

Human Resource Manager

SCAN ME

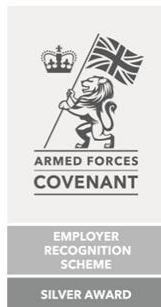


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Western Isles Health Board
The best at what we do



Job Advert



Human Resource Manager – NHS Western Isles
Band 8A £65,125 - £70,303 per annum
Plus £1,461 Distant Islands Allowance per annum
Permanent
36 Hrs per week

Are you an experienced HR professional looking for a challenging and rewarding leadership role? NHS Western Isles is seeking a dynamic and skilled Human Resource Manager to join our team and play a pivotal role in shaping the future of our workforce.

About Us: NHS Western Isles provides high-quality healthcare services to approximately 28,000 residents across the remote and rural island communities of the Western Isles. With a dedicated team of around 1,050 staff, we are committed to delivering person-centred care and ensuring equity in service provision.

The Role: As a senior member of the Human Resources function, you will provide strategic and operational leadership, supporting the Director of HR & Workforce Development. You will manage the HR team, deliver a high-quality HR service, and lead corporate HR projects that align with the Board's objectives.

Key responsibilities include:

- Developing and implementing long-term HR strategies and policies.
- Providing expert advice on employment matters, workforce modernisation, and organisational change.
- Leading and managing the HR team, ensuring professional development and high performance.
- Promoting staff engagement, partnership working, and equality, diversity, and human rights in employment.
- Managing complex employee relations cases and ensuring compliance with employment legislation.
- Supporting the implementation of HR systems and maintaining workforce data.

What We're Looking For:

- **Essential Qualifications:** Educated to Master's level in an HR-related subject and Chartered Membership of the Chartered Institute of Personnel and Development (MCIPD or working towards).
- **Experience:** Substantial senior-level HR experience in a complex, multi-unionised environment, with expertise in employee relations, employment law, and HR strategies.
- **Skills:** Strong leadership, negotiation, influencing, and problem-solving abilities. Excellent communication, analytical, and presentation skills.
- **Disposition:** Well-organised, assertive, enthusiastic, and self-motivated.

Why Join Us? This is a unique opportunity to make a meaningful impact in a healthcare setting that serves a diverse and remote community. You will be part of a dedicated team, working collaboratively to ensure a skilled, engaged, and supported workforce that delivers exceptional care to patients.

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.

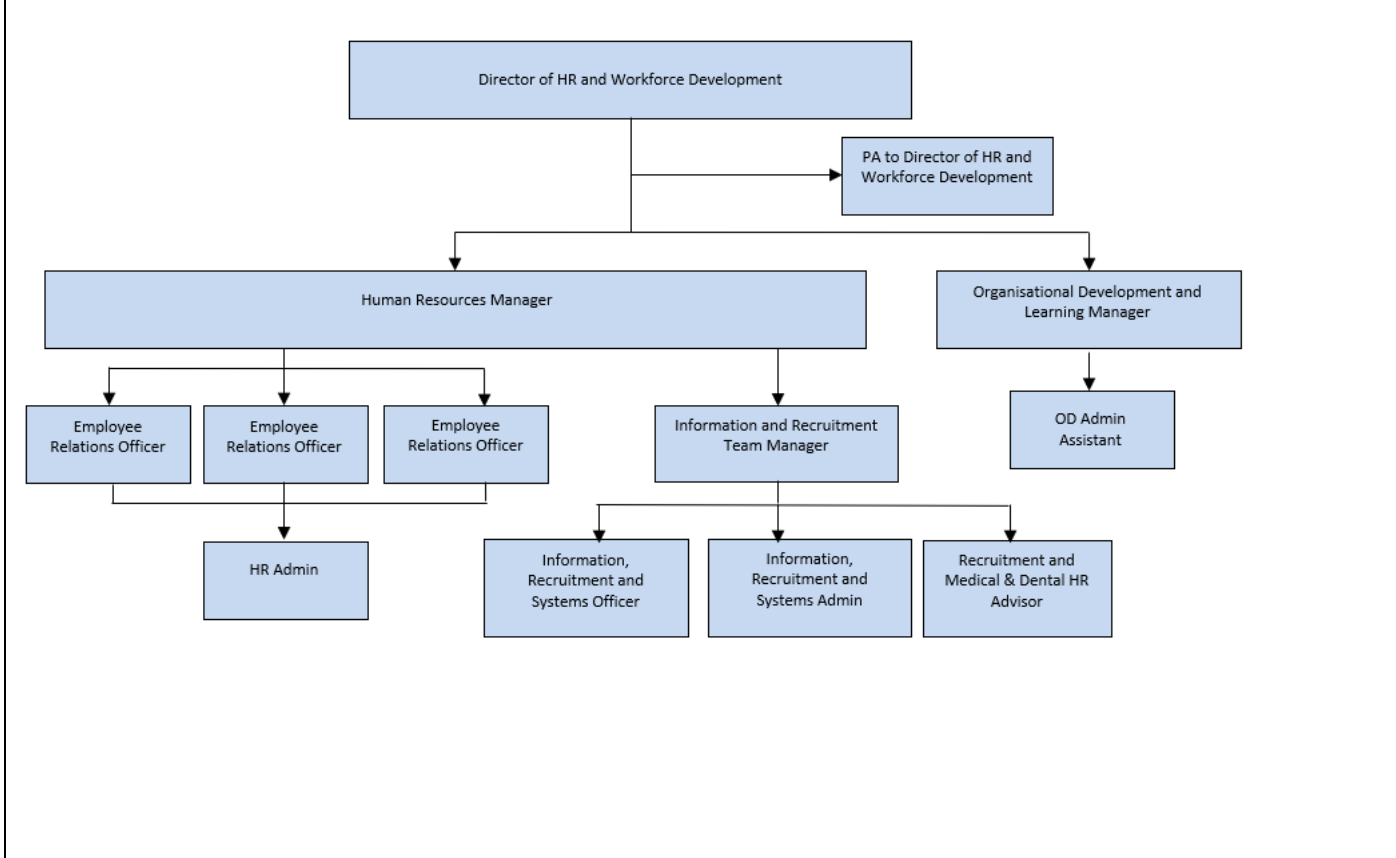
Tha beàrnan-obrach NHS Eilean Siar uile gu léir a' nochdadh air làrach-lìn NHS na h-Alba, còmhla ri dealbh-obrach.

1. JOB IDENTIFICATION	
Job Title:	Human Resource Manager
Responsible to (insert job title):	Director of Human Resources and Workforce Development
Department(s):	Human Resources
Base:	
Operating Division:	
Job Reference:	
No of Job Holders:	1
Last Update (insert date):	24.03.2026

2. JOB PURPOSE
<p>This role will be expected to work as a senior member of the Human Resources (HR) function and will provide effective leadership on both strategic and operational issues, whilst supporting the Director of HR & Workforce Development within NHS Western Isles (NHS WI).</p> <p>The post holder will operationally manage the HR function in the delivery of a responsive, professional and high quality HR service.</p> <p>To provide expert professional judgement, advice and guidance to Executives and department management in developing, monitoring and implementing people strategies, policies and procedures that meet the needs of the service.</p> <p>Responsible for providing specialist and complex professional HR guidance and support to all managers within the Board on a range of employment matters.</p> <p>To lead on the provision of an effective HR service to the Board in accordance with the Board's Annual Operational Plan and professional standards of good practice.</p> <p>Responsibility for leading and managing corporate HR projects agreed with the Director of HR & Workforce Development, which support the achievement of the Board's objectives, including planning and implementing approved HR strategies and change management programmes for services.</p> <p>Responsible for overall management of the HR team, providing day to day direction to a professional team of HR practitioners.</p> <p>To deputise for the Director of HR and Workforce Development</p> <p>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.</p>

3. DIMENSIONS
<p>NHS Western Isles, comprising of approximately 1050 staff, provides health services across the Western Isles. The area comprises remote and rural island communities, serving a population of approx. 28,000. The geography of the area presents challenges for equity in terms of standards of service provision</p>

4. ORGANISATIONAL POSITION



5. ROLE OF DEPARTMENT

The Human Resources (HR) team provide a range of services to deliver a workforce that is fit for purpose, skilled, engaged and in the right place at the right time to deliver high quality and person centred care to patients.

The department acts as an enabling function providing all leaders with the necessary human resources support and expertise ensuring HR processes that are effective and efficient to improve delivery of clinical care.

The HR team supports the organisation by creating an employment framework within which the workforce can concentrate on delivering high standards of care to our patients. Working in partnership with staff representatives and trade unions to deliver the principles and practices of the national Staff Governance framework, the function ensures the consistency in application of the Board’s workforce related policies and procedures.

The HR department supports the organisation with managing employment relationships on both an individual and collective basis. It involves aspects of the employment contract such as ensuring compliance with law and national terms and conditions, and the development and application of employment policies through partnership working and formal consultation. Much of the focus is on helping line managers develop their skills in leading and managing teams.

The HR team is key to supporting national, regional and local HR strategies as they impact on the Board.

6. KEY RESULT AREAS

Strategic

- To undertake the development of long term HR strategic plans that link with and support business plans that may impact across NHSWI.
- Support managers with the development and implementation of workforce strategy and policy, advising on the workforce implications flowing from national and local service delivery plans and supporting managers to implement organisational change resulting from these.
- Contribute to the establishment and quality assurance of the HR service, identifying and highlighting to the Director of HR and Workforce Development areas for improvement.
- Identify areas for improved HR service, policy development, support and advice that supports the Director of HR and Workforce Development in driving forward and delivering a high quality and high performing HR service within NHSWI.
- Support the Director of HR & Workforce Development with the implementation of the Board's workforce strategy to deliver a skilled and engaged workforce capable of delivering a high quality and person centred care to patients.
- Manage the provision of a professional HR service to senior management teams within the organisation on all operational HR matters including general terms and conditions, HR policy and process, complex case management, pay issues, job evaluation/grading issues.

Leadership and Management

- Lead, direct and manage the operational HR service ensuring that the professional and support staff are motivated, appraised and developed to enable them to perform their roles effectively and deliver a high quality Employee Relations service, including conduct, grievance and capability management of staff.
- Assess risk and manage HR activity undertaken by the HR team to maximise productivity and minimise financial liability ensuring sound governance.
- Lead and line manage and develop the operational HR team, provide day to day advice and coaching to support staff. This also includes ensuring that any performance and attendance issues are managed and supported.
- Undertake annual personal development reviews with staff within the HR team and ensure that learning and development needs are supported.
- Participate in recruitment and selection panels as required.
- Deputise for the Director of HR and Workforce Development at both local and national levels as required.
- Non budget holder

Workforce Culture and Values

- Be a role model for organisational values, showing leadership and a behavioural approach which will promote the principles of dignity and respect for all patients and staff. This approach will be reflected in the consistent application of organisational policies and procedures. This may involve the need to influence managers and staff on how they conduct themselves by reinforcing values based behaviours and working together to achieve common goals.
- Demonstrate commitment to the principles of equality, diversity and human rights in employment and ensure that such principles are consistently met.

Workforce Modernisation

- Provide expert advice to managers to enable them to identify and implement workforce modernisation including efficiency programmes which may impact on the workforce. This will include identification of new ways of working, role redesign and improved performance systems that are patient focused and improve service delivery.
- Provide senior support and advice to managers on the workforce implications arising from changes to national terms and conditions of service and lead and support their implementation.
- Support managers to implement change management ensuring effective consultations and engagement with all employees and staff side organisations
- To participate and where agreed lead complex negotiations with staff/staff representatives, to secure the delivery of service developments.
- Participate in agreed national groups and projects relating to regional and national workforce modernisation programmes.

Staff Engagement and Partnership Working

- Promote staff engagement by facilitating employee involvement and partnership working as a key component of the organisational culture.
- Foster a positive culture of employee relations to sustain an effective partnership approach and develop and maintain good working relationships with representatives of Trade Unions and professional organisations.
- Provide advice in relation to general employee relations and work towards the resolution of complex cases promoting Partnership working at all stages.
- Support the Employee Director, Director of HR and Workforce Development and Organisational Development & Learning Manager in leading the implementation of specific aspects of the Staff Governance Standards by raising awareness and formulating appropriate strategies to respond to Staff Survey/iMatter/pulse survey results and improve overall compliance with the governance standards. This will involve participation and support for the development of action plans arising from the survey results.

Human Resource Management Capability

- Coach, support, mentor and challenge managers in the fair and consistent application of HR policies and practices.
- Support the Organisational Development & Learning Manager and participate in the development and delivery of people management skills training programmes.
- Attend, and or complete all NHS Western Isles Mandatory Training requirements.

Employee Relations

- Lead and manage the resolution of complex employee relations cases, e.g. collective grievances, investigations arising as a result of significant critical incidents and provide support at conduct and grievance appeal hearings as necessary, advising on the principles and details of employment legislation and risk assessing the organisational consequences of any decisions.
- Contribute to, and support the Director of HR and Workforce Development in employment law matters and liaise with the Central Legal Office. This includes supporting the occasional drafting of settlement agreements, preparation of materials for Employment Tribunals and other contractual documents and correspondence.
- Occasional attendance at Employment Tribunals as a witness

Human Resource Policy Development and Projects

- Lead specific national and local HR programmes of work/working groups across the Board e.g. policy development, development of HR systems, implementation arrangements for national terms and conditions and delivery of management training.
- Lead on the development, implementation and review of a number of HR policies and procedures across the Board ensuring that these activities are undertaken in partnership and in line with Once for Scotland policies; establish appropriate communication and monitoring mechanisms that ensure HR policies are understood and are correctly/consistently applied across the organisation.
- Support the Organisational Development & Learning Manager in developing and delivering awareness and development programmes designed to equip the HR service to support managers and staff in the interpretation and implementation of national and local HR policies and procedures, employment legislation and other areas that impact on the employment relationship.

The post holder will manage the Employee Relations function, Recruitment and HR Systems function the Human Resources Department. The post holder will also have devolved management of the Occupational Health Department in the absence of the Director of HR & Workforce Development.

The post holder will manage and oversee the in-year HR Department staff budget

7. EQUIPMENT / MACHINERY AND SYSTEMS

The postholder must have a high degree of computer literacy with specific knowledge of Microsoft Office packages; Internet; Photocopier and Digital Recording Equipment.

use a range of information and operating systems:

- Human Resources Intranet
- Jobtrain Recruitment system
- Workforce Systems (eESS)
- Payroll and SSTS systems
- Performance Management Systems (TURAS)
- Job Evaluation System
- Microsoft Teams
- NHS Near Me
- Microsoft Office
- Internet/Intranet
- InPhase
- Paxton

The post holder will be responsible for ensuring all workforce data is updated and maintained effectively within their Service area. The postholder will also be responsible for maintaining human resources records system(s) when recording casework.

The postholder will manage the implementation of new HR Systems

8. ASSIGNMENT AND REVIEW OF WORK

The post-holder works within the policies, procedures, and strategic framework of the organisation and NHS Scotland, exercising a high level of professional judgement in planning and delivering the HR service. Work is generated through organisational priorities, workforce strategies, service needs, and national NHS requirements, as well as through the provision of expert advice to managers and staff.

The HR Manager is responsible for prioritising their own workload and that of their team, responding to complex and often unpredictable demands. They are expected to identify emerging workforce issues, propose solutions, and initiate workstreams without direct instruction. Assignments may arise from senior leadership, operational managers, or corporate programmes, and often require cross-functional collaboration.

Performance and objectives are agreed and reviewed through the organisation's appraisal and personal development planning processes. Progress is monitored through regular one-to-one meetings, performance reports, and review of key workforce metrics. The post-holder is expected to evaluate the effectiveness of HR interventions, ensure continuous improvement, and provide assurance to senior leaders on compliance, risk, and delivery against workforce priorities.

9. DECISIONS AND JUDGEMENTS

The post holder is self-directed. Managing their own and the team's workload on a daily basis and prioritises time and resources accordingly

The post holder has considerable scope for the use of personal initiative and discretion in implementing and recommending solutions. The largely self directed nature of the role requires the post holder to work independently within the parameters of a wide range of policies and regulations, and to be accountable for their own actions.

Appraisal, objective setting and personal development plans are agreed with the Director of HR and Workforce Development on an annual basis and reviewed at regular periods.

The post holder will frequently advise on complex and sensitive HR/employment matters requiring them to interpret and analyse a range of information from different sources and make reasoned judgements on appropriate options/outcomes by drawing from their extensive knowledge and experience of the subject area often when there are no obvious solutions even though requiring an immediate response.

The post holder will regularly be required to make difficult decisions and provide solutions that may be unwelcome and at times contentious. These could include:

- Complex HR policy and case management issues; for example,
- Capability/Performance and Conduct. The post holder is also required to advise in cases where termination of employment is the potential outcome.
- Redeployment issues which can often be sensitive and contentious in nature
- The correct interpretation and application of terms and conditions of service (Agenda for Change, Medical and Dental staff)
- Pay and grading queries

The post holder will have a wide organisational perspective and will be expected to quickly identify any potential issues, assess the risk to the organisation and judge when to refer to the Director of HR and Workforce Development.

The post-holder has responsibility to assess the potential risk within HR matters based on their interpretation of HR policy, legislation and potential impact on service/finance, political agenda and will judge when to escalate to senior management.

10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

Providing a range of HR skills, knowledge and services within a complex organisation within an ever changing environment which requires the post holder to reprioritise workload on a regular basis in a highly politicised workplace.

Ensuring all senior and line managers deal with people issues in a consistent manner in line with current employment legislation, national and local policy, national HR strategy, best HR practice and staff governance standards.

Ability to present rational reasons as to why particular HR issues must be adhered to (this often requires a full discussion with senior and operational managers and staff representatives across the hospital) in order to gain acceptance with logical reasoning put forward for the HR advice provided to all parties.

Developing and maintaining a good working relationship with senior managers, employees and staff side representatives across the hospital site and ensure equality and diversity is maintained in all employee issues.

Ensuring the principles of partnership working are embedded within the organisation and that the principles of good people management practice are established and maintained. The requirement to assess complex situations and interpret policies and procedures which may lead to the provision of guidance in situations where there may be no precedents and where the opinions of senior management may differ and answers may not be readily available.

11. COMMUNICATIONS AND RELATIONSHIPS

The post holder will provide support and advice on sensitive and distressing people management issues such as complex conduct matters, long term absence cases including ill-health terminations, sensitive capability cases, workforce change, bullying and harassment issues and whistleblowing.

The post holder will demonstrate excellent communication and interpersonal skills in order to develop strong working relationships at all levels as well as to facilitate effective and cohesive team working across the wider HR function.

The post holder will be required to communicate at a variety of levels in a variety of settings and to deal with both complex and contentious issues that are also highly sensitive and confidential in nature. These include organisational change process, TUPE transfers and more complex HR casework relating to for example, final stage disciplinary and capability issues.

The post holder will communicate information at all levels in the organisation in relation to a wide range of diverse HR matters that can be complex, sensitive and confidential.

The post holder will present, explain and relay information to groups in a variety of different environments where the subject may be highly emotive and contentious such as changes in service provision or performance issues where individuals are not accepting of the evidence presented to them.

Demonstrate strong influencing and negotiating skills in all relationships e.g. redesigning services, involvement in change management situations or support to resolve conflicts or disputes.

The post holder will utilise a range of presentation and reporting skills e.g. presenting reports to senior management or Board committees, delivering training sessions on HR Policies.

Internal Contacts

- HR Team to maintain openness and transparency across the department.
- Other corporate services including finance directorate, managers, non-clinical staff, to ensure employee relations and terms and conditions are properly adhered to.
- Executive Directors and departmental managers,

including medical managers, to provide professional advice and guidance on a wide range of HR issues and processes.

- Provide employees with an advisory and guidance service on best HR practice.
- Regular contact with Employee Director, Trade Union/Professional Organisation
- Representatives to promote partnership working to resolve internal conflict of

operational issues before they escalate to major issues.

- The post holder is required to assess complex employment issues and determine the most appropriate solution to meet the business objectives of the Board. Responsibilities include agreements with unions, conduct hearings, grievance hearings and the preparation of the management case and attending as a management witness at employment tribunals on behalf of the organisation.

- Occupational Health Department to discuss employee health and well-being issues.
- Staff across a range of disciplines and at all levels within the organisation.

External

- Payroll Department to discuss pay issues.
- Scottish Public Pensions Agency to discuss pension issues.
- Central Legal Office to ensure service provision is within current employment

legislation.

- Disclosure Scotland.
- Professional Organisations to promote partnership working and resolve operational issues / ACAS and the HR Equalities Network / Employment Tribunal.
- Scottish Government, Staff Governance and Finance Directorate.
- Health Professionals Council/ General Medical Council/Nursing and Midwifery

Council – to discuss any issues or ongoing referrals and cases.

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

Physical

VDU work – well developed keyboard skills required when report writing and preparing papers/presentations.

Occasional requirement for light effort for example the transportation of relevant documents and files.

Requirement to travel to attend meetings outwith NHSWI.

Mental

Dealing with sensitive and distressing issues with staff on a weekly basis; e.g.

mental health issues, alcohol dependency issues, sickness absence, redeployment, redundancy, grievance, bullying and harassment, various forms of retirements, death in service and disciplinary sanctions potentially leading to dismissal.

The nature of the post is that there are frequent unplanned interruptions to deal with situations that arise and for which the post holder must provide expert support and advice to managers and or staff. The post holder must manage an ever changing HR workload and changing priorities accordingly to meet operational deadlines

Ability to sustain mental effort and concentration as either the chair of meetings or as an active participant at meetings or formal hearings.

The post holder is required to assimilate and deal with complex issues which require analytical and problem solving abilities. These issues can be spontaneous/ad hoc in nature requiring the post holder to "think on their feet" and also anticipate outcomes.

Leading management investigations, disciplinary hearings, and capability issues all requiring intense concentration on complex issues during a tense atmosphere. Attending meetings which require intense concentration for example conduct hearings.

Analysing data, developing detailed management reports and drafting sensitive or confidential correspondence require periods of concentration and attention to detail.

Emotional

Dealing with issues relating to sickness absence, redeployment, grievance, harassment and bullying, performance, retirement, death in service and discipline.

Managing emotive and confrontational situations in a calm and conciliatory way.

The post holder is at risk of occasionally being exposed to verbal abuse or highly distressing or emotional situations i.e. disciplinary hearings, termination of employment on the grounds.

Operating in an emotive and sometimes tense situation where it will be necessary to anticipate and influence individual and group behaviour to achieve the desired outcome.

Facilitating potentially emotive meetings and convey difficult decisions to staff for example:

- organisational change,
- disciplinary meetings
- banding outcomes.

Managing expressions of emotion from staff and managers including occasional aggression and grief, uncertainty and disagreement/disgruntlement and potential verbal abuse.

Managing own emotions in face of this whilst providing a professional ER Service at all times.

Managing behaviours to be in line with the NHS Scotland and Board Values.

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

- Educated to Masters level in HR related subject.
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- Chartered Membership
- of the Chartered Institute of Personnel and Development preferably at MCIPD level or working towards.

- Post holder is required to have specialist knowledge in Employee Relations and in the application of Employment Law maintained through ongoing updating at specialist courses

- Substantial experience as a generalist HR Practitioner at a senior level within a large complex multi unionised environment.
- Chartered member of CIPD.
- A proven track record of successful achievement in employee relations issues in a unionised workplace either in the Public or Private sector.
- Expert knowledge on current employment legislation and practice.
- Able to demonstrate high level leadership, negotiation, influencing, problem solving, presentation and people management skills and the ability to work confidently with directors, managers and staff at all levels.
- A skilled people manager with a focus on team development and improving performance
- Experience of providing HR leadership in managing and leading organisational change.
- Strong analytical skills and an ability to present information/data in a concise and user-friendly way.
- Innovative, articulate and experienced in presenting clear arguments and explanations.
- Ability to demonstrate creativity, logical thinking, focuses concentration and excellent listening skills.
- Proven track record in building strong relationships with management and trade unions alike.
- Highly developed written and oral communication skills with an ability to communicate effectively and with tact.
- leadership skills with an ability to motivate others.
- Time management skills to manage HR cases and other work streams efficiently
- Able to work independently and manage their own workload.
- High level of customer focus.
- Proven ability to influence at all levels within the organisation.

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: 24.03.2026

NHS WESTERN ISLES - PERSON SPECIFICATION GUIDANCE

Job Title: HR Manager

Department: HR

Location: Laxdale Court

FACTOR	ESSENTIAL	DESIRABLE
EXPERIENCE	<p>Evidenced relevant HR knowledge and experience within a complex multi professional public or private sector organisation. Experience of working at a senior level. Evidence of development of highly specialised HR knowledge - e.g. employment law, employee relations, and pensions.</p> <p>Demonstrable consolidated experience of leading in an area within a HR service or of leading large HR related projects within the NHS or equivalent large complex organisation.</p> <p>Evidence of a practical understanding of HR strategies and practise to achieve and support new ways of working.</p> <p>Corporate working at a senior management level, sharing decision making responsibilities beyond the boundaries of the organisation.</p> <p>Understanding of corporate governance on the wider role of Executive and Non Executive Directors.</p> <p>Strong analytical skills and creative thinking</p> <p>Excellent presentation and writing skills.</p> <p>Numerate – able to handle, analyse and interpret data and be able to present information in a meaningful way</p> <p>Fully competent in all</p>	<p>Knowledge and understanding of the Staff Governance Agenda</p>

	<p>Microsoft Office packages; Literate in current information technology and information management techniques.</p> <p>Leadership and management knowledge and skills</p>	
<p>QUALIFICATIONS TRAINING RESEARCH PUBLICATIONS</p>	<p>Educated to Masters level in HR related subject.</p> <p>Chartered Membership of the Chartered Institute of Personnel and Development preferably at MCIPD level or working towards.</p>	
<p>KNOWLEDGE AND SKILLS</p>	<p>Evidence of effective communication, influencing, facilitation, listening and interpersonal skills capable of generating commitment among partners and key stakeholders to the strategic and operational agenda and the value of partnership working.</p>	
<p>DISPOSITION</p>		
<p>OTHER</p>	<p>Excellent interpersonal skills. Persistent and well organised. Assertive and enthusiastic. Motivator/ Initiator / self starter. Goal/results oriented.</p> <p>Ability to work independently and without direct supervision.</p>	

A Place to Live

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 36 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 £1,461 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.

