

Public Health Practitioner

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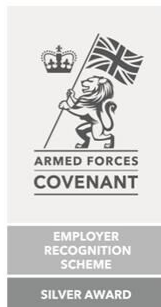


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Western Isles Health Board
The best at what we do



Job Advert



PUBLIC HEALTH PRACTITIONER
Band 5 £33,247 - £41,424 per annum
Plus, £1,406 Distant Islands Allowance per annum
37 Hours per week
Permanent

An exciting opportunity has arisen with NHS Western Isles, to join the Public Health Team as a Public Health Practitioner. This is a fantastic opportunity to work across the Western Isles on a wide variety of public health topics and projects. The post sits within an established and experienced team with a commitment to making a difference to population health outcomes. You will be comfortable preparing and delivering training sessions, writing reports, and supporting a variety of population groups with public health interventions.

The role involves working with clinical and non-clinical colleagues, both internally and in partner organisations. You will have a degree in a public health or health related subject, and experience of working in a public health or health related field. Full training on the systems and processes will be provided during induction, and there are opportunities to grow and develop within the team. The post is permanent and is based at the Western Isles Health Board Office in Stornoway, with occasional travel to other sites required.

Known as Scotland's Atlantic Islands, the Western Isles are steeped in history and culture, with stunning landscapes, spectacular coastlines, a strong sense of community and identity, and renowned Hebridean hospitality. For those with young families, the Western Isles also offer a safe place to live, a high-quality education system, with low levels of crime.

This role does not meet the eligibility criteria for a Health and Care Worker visa. NHS Western Isles (NHSWI) is unable to provide candidates or employees with a Certificate of Sponsorship (CoS). Please note the organisation chart presented is indicative and may be subject to change.

This role is not eligible for relocation expenses.

Informal enquiries and discussions with potential applicants are encouraged. Please contact Colum Durkan at colum.durkan@nhs.scot to arrange a time.

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, along with a job description.

Tha bàrnan-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.

If you have any further queries, please contact Tel: 01851 762027.

1. JOB IDENTIFICATION

Job Title:	Public Health Practitioner
Responsible to:	Senior Public Health Practitioner
Department:	Public Health
Directorate:	Public Health
Operating Division:	NHS Western Isles
Job Reference:	
No of Job Holders:	1
Hours:	37
Last Update:	05.02.2026

2. JOB PURPOSE

To contribute to and advise on the development and implementation of specialist public health programmes, covering health improvement and healthcare public health.

To develop and maintain public health information and resources, and use these efficiently and effectively.

To facilitate and provide training courses on a weekly basis, on a range of public health topics to a variety of audiences, including in partnership with other agencies.

To maintain information directories and data collection systems.

To deliver specialist health improvement and healthcare public health programmes.

To produce reports on public health topics to meet organisational and national requirements.

To analyse, interpret and draw conclusions on a range of qualitative and quantitative data sources, and to present these to a wide variety of audiences.

To provide support, if required, to the health protection service

In the event of NHS Scotland being placed on an 'Emergency Footing' and or NHSWI declaring a 'Major Incident', or similar critical service demand, the role will be subject to change based on the exigencies of the service and post holder competence. On the basis of management assessment of demand, risks and resources available, may be re-deployed on a shift by shift basis.



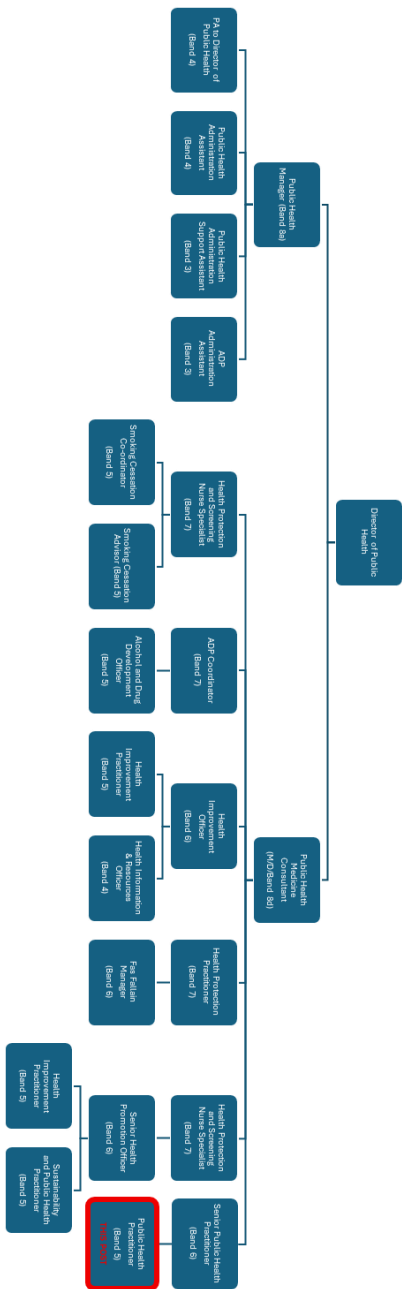
3. DIMENSIONS

The post holder will take a lead on one or more public health topics, (e.g. physical activity, mental health).

They will keep up to date with latest recommendations in their topic area/s and share this with colleagues within public health, across the NHS, Health and Social Care Partnership, and with external agencies to inform both practice and policy across the Western Isles.

There will be opportunities to be involved in other aspects of public health which will depend on Board and departmental priorities; their previous experience, training and skills of the appointed post holder and skill mix within the existing team.

4. ORGANISATIONAL POSITION



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 public health strategies and policies in the form of reports, including different versions for different audiences which include NHS Western Isles Board, locality management teams, Scottish Government and, external organisations, patients, and members of the public.
- Provide support to specific workstreams across the three pillars of public health , including developing interventions with consideration of risk/opportunities, costs and benefits, including return on investment and co-ordinating implementation plans for agreed interventions.
- Support and participate in multi-agency projects, to promote development of initiatives, and implement strategies and action plans, to address population health inequalities.
- Delivering specialist training on a range of public health topics as part of a small team, sharing the workload and attending national groups and meetings and follow up actions from these meetings.
- Undertake ongoing monitoring, data gathering and evaluation of own and others work to ensure effectiveness, efficiency and alignment with national and local strategies and guidance.
- Non line manager.
- Promoting the importance of health in the workplace to own and other organisations, including work with public health colleagues and staff external to the team and Health Board.
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- Contributing to development, monitoring and evaluation of public health strategies and policies.
- To analyse, interpret and draw conclusions on a range of qualitative and quantitative data sources, and to present these to a wide variety of audiences in appropriate formats.
- 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 multiple public health topics and work streams.
- Working with and for communities to improve population health 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.
- To provide support, if required, to the health protection service
- Non budget holder
- Attend, and or complete all NHS Western Isles mandatory training requirements.

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 public health 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 strategies and workplans, Local Health Plans, Director of Public Health Annual Report and a range of other 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 public health and wider healthcare 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 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

- Working across a wide range of stakeholders to communicate sustainability messages and information on public health.
- 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 input to press releases, written articles with the ability to explain to both specialist and non-specialist 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, identifying trends and drawing conclusions based on data from a range of sources.
- Delivering training on multiple public health 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.

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 (Public Health 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.

15. JOB DESCRIPTION AGREEMENT

A separate job description will need to be signed off by each jobholder to whom the job description applies.

Job Holder's Signature:

Date:

Head of Department Signature:

Date:05.02.2026



NHS WESTERN ISLES - PERSON SPECIFICATION


Job Title: Sustainability and Public Health Practitioner

Department: Public Health


Location: Stornoway

FACTOR	ESSENTIAL	DESIRABLE
EXPERIENCE	Experience of working in health, public health, or a related area, 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 (Public Health or Health related)	Additional sustainability or public health qualification
KNOWLEDGE AND SKILLS	<p>Knowledge of health and/or public health acquired through training or extended courses and experience to degree level equivalent.</p> <p>Ability to interpret statistical and policy information in order to direct activity effectively.</p> <p>Ability to introduce, manage and implement action plans to achieve stated aims and objectives.</p> <p>Ability to write structured reports and deliver succinct oral presentations.</p>	<p>Familiarity with word-processing, spreadsheet and database working.</p> <p>Skills in motivational interviewing.</p> <p>Project management skills.</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.

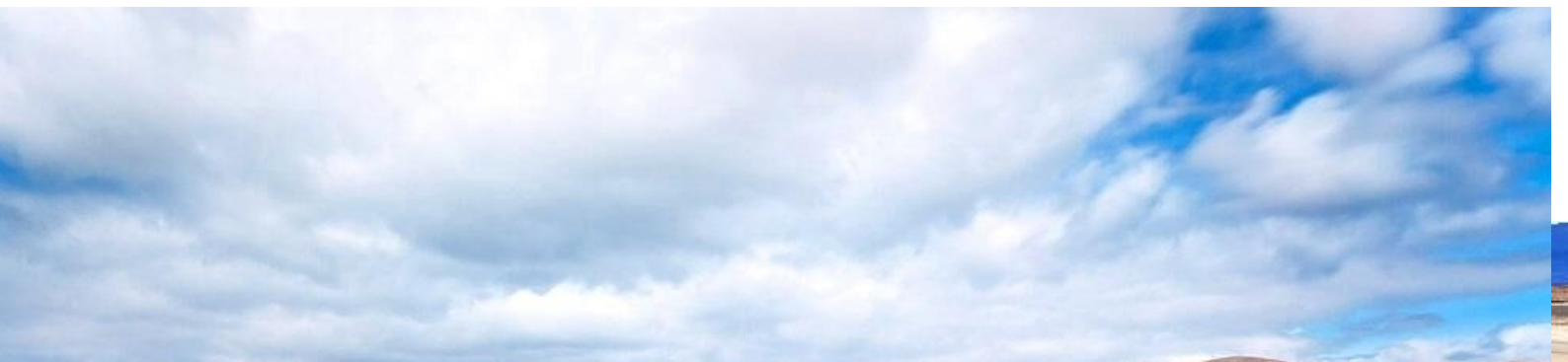
Although the islands are remote, you can still keep connected with the wider world. There are frequent transport links to the mainland via ferries and three island airports – Barra, Benbecula, and Stornoway. The Air Discount Scheme (cheaper flights for islanders) and Road Equivalent Tariff (subsidised 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 Comhairle nan Eilean Siar (Western Isles Council - for more information on Schools, leisure and culture)
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.

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.

