

WORKING FOR NHS WESTERN ISLES

Welcome

Thank you for your interest in working for NHS Western Isles. Each role within NHS Western Isles is pivotal to maintaining our success as we aim to deliver a healthier future for the population of the Outer Hebrides - from the Butt of Lewis to Barra and Vatersay.

About our Board

NHS Western Isles is part of NHS Scotland, with responsibility for providing healthcare throughout the Western Isles.

The Health Board employs over 1,000 staff and works in collaboration with mainland Health Boards and other local organisations to provide a wide range of healthcare services to the local population. Where possible, services are provided locally in the Western Isles, but for specific procedures and more specialist services, we work with mainland partners to provide services in other areas. In the main NHS partners are aligned to the west coast due to transport links and are predominately NHS Greater Glasgow & Clyde, NHS Golden Jubilee and NHS Highland.

NHS Staff 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 37.5 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 £1,117 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.

Work-life balance

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 www.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 www.bia.homeoffice.gov.uk.

