

Make a life, not just a living,
in the North of Scotland

Senior Charge Nurse/Senior Charge
Operating Department Practitioner

Dr Gray's Hospital, Elgin

Ref no: **PS236761**

Closing date: **Tuesday 3rd March, 2026**

www.nhsgrampian.org/jobs





Dr Gray's Hospital #wishyouworkedhere

Imagine joining a team at Scotland's most beloved District General Hospital, Dr Gray's, nestled in the serene and stunning landscape of Moray and Speyside. This unique opportunity isn't just about advancing your career; it's about embracing a lifestyle, for you and your family.

Wish you worked here? You can!

About Dr Gray's Hospital and our area

At Dr Gray's the balance between work and life is not just encouraged but ingrained in the hospital's ethos.

As Scotland's smallest District General Hospital, we offer a blend of historical charm and modern medical innovation. The stunning original structure from 1819, steeped in history and still in use, is a testament to the hospital's enduring legacy, while the facilities, which have been extensively upgraded since the new hospital opened in 1995, ensure that you have access to the latest medical resources in a modern setting.

The hospital serves a diverse community of about 132,000 residents, stretching from Forres to Macduff along the picturesque coast, and reaching inland to Huntly and Tomintoul on the edge of the Cairngorms National Park. This wide catchment area ensures a varied and engaging workload,

promising a rich and hugely rewarding professional experience.

With nearly 200 beds, including 132 inpatient beds across all specialities, a 15-bed surgical day unit, and 17 ambulatory care beds, Dr Gray's is designed to provide comprehensive care. The hospital is a hub of expertise with around 40 consultants in the acute sector, and ongoing recruitment efforts, particularly in anaesthetics and obstetrics, aim to further bolster the hospital's capabilities.

The hospital's combined medical and surgical High Dependency Unit and busy Emergency Department, offer excellent patient care and experiences that contribute significantly to professional growth.

Additionally, there is potential to expand your impact beyond the hospital, with strong links to Aberdeen Royal Infirmary and Raigmore Hospital in Inverness. There are opportunities to contribute directly within the wider Moray health network including our rural Community Hospitals and partnership working with primary care multi-professional teams.

Whether you're seeking to advance your career in a supportive environment or looking for a change of pace from the hustle and bustle of big city hospitals, Dr Gray's Hospital presents applicants with a truly exciting proposition.

Dr Gray's Departments:

24/7 Emergency Specialties

- Emergency Medicine (A&E)
- Acute Medicine
- General Surgery
- Orthopaedic Trauma
- Obstetrics and Gynaecology
- Paediatrics
- High Dependency Level Care
- Acute Psychiatry

Inpatient Care

- Acute and General Medicine
- Acute Care for the Elderly
- Stroke Care
- General Surgery
- Orthopaedics
- Obstetrics and Gynaecology
- Paediatrics
- High Dependency Level Care
- Acute Psychiatry
- Radiology

Out-Patient and Day Case Services

- General Medicine
- Stroke/TIA
- Geriatric Medicine
- Medical Ambulatory Care
- Women's Health
- Paediatrics/Child Health
- Surgical Ambulatory Care
- General Surgery
- Orthopaedics and Fracture Clinics
- Minor Surgery
- Preoperative Assessments
- Gastroenterology
- Diabetes and Endocrinology
- Cardiology
- Clinical Oncology
- Renal Dialysis
- Dentistry
- Mental Health



Visiting Services (from and to both Aberdeen and Raigmore Hospitals)

- Ophthalmology
- Urology
- Orthodontics and Maxillofacial
- Chronic Pain
- Plastic Surgery
- Ear, Nose and Throat
- Dermatology
- Breast Services
- Cardiology
- Oncology
- Haematology
- Neurology
- Respiratory Medicine
- Rheumatology
- Sexual Health Services

Support services include a range of allied health professionals, pharmacy and laboratory services providing support to all service areas.



The Post #wishyouworkedhere

The Post

Job Title:	Senior Charge Nurse/Senior Charge Operating Department Practitioner
Location:	Dr Gray's Hospital, Elgin
Salary Scale:	Band 7 (£50,861 - £59,159) pro rata per annum

Job Purpose

The postholder can be a Registered Nurse with the NMC or Operating Department Assistant (ODP) with the Health and Care Professions Council (HCPC).

Provides clinical leadership and operational management within theatre suites. Operationally manages a cohort of perioperative practitioners (nurses and operating department practitioners/ODPs), covering a number of complimentary specialisms and theatres. Manages and coordinates daily activity on a rotational basis.

Demonstrates and aims for exemplary professional perioperative practice. Provides effective leadership by adopting a transformational leadership style. Responsible for assessing, planning, implementing and evaluating person centred evidence based perioperative care; across the cohort and as a wider member of the Multidisciplinary (MDT).

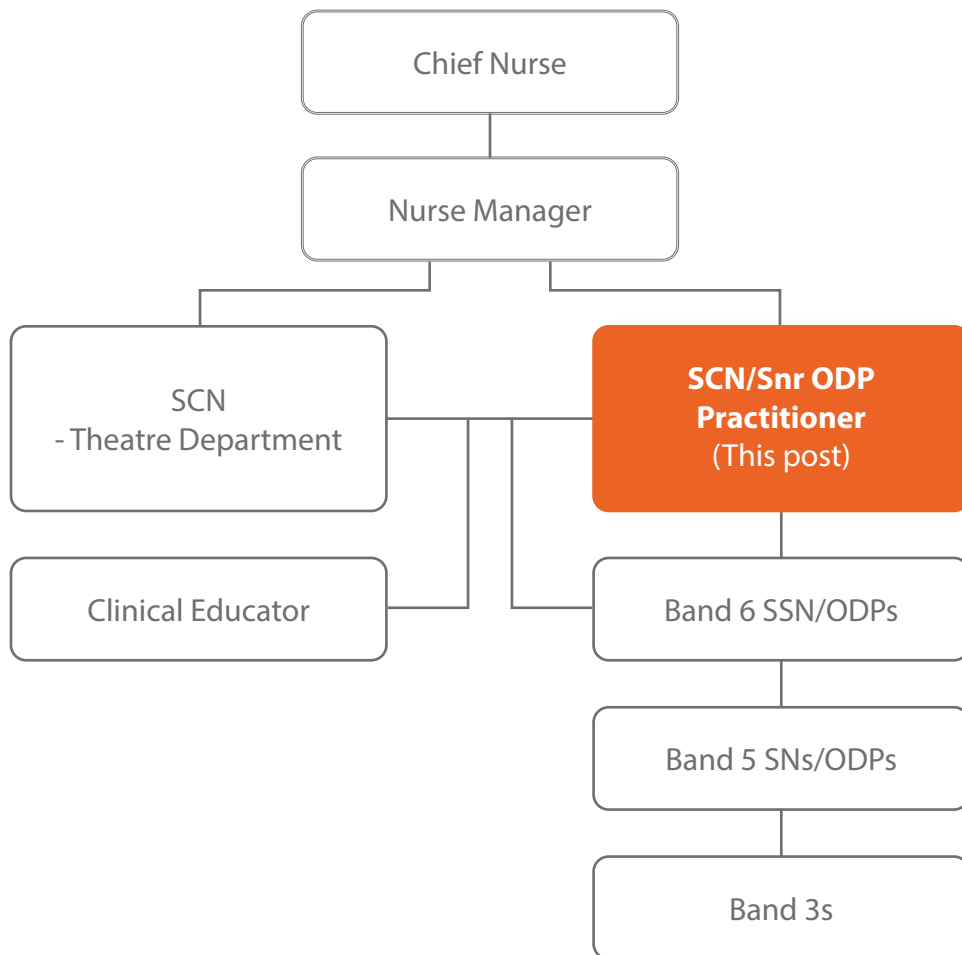
Promotes and facilitates an environment conducive, and committed to, professional development within their cohort and wider perioperative disciplines.

Demonstrates exemplary mentorship for peers and specialist leads.

Deputises for the Theatre Manager during planned and unplanned absence.

Organisational Chart

Unit Operational Manager



1. Communication and Relationship Skills

The postholder is required to communicate complex and confidential information e.g. strategic planning of workforce matched to clinical prioritisation through to daily operational management e.g. changes to list schedule and conveying disappointing news when cases are cancelled; during periods of Organisational Change; and during Major Incident Management of the theatre service. Communicates difficult information e.g. death on table or complications to staff and surgeons. May experience difficult conversations with staff during early resolution meetings.

Leads on communication on MDT multiple levels and through multiple forms e.g. written (monthly reports, mails), verbal, IT enabled software.

Is a central communication lead for a cohort of services bringing together the wider multidisciplinary surgical team. Ability to communicate system and patient changes and adapt to fast pace communication, when coordinating the daily service. Postholder compliments their communication style by demonstrating strong leadership and effective interpersonal skills. Participates effectively in cross boundary working and decision making.

Communication enables seamless communication with all Theatre Suites across ARI to assure networking, collaboration and sharing of resources. Requires strong negotiation skills to be effective e.g. when staffing are required to move for service need.

Is an active participant communicating across a continuum of MDT interface including SCN/SODP Monthly Meetings, Shared Governance Councils, Theatre Governance, service improvements, personnel appraisal, Morbidity and Mortality meetings.

Communicates with patients to allay anxiety and determine WHO Safe Site Surgery checklist is correct. Adapts communication with patients to meet individual needs and in a person centred way to overcome barriers in communication such as physical, mental or learning disabilities, anxiety or confusion.

2. Knowledge, Training and Experience

The post holder is required to be a Registered Nurse or ODP Registered with NMC or HCPC with post graduate knowledge and experience to diploma level. The post holder shall demonstrate perioperative experience at Band 6 Team Leader level.

Will demonstrate extensive clinical expertise, including experience in anaesthetics, scrub and/or recovery across a number of surgical specialisms.

Knowledge

Acquired extensive perioperative knowledge through short courses and/or post graduate courses.

Will develop and sustain knowledge and experience in wider management, leadership and clinical skills pertaining to perioperative practice and individual speciality. This is achieved by completing middle management courses and/or Post Graduate courses.

Training - Learning and Teaching

Ability to assess, plan, implement and evaluate professional development within the perioperative specialty across multiple pathways and specialisms. A clinical lead who works in partnership with the Theatre Academy to strive for best and evidence based practice in the Theatre Suites. Manages and records mandatory and equipment training on Turas.

Performs the role of QMPLE administrator for cohort assuring quality undergraduate education is achieved in collaboration with our Higher Education partners.

Participates in teaching programmes for staff within the clinical area and is an active member of the CME calendar and when new surgical modalities are introduced e.g. Robotics.

Assists with professionally developing their team in collaboration with the Theatre Academy. The NHS Grampian Theatre Academy is a regional professional development academy dedicated to improving perioperative practice.

Experience

Experience in clinical teaching and supervision of students and newly registered staff e.g. orientation of new recruits, NGN and International Programme. Workplace practice assessor and supervisor for NMC. Mentorship and teaching for ODP Programme.

Ensures the seamless on boarding of newly appointed staff allocating an appropriate mentor support.

3. Analytical and Judgemental Skills

Required to use rapid judgement in the assessment and treatment of patients efficiently and appropriately in all clinical situations e.g. a cardiac arrest on table, activation of massive bleeding protocol and/or time critical obstetric emergencies major trauma cases. Rapid clinical decision making and professional judgement required when floor coordinating requires rapid risk assessment for the patient, theatre team and wider suite. Ability to take decisive action and communicate same during rapid assessment and judgement.

They will assess, plan, implement and evaluate care for individual patients within their own area of responsibility e.g. leads the planning and scheduling of cohort workforce and patient lists in collaboration with the theatre booking team at the weekly meeting. Ability to plan workforce using professional judgement tool to compliment the changing theatre capacity. The post holder will be required to use their own initiative and be able to make sound and rational clinical decisions and remain focused throughout the process e.g. identifies gaps in skill mix and safe staffing numbers for their theatre and coordinates with the Nurse Manager to ensure staffing numbers align to the patient acuity.

Clinical decision making and professional judgement is optimised through collaboration across the perioperative service e.g. coordination with the MDT, Surgeons and Anaesthetists to rearrange list orders, in order to deliver person centred perioperative care.

Required to use own judgement whilst observing patient's condition and should report any changes in prescriptive care to relevant disciplines e.g. observation of the patient when performing the role of Anaesthetic Assistant.

Required to use rapid judgement in the assessment and treatment of patients efficiently and appropriately in all clinical situations e.g. a cardiac arrest on table, activation of massive bleeding protocol and/or major trauma cases.

Support staff through Organisational Change, using communication and negotiating skills with wellbeing and structured empowerment as a focus.

Addresses issues arising in a professional and discrete manner, knowing their limitations and escalates to Nurse Manager as appropriate.

4. Planning and Organisational Skills

The postholder requires an adaptable approach to planning and organisation at strategic and operational levels. Demonstrated ability to effectively categorise and prioritise competing demands and work activities.

Responsible for knowing and enacting the portfolio's strategic plan to the perioperative service and workforce. Plans ODP and nursing resources to assure a fit for purpose and safe service including assessment of supplementary and redeployment of staff.

Assesses the theatre list and coordinates patient care in collaboration with the MDT across a cohort of theatres. Plans and allocates human and product resources assuring safe and efficient perioperative care pathways. Constantly monitors perioperative care in the theatre environment.

Engages and leads cohort in performance and risk management of the promoting an integrated MDT shared governance. Clinical leadership requires managing cohort of theatres to operationalise the service.

The role entails coordinating and organising clinical, non-clinical, and external stakeholders e.g. organising and planning in-service education and company representation to assure safety.

The work frequently demands collation, safe destruction and manipulation of highly sensitive workforce and patient data e.g. as part of the theatre booking meetings.

Plans, organises, delivers and reports on Organisational Change associated with new service development. Reports to the Nurse Manager of the service.

Audits, measures and reviews compliance of guidelines and best practice within cohort to ensure appropriate levels of compliance for safety, IPC and waiting list initiatives e.g. active in policy and procedure development against UK AfPP Guidelines.

Reports, makes recommendations and develops risk based plans and objectives to assure compliance in assigned perioperative environments e.g. decontamination of semi-invasive equipment, safer workplaces.

Develops, designs and implements quality initiatives and performance indicators for perioperative services.

Focus on obstetric theatre activity.

Has a sound awareness of the annual NHS Grampian Regional Theatre Academy education strategy, clinical and staff governance. Aligns their cohort changes to the wider governance vision.

5. Physical Skills

Standard keyboard skills for inputting, interpreting and analysing data for creation of reports.

When working clinically frequently moves large/heavy equipment and walks long distances.

May be required to work clinically in emergency situations requiring endurance, long periods of standing and uncomfortable/misaligned positions.

6. Responsibilities for Patient/Client Care

The postholder will provide specialist nursing care programmes and is a proficient and experienced contributor for the operationalisation of strategic perioperative planning. Assess, develops and implements the highest quality of person centred care, service, safety and access.

Leads and is accountable for developing a specialist person centred workplace culture aligned to the organisation's values and beliefs.

Engages in open and honest discourse on patient/service quality across the continuum of the service from patients, family, and personnel feedback and engagement.

Adopts professional leadership of cohort of theatre teams and promotes the portfolio strategic plan across the continuum of assessment, planning, implementation and evaluation.

Is a visible clinical leader engaging within specialist perioperative cohort teams, clinical environments and across the stakeholder continuum.

Delivers against the Theatre governance objectives reporting to the NM in the monthly report.

Identifies and adopts consistent clinical, education and personnel governance measurements across their specialist cohort which leads to improved patient care and experience.

Contributes cohort information to the performance management framework for the perioperative service.

7. Responsibilities for Policy and Service Development Implementation

The postholder is responsible for contributing to the development, approval and implementation of evidence based policies and procedures for perioperative practice in designated area/s. Represents specialist cohort in the development of perioperative services; to assure understanding and compliance of statutory compliance, regulatory or mandatory standards and associated guidance across perioperative services.

Actively contributes in the development and implementation on cross site policies and procedures to improve standardised best perioperative practice and education.

The postholder identifies best practice and potential ways to improve the service e.g. increased efficiency in theatre and PACU, reducing waiting times and patient perioperative pathways.

Has an awareness of Local and National perioperative projects and education programmes which support NHS and NES policies e.g. Baird Family Hospital, National Treatment Centre and ODP Diploma NES.

Assess, plan and develop seamless cohort surgical flow supported by data and patient pathway methodology. Identifies risk in the pathways of care particularly within their cohort specialisms.

Has an awareness and active role in proposed activity, clinical prioritisation and national direction. Ability to identify barriers to waiting list and cancer pathway targets e.g. insufficient staffing using the 6:4:2 model.

Coordinates weekly the alignment of cohort workforce to booked cases including escalations.

Contributes, leads and manages on perioperative adverse events, complaints and risks.

Has an awareness on policy, legislative changes, policy and service development which may impact on achieving cohort performance.

Works closely with a range of internal and external stakeholders such as NHSG Regional Theatre Academy, onsite perioperative SCNs/SODPs, F&E, Company representatives.

8. Responsibilities for Financial and Physical Resources

Demonstrates established leadership skills by managing the workload of the cohort staff, ensuring efficient and effective time and resource management. Demonstrates ability to delegate to staff effectively in order to achieve optimal use of time and resources. Approves electronic roster and hours worked for cohort areas. Signs Agency staff timesheets.

Takes responsibility for ensuring the efficient management of nursing resources and all associated administrative responsibilities e.g. staff absence recording, rota planning, appraisals, recruitment and selection, disciplinary procedures, and complaints.

Manages staff sickness and absence and early resolution procedures in line with Once for Scotland policies so that all staff are treated fairly and appropriate standards are kept.

Manages and maximises the use of resources within the agreed budget, in order that financial targets are met.

Manages available resources, how they should be most effectively used, economical in the use of supplies and an awareness of stock control systems.

Assist with the management of resources for cohort areas, ensuring effective utilisation of staffing/supplies budget including assisting with compilation of business plans, product procurement and facilitating product evaluations and trials.

9. Responsibilities for Human Resources

The post holder is responsible as a line manager for cohort of specialist and complimentary theatres within NHS ARI Theatre Suites.

Cohort of staff may amount to 45 - 60 WTEs of perioperative practitioners across scrub, anaesthetic or recovery competence.

The postholder is responsible for personnel governance and practice development including all appraisals, unplanned absence management and all workforce management against the 'Once for Scotland' framework.

The postholder is ultimately responsible for workforce allocation which is efficient and skill mix aligns to patient acuity and planned/emergency lists to assure safety.

The postholder acts as a senior member of the operational team with sound formal interpersonal, coaching and communication skills including challenging and difficult conversations relating to performance and development. Demonstrates initiative, fairness and diversity across the workforce they manage and lead.

The postholder optimises network with the NHS Grampian Regional Academy to develop professional development opportunities for the staff they manage.

10. Responsibilities for Information Resources

Responsible for maintaining a single information portal to include all personnel and cohort generated information and records, in co-ordination where relevant and adhering to the NHS Grampian's Records Management Policy.

The post holder is required to occasionally generate reports using generic Microsoft Office suite IT software (Word, Excel, PowerPoint, Access, Outlook, Adobe etc, expenses, BOXI, Illuminate, PECOS etc);

NHS bespoke environment and safety IT software systems (DATIX) and bespoke support software (Trakcare, Opera).

NHS bespoke management and procurement IT software systems (relates to RAS and theatre capital equipment interface). As cohort lead will be expected to contribute to assessment of equipment software from a user perspective as part of the procurement process.

11. Responsibilities for Research and Development

Responsible for testing of new equipment and service development.

Active as part of a research programme in compilation, implementation, maintenance and performance review of a range of perioperative services and associated equipment including new equipment for major projects.

Actively contributes with research on new surgical modalities and workplace impact/culture.

Lead/assist in the clinical audit process for monitoring and reviewing perioperative quality and equipment on a regular basis.

Regularly audits the environment and actions the risk register monthly.

Participates in action research as per the service research schedule e.g. Practice Development and Person Centred Research for robotic assisted surgery

The post holder may be involved in clinical and equipment trials as per the service demands.

Working knowledge and application of Scotland IPC Manual and IPC auditing.

12. Freedom to Act

Responsible for ensuring the focus is on operational management for the provision of a safe and fit for purpose perioperative service. Achieves this through professional and technical leadership for the planning, provision and performance governance of their cohort in a wider perioperative service.

The post holder is considered as a clinical lead specialist in perioperative care. As such the incumbent has considerable freedom to design and propose approaches to aspects of perioperative service delivery to meet the needs of NHS Grampian. Optimises professional skills and knowledge to promote greater awareness and understanding of theatres, safety challenges and inefficiencies. Is an active member of quality improvement activities within the department.

Is expected to influence change and is committed to working in a multi-professional environment aligning to the portfolio and wider NHS Grampian region strategies.

Has autonomy to lead practice development of their cohort and strive for person centred workplace cultures and care.

The post holder works to best HR practice and 'Once for Scotland' in partnership to enact change, enhance staff wellbeing and early resolution.

Strives to be innovative, whilst practical, cost effective and risk orientated in a shared governance manner.

Function as ARI Perioperative clinical lead to identify risk through assessment.

The individual is also responsible for ensuring that all relevant personnel and patient safety legislation is met at operational level and risk reported and acted upon early.

13. Physical Effort

A portion of job entails physical work and the postholder would require moving and handling skills, which should be kept up to date yearly.

Can work within confined spaces as other medical equipment may be required for monitoring and supporting the patient's condition.

The postholder will be required to be able to initiate and maintain appropriate emergency care.

The postholder will be able to adapt to the shift pattern required by the service within the European Working Time Directive and may be required to work a variety of shifts.

Emotional demand; The postholder will be required to deal effectively with limited resources, whilst also being required to prioritise own workload and adapt flexibly to competing demands from various people.

14. Mental Effort

Prioritisation and co-ordination of work whilst combining unpredictable clinical workloads, teaching responsibilities, management duties, leadership time and administrative duties.

The postholder will also be required to have highly developed physical skills with a high level of hand/eye co-ordination and prolonged concentration.

Utilising effective leadership skills in order to manage workload and develop a clinical environment which is positive and effective for both staff and patients.

Dealing with complex staffing issues on professional/personal level, which require investigation, counselling, monitoring, early resolution and evaluation.

Diffusing conflicting situations within the multi-disciplinary team.

Maintaining adequate skill mix while recognising individual staff needs in line with HR policies.

Act as a change agent in terms of organisational issues and future strategy and service redesign.

15. Emotional Effort

Post holder is required to manage and support staff in their cohort and suite during daily activities and at time of heightened stress e.g. Major Incident when distressing news of casualties, death in theatres and significant injury is evident. This can be distressing for the incumbent, their team, the patient and their family.

The post holder will occasionally deal with staff and departmental issues including performance and HR resolution on a regular basis. May be called to support or give evidence for HR hearings.

Participation in adverse event, complaint and risk management information including Level 1 and 2 reviews when information gathered is distressing.

Post holder will frequently be exposed to distressing circumstances e.g. caring for patients who have been convicted of a crime and supervision and require restraint to the operating table. Distressing circumstances may include times where safety issues may arise e.g. violence and aggression, or within the patient environment during function/performance review or when undertaking evidence assessment.

16. Working Conditions

The postholder is required, on a daily basis, to participate in moving and handling of patients and objects.

The postholder is, on a daily basis, exposed to and may have to handle bodily fluids, soiled linen and other hazardous substances, e.g. Cytotoxic Drugs.

The postholder is, on a daily basis, required to handle used sharps.

The postholder is frequently exposed to unpleasant working conditions including diathermy plume and orthopaedic cement.

The postholder is occasionally exposed to confused or violent patients.

Person Specification

Post/Grade: **Senior Charge Nurse/ODP**

Location/Hospitals: **Dr Gray's Hospital, Elgin**

Ward/Department: **Theatres**

Requirement	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Registered Nurse with the NMC or Operating Department Assistant (ODP) with the Health and Care Professions Council (HCPC). Educated to degree level. 	<ul style="list-style-type: none"> Post registration perioperative qualification. Management/Leadership qualification. Desire to further formal education qualifications.
Experience	<ul style="list-style-type: none"> Extensive Band 6 experience in the Perioperative environment. Evidence of managing a Theatre Team independently. Experienced in either anaesthetics, scrub or recovery nursing. 	<ul style="list-style-type: none"> Evidence of successful change management. Resource management. Proven experience of development of staff.
Special Aptitude and Abilities	<ul style="list-style-type: none"> Leadership skills. Communication skills. Time management. Organisational skills. Interpersonal skills. IT literate. 	<ul style="list-style-type: none"> Knowledge of existing NHS Grampian systems, policies and procedures.
Disposition	<ul style="list-style-type: none"> Dynamic, Innovative and Motivational. Assertive with pleasant personality. Sense of humour. Performs well under pressure. 	
Physical Requirements	<ul style="list-style-type: none"> Proven good attendance record. Flexible to meet the needs of the department. 	
Particular Requirements of the Post	<ul style="list-style-type: none"> Capable of negotiating within the multi-disciplinary team. Co-operative team worker. Flexible approach to work. Ability to cope with challenging attitudes and behaviours. Ability to participate in on call rota. 	<ul style="list-style-type: none"> Access to car/car driver.



Moray Speyside #wishyouworkedhere

About Moray Speyside

For more information on the area, please visit www.morayspeyside.com or www.vimeo.com/morayspeyside

Noted by National Geographic as among the world's top 10 most unspoilt places, we have a climate and rainfall level more akin to the south coast of England thanks to a quirk of the Gulf Stream. With miles of stunning beaches, the Cairngorms National Park and the Highlands on your doorstep, our area is one of the country's best kept secrets offering you the best of urban and rural living, from mountain to sea.

Housing is more affordable than the national average, there are work and career opportunities aplenty for your wider family, and we have a proud education tradition that is supported by more than 50 schools and three universities. You'll find living and working here offers you the best of modern living.

Our area is steeped in history and culture from the largest number of castles in Scotland to the wonderful music and entertainment scene. The recently upgraded Eden Court Theatre in Inverness sits on our doorstep and the newly constructed P&J Arena in Aberdeen - Scotland's largest arena - both regularly play host to some of the largest acts and shows in the country.



And, with excellent transport links, including two international airports nearby, all of the UK's major airports are less than 90 minutes away. Europe's largest international transfer gateway, Amsterdam Airport, is just 1 hour 45 minutes from Inverness.

The region offers plentiful opportunity for outdoor activities – from golf on 16 courses to water sports, climbing and skiing within an hour's drive at Cairngorms Mountain and the Lecht in winter. Hillwalking abounds in Moray Speyside with countless spectacular Corbetts and Munros to be climbed.

There is world renowned salmon and trout fishing on the Spey and Findhorn Rivers and the Highland Gliding Club at nearby Easterton Airfield is Scotland's most northerly gliding and powered flying field.

Moray Speyside is Malt Whisky Country with more than 50 distilleries located in the region. There are also numerous craft beer breweries and producers.

The main local industries are farming, fishing and of course, the whisky industry. The RAF and Army are also major local employers, with a large airbase at Lossiemouth and a nearby Army (engineering) base at the former RAF Kinloss.

Make a life, not just a living

If you're seeking not just a job, but a lifestyle where professional fulfilment and personal happiness go hand in hand, Dr Gray's Hospital in Moray and Speyside invites you to become part of a community that values excellence, history, and home life balance.

Informal enquiries and visits are not just welcome but encouraged, allowing you to fully appreciate what makes Dr Gray's not just a hospital, but a home to its dedicated staff.

Find out more at wishyouworkedhere.scot



Location for the final episode of BBC's The Traitors, Season 2.



Elgin to Bow Fiddle Rock
34mins drive (21 miles)



Elgin to Lossiemouth Beach
11mins drive (5.5 miles)

Elgin to...

- Aberdeen
1hr 30mins drive (66 miles)
- Inverness
48mins drive (31 miles)

Inverness to...

- London
1hr 20mins flight
- Manchester
1hr 30mins flight
- Belfast
1hr 5mins flight
- Bristol
1hr 20mins flight
- Amsterdam
1hr 45mins

Aberdeen to...

- London
1hr 25mins flight
- Birmingham
1hr 20mins flight
- Norwich
1hr 20mins flight



Elgin to Loch Morlich
1hr 26mins drive (54 miles)



Elgin to Findhorn Beach
22mins drive (13 miles)



All of this, and less than 90 minutes away...
 Travel times from the North of Scotland to major cities (and some beautiful local tourist spots).

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Discover more at
www.wishyouworkedhere.scot

Scan or click here to see
our Make a Life film



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