, Local Health Plan, Department of Public Health Business Plan, Director of Public Health Annual Report and a range of mandatory sustainability reports.

#### **8. ASSIGNMENT AND REVIEW OF WORK**

- Objectives agreed annually with Line Manager. With support from Line Manager draft own section of workplan, negotiating with other team members around areas of strength, interest and development needs.
- Monthly supervision discussions with Line manager.

#### **9. DECISIONS AND JUDGEMENTS**

- Making judgements about the use of appropriate sources of information i.e. colleagues, reference materials and other written materials.
- The post holder is required to make decisions on an ongoing basis about how best to achieve: objectives, how a project is doing in terms of meeting deadlines, and changes that need to be made to the programme in order to achieve objectives - e.g. about methods to use to reach different target groups.
- Making judgements about how best to communicate sometimes difficult messages to public and other professionals, for example about the levels of environmental impacts.
  - Evaluating own knowledge of sustainability and public health topics. Developing own personal development plan to meet any identified needs. Generating and using

appropriate learning opportunities and applying own learning to the future development of your practice.

#### **10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB**

- Balancing the requirement to meet national targets with the need to provide high quality individualised services locally.
- Using influencing skills to encourage and build capacity of individuals, communities and other agencies to endorse and implement sustainability and behaviour change initiatives.
- Ability to cope with the lack of 'quick wins' in sustainability and public health; changes in policy, behaviour and attitudes often takes years to achieve.
- Targeting resources to areas of most need, altering practice where necessary.
- Being able to work on all sustainability and an agreed portfolio of public health topic areas to a high standard.
- Planning and prioritising tasks, setting and adhering to realistic, timely deadlines.

#### **11. COMMUNICATIONS AND RELATIONSHIPS- update with Lorraine**

- Working across a wide range of stakeholders to communicate sustainability messages and information on health improvement.
- Participating in forums and meetings to develop and to advocate behaviour change and influence regulators, legislators and colleagues both within and out with NHSWI
- Working with local and organisational social media including preparation of press releases, written articles with the ability to explain to both specialist and non-specialist audiences.
- Presenting information using presentations, different layouts, images and structure, adapting it as appropriate to the needs and interests of different audiences and its intended purpose.
- Maintaining information directories and data collection systems relating to own areas of responsibility.
- Creating reports, describing conclusions, recommendations and problems accurately.
- Delivering training on sustainability and health promotion / health improvement topics to a wide range of key stakeholders including steering activity and working groups steering, activity and working groups in relation to project specific. This involves working with others across professional and organisational boundaries.
- Dealing with enquiries on matters relating to sustainable development and

environmental management, which may encounter poor understanding and will have to operate in a contentious environment conveying difficult messages that may not be welcomed.

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## **12. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB**

- Work involves a combination of sitting, standing and walking - light physical effort.
- Concentration is required for writing business plans and reports, analysing monitoring information, and delivering presentations. Work is reasonably predictable, although there may be a need to change from one piece of work to another in response to requests for information, requirement to cover for a colleague's absence etc.
- There is some exposure to emotional effort; no line-management responsibilities. There is a requirement to lift and load heavy bags (2 small suitcase size bags, weighing approx. 20 kilos) of equipment into a car and then out again 4 times, on 2 - 4 days a week when delivering training or setting up displays.
- The post holder works across the Outer Hebrides. Work takes place across a variety of clinical settings within the NHS and partner organisations.
- Being part of a small team, which covers a large geographical area and maintaining contact/relationships with other team members and partners.

## **13. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB**

### Knowledge & Skills.

Knowledge of sustainability and public health acquired through training or extending courses and experience to degree level equivalent.

Excellent written and verbal communication and interpersonal skills.

Computer literate.

Ability to manage a busy agenda, work to deadlines and prioritise own workload efficiently.

Advise on the development and implementation of work - via an understanding of statistical information, evidence, and research.

Support the team with strategies, policies and planning as well as implementation and evaluating the work undertaken.

### Training

Educated to degree level (Environmental, sustainability or Health related).

### Experience

Experience of working in sustainability, public health, healthcare or a relevant environmental arena, which is evidenced by a portfolio of work.

## 14. STANDARD ELEMENTS

### STANDARD ELEMENTS

#### **Confidentiality**

**Comply with all approved NHSWI Policies and Procedures.**

**Comply with NHSWI Communication Strategy and Media Strategy.**

This involves taking the necessary precautions when transmitting information only disclosing it to those who have the right and need to know it.

All personal health information is held under strict legal and ethical obligations of confidentiality.

NHS staff must follow guidance (NHS Code of Practice on Protecting Patient Confidentiality) before disclosing any patient information. All staff must respect confidentiality of all matters that they may learn relating to their employment, other members of staff, patients, and their families.

#### **Health and Safety:**

**Assist in maintaining own and others' health, safety, and security.**

This involves:

- a) Complying with Board health and safety policies, procedures and participating in mandatory training.
- b) Maintaining a safe working environment and reporting any issues of concern as appropriate.

NHS Western Isles attaches the greatest importance to the health and safety of its employees. It is the Board policy to do all that is reasonable to prevent personal injury and hazard to health by protecting staff and others including the public from foreseeable hazards compatible with the provision of proper services to patients. The Board expects its entire staff to take reasonable care of their own health and safety and that of others who may be affected by their acts or omissions at work. More detailed information is given in departmental safety policies where appropriate.

#### **Ensure own actions support equality, diversity, and rights.**

This involves:

- a) Acting in ways consistent with the Board's policies and procedures.
- b) Treating those you come into contact with equitably and with respect.
- c) Recognising the need for aids or adaptations.



<b>15. JOB DESCRIPTION AGREEMENT</b>	
<p>A separate job description will need to be signed off by each jobholder to whom the job description applies.</p> <p>Job Holder's Signature:</p> <p>Head of Department Signature:</p>	<p>Date:</p> <p>Date: 19.02.2025</p>



## NHS WESTERN ISLES - PERSON SPECIFICATION


**Job Title:** Sustainability and Public Health Practitioner

**Department** Public Health  
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**Location:** Benbecula

FACTOR	ESSENTIAL	DESIRABLE
EXPERIENCE	Experience of working in sustainability, public health, health or a relevant environmental arena, which is evidenced by a portfolio of work.	Experience in delivery of training.  Experience of multi-agency/partnership working.
QUALIFICATIONS TRAINING RESEARCH PUBLICATIONS	Educated to degree level (Environmental, sustainability or Health related)	Additional sustainability or public health qualification
KNOWLEDGE AND SKILLS	Knowledge of sustainability and/or public health acquired through training or extended courses and experience to degree level equivalent.  Ability to interpret statistical and policy information in order to direct activity effectively.  Ability to introduce, manage and	Familiarity with word-processing, spreadsheet and database working.  Skills in motivational interviewing.  Project management skills.

	<p>implement action plans to achieve stated aims and objectives.</p> <p>Ability to write structured reports and deliver succinct oral presentations.</p> <p>Ability to work effectively and establish positive relationships with, senior managers, staff, external partners and interest groups in a way that establishes confidence, credibility and trust.</p> <p>Strong interpersonal skills and able to challenge, support, influence and engage senior management and peers.</p>	
DISPOSITION	<p>Flexible attitude.</p> <p>Ability to work as part of a team and also to work independently.</p> <p>Respect for others and non-judgemental attitude.</p> <p>Willingness to undertake training/further professional development to fill in gaps in experience/qualification.</p>	
OTHER	<p>Ability to work in a non-smoking environment.</p> <p>Full driving licence.</p>	



The quality of life in the Western Isles, particularly for those with families, is outstanding: a safe space to bring up children, stress-free commutes with jaw-dropping views, and the opportunity to stroll along our pristine beaches or explore our dramatic scenery on your days off.

Community spirit is at the heart of the Western Isles. It is close-knit and welcoming, residents are proud of the place where they live and are keen to support young and old. The islands have a strong cultural identity stemming from their distinctive history.

Although the islands are remote, you can still keep connected with the wider world. There are frequent transport links to the mainland via ferries and three island airports – Barra, Benbecula, and Stornoway. The Air Discount Scheme (cheaper flights for islanders) and Road Equivalent Tariff (subsidised ferry fares) ensure transport is affordable. High-speed internet is widely available and allows islanders to stay connected globally.

Local Primary and Secondary Schools provide high quality education with the opportunity to learn through the Gaelic language. There is a network of excellent sport and leisure facilities in the Western Isles with annual cultural festivals and venues with live entertainment.

Key worker housing can be applied for through Hebridean Housing Partnership.

#### Useful Information

[cne-siar.gov.uk](http://cne-siar.gov.uk) Comhairle nan Eilean Siar (Western Isles Council - for more information on Schools, leisure and culture)  
[visitouterhebrides.co.uk](http://visitouterhebrides.co.uk) (for more information on our islands and what to see and do)

## A Place to Work

NHS Western Isles employs over 1000 staff over a number of sites, including:

- Ospadal nan Eilean Siar (Western Isles Hospital), Stornoway
- Ospadal Uibhist agus Bharraigh (Uist and Barra Hospital), Benbecula
- St Brendan's Hospital, Barra
- A number of GP and Dental Practices across the island chain
- A variety of community-based health services

Being part of a smaller team with a flat management structure provides the opportunity to widen your experience and be involved in a range of planning and decision-making that you might not otherwise experience in a larger setting. Our patients are our community, and there is opportunity to contribute to multi-disciplinary and holistic care to patients and families across healthcare settings.

Support and development are central to NHS Western Isles' ethos, and this involves working in partnership with the University of the Highlands and Islands, NHS Education for Scotland, and other higher education institutions. Our Professional Practice and Learning team will support and advise you on your learning journey. Many opportunities can now be accessed remotely through online learning. Regular clinical training is available and scenario-based learning is available in our recently-installed sim lab.

The Western Isles has a range of employment opportunities in the public and private sector for those that are relocating as a family. Please contact us and we can direct you to vacancies that might be suitable.

All staff are valued equally and we welcome and encourage those from diverse backgrounds to come and work for us.



# NHS WESTERN ISLES

## BENEFITS

### Pay

The NHS pay system is known as Agenda for Change (AfC) which applies to all staff excluding medical, dental and executive level managers.

The benefits include a standard working week of 37 hours, with pay enhancements to reward weekends, nights and overtime working. This ranges from time plus 88% to time plus 30% depending on your pay band and shifts you work.

Distant Islands Allowance is paid to all staff who live in the Western Isles. This is currently £1,406 per year.

### Annual Leave

Annual leave entitlement is 27 working days, rising to 29 working days after 5 years' service and 33 days after 10 years' service. In addition to this, you are entitled to 8 statutory public holidays every year.

We understand that balancing work and home commitments can sometimes be difficult.

### Our policies offer:

- Flexible working including home working
- Paid parental leave
- Paid carer leave
- Paid bereavement leave
- Occupational sick pay scheme

### Wellbeing

We recognise that your mental and physical wellbeing is important and we aim to support you in the workplace.

We have a 24-hour confidential helpline to support you and your family through any of life's issues or problems. This includes counselling, family issues, bereavement, financial wellbeing, relationship advice, legal information and more.

## NHS Pension Scheme

All new employees will automatically be enrolled in the NHS Pension Scheme, or if you are an existing member your membership will continue.

### Key features

- Benefits accrued on a Career Average Revalued Earnings (CARE) basis.
- Normal pension age the same as your State Pension Age.
- Pension accrual rate of 1/54th of pensionable earnings each year.
- Valuable death benefits for your dependents.
- Option to take part of your pension and continue working.

Further information on the benefits of the scheme, can be found at [sppa.gov.uk](http://sppa.gov.uk).

## Travel & Transport

We participate in the Cycle to Work scheme, enabling you the opportunity to buy a bike tax-free.

Those who need to travel a lot for work will be eligible for a leased car.

## Right to Work in the United Kingdom

We will support those that are eligible for a certificate of sponsorship to apply for a work visa. Candidates who require a Certificate of Sponsorship can access further information on the UK Border Agency's new points based system that now governs the way individuals from outside the EEA can work in the UK at [bia.homeoffice.gov.uk](http://bia.homeoffice.gov.uk).

