

Mental Health Occupational Therapist

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Job Advert



MENTAL HEALTH OCCUPATIONAL THERAPIST
Band 6 - £43,231 to £52,679
Plus £1,461 per annum Distant Island Allowance
Permanent contract
36 hours

We require an enthusiastic Mental Health Occupational Therapist with relevant experience who would relish the opportunity of living and working in our beautiful and rural island community. You could enjoy amazing outdoor and cultural opportunities such as kayaking, climbing, hill walking, diving as well as a wealth of traditional craft and music related pursuits.

The Mental Health OT provides specialist OT assessment and intervention across both hospital and community settings managing a designated caseload working with adults experiencing a range of mental health conditions such as depression, anxiety, bipolar disorder, eating disorders, schizophrenia, obsessive compulsive disorder, and personality disorder and dementia. The OT works as part of the Community Mental Health Team as well as the integrated Occupational Therapy Service.

A driving licence and access to a vehicle is essential as well as a willingness to travel.

For informal discussion or further information about this exciting opportunity please contact: Sonja Smit, Occupational Therapy Services Manager on telephone 01851 448530, e mail sonja.smit1@nhs.scot

All NHS Western Isles vacancies appear on the NHS Scotland website: apply.jobs.scot.nhs.uk, along with a job description. This post is eligible for Relocation Expenses.

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

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

1. JOB IDENTIFICATION	
Job Title:	Specialist Occupational Therapist: Mental Health
Responsible to (insert job title):	Occupational Therapy Services Manager
Department(s):	Occupational Therapy
Directorate:	
Operating Division:	Western Isles Health and Social Care Partnership
Job Reference:	
No of Job Holders:	1
Last Update (insert date):	07.05.2026

2. JOB PURPOSE
<p>N.B 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> <ul style="list-style-type: none"> Working as the only mental health occupational therapist (OT), to provide specialist OT assessment and intervention management of a designated caseload in community and hospital. The OT links with mainland hospitals and specialist multidisciplinary teams undertaking assessment and treatment of Western Isles patients requiring continued specialist rehabilitation and community integration. The OT acts as a specialist resource for the occupational therapy and mental health team as well as the other health social care and voluntary sectors. The OT provides clinical support and mentorship within the multidisciplinary team, for staff, support workers and students To lead by initiating, developing and co-ordinating improvements in MHOT and interdisciplinary practice for this patient group in relation to functional, independence and safety needs at a clinical and service level. The overall aim of OT is to enable people and their carers to participate meaningfully in everyday activities, maximising independence and minimising risk To lead, deliver and develop the specialist occupational therapy mental health service and as part of the multi-disciplinary mental health service, contributing to mental health clinical networks locally and nationally To manage a complex caseload applying a person centred approach and current evidence to assess, treat, implement, evaluate and document OT interventions of of adults with mental health conditions including substance misuse, trauma, self harm, suicidal behaviour and neurodevelopment disorders within the hospital and community. To initiate, develop, deliver and manage a high standard of OT delivery and effective communication with specialist multidisciplinary teams including those on the mainland such as the Advanced Interventions Team in Ninewells Hospital Dundee. To demonstrate enhanced and evidence based knowledge of adult mental health conditions e.g. obsessive compulsive disorder, anorexia nervosa, binge eating disorder and personality disorder, anxiety and depression, their presentation and management and act as a specialist resource to support and advise colleagues on their management in cases requiring enhanced clinical reasoning.

- To provide a range of low and high intensity psychological therapies within the framework of the psychological Therapy Matrix (2015) including: Solution Focussed Brief Therapy, Cognitive Behavioural Therapy, Behavioural Activation for depression, STEPPS programme for personality disorder and Anxiety Management.
- To fulfil responsibilities as an OT student educator
- To contribute to the delivery and development of the wider Occupational Therapy Service in the Western Isles, working towards recognition nationally as a service of excellence in remote and rural OT practice
- To adhere to Health Board, Departmental and other relevant standards, policies and procedures, Royal College of Occupational Therapists (RCOT) Professional Standards for OT Practice and RCOT Code of Ethics and Professional Conduct.

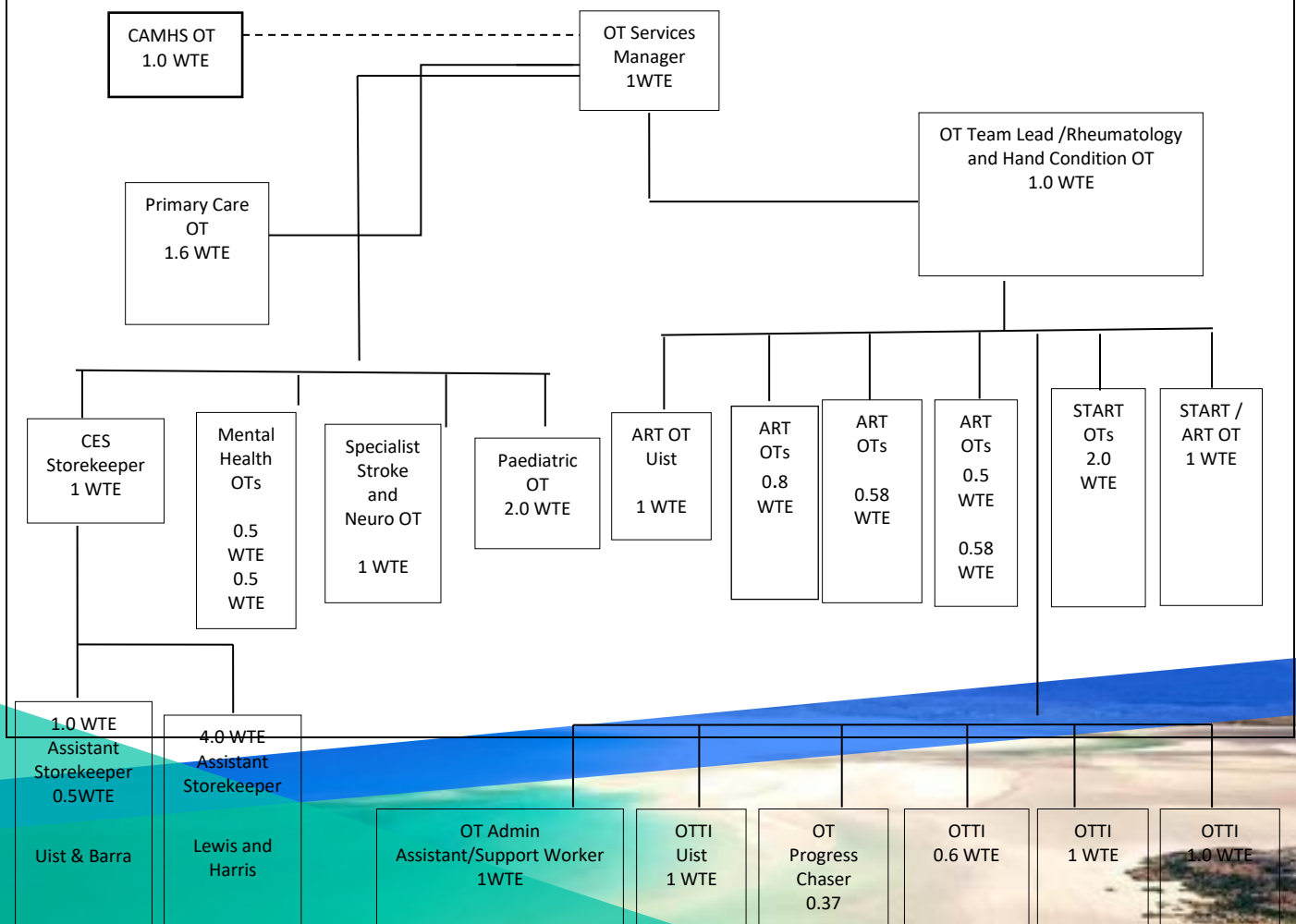
3. DIMENSIONS

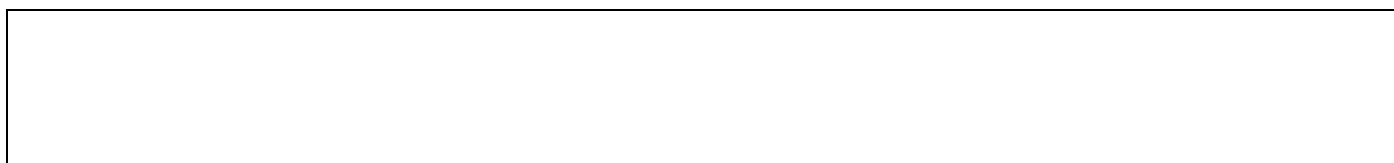
Working as part of the Occupational Therapy, Community Mental Health Team and Acute Psychiatric Unit, OT assessment, consultation and interventions are provided for adults with mental health problems within the community and during admission to hospital across the Western Isles. The Mental Health OT are based in Stornoway will be expected to travel across each geographical base to ensure equity of service in the Western Isles.

The post works directly with patients and families who have a range of mental difficulties impacting on occupational performance.

People are seen in the hospital, out-patients and in their home and community environments.

4. ORGANISATIONAL POSITION





5. ROLE OF DEPARTMENT

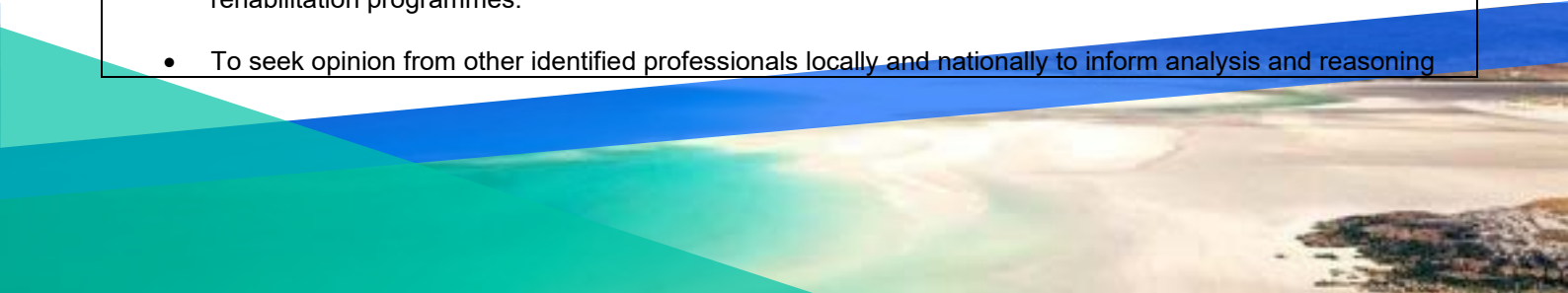
The Mental Health Occupational Therapy service sits within Western Isles Health & Social Care Partnership.

To provide a high quality, effective and equitable Occupational Therapy Service to the designated population within the Western Isles. To work together with other clinical specialities to provide the most effective care to patients with a diverse range of mental health and neuro developmental conditions, often with complex care needs, and ensure the necessary support is also available to meet the needs of the carers.

All interventions are designed to maximise an individual's occupational performance in order that they may achieve their goals and maintain quality of life.

6. KEY RESULT AREAS

- Clinical**
- To identify and prioritise patient's category of risk on referral and in accordance with the OT Departments policies and procedures.
 - To identify and assess risk in relation to patient's expressions of suicidal ideation. Escalate as appropriate and ensuring safe management of patient needs.
 - To manage an independent OT caseload within the framework of Mental health Act legislation, Multi-agency public protection arrangements, Care Program approach, health & safety legislation and national and local policies.
 - To plan, carry out and interpret functional assessment of daily activities within their personal, social and environmental context, and use specialist standardised and non-standardised assessments of bodily structures and functions e.g. cognition, perception, memory which require highly developed physical and mental skills and accuracy for patients with complex mental health conditions
 - To plan, carry out and interpret vocational rehabilitation assessment within a personal, social, and environmental context, and use of standardised and non standardised assessments to support patients to remain and return to work by identifying appropriate person centred adaptations and strategies.
 - To design rehabilitation programmes in collaboration with patients and the multidisciplinary team and carry out goal directed, person centred, evidence based and co-ordinated interventions throughout the pathway of care
 - To develop, co-ordinate, delegate and deliver specialist treatment programmes, for social integration to enable clients to maximise independence and maintain safety within their living environment, including reablement programmes and educating or training informal and formal carers as required.
 - Building capacity in communities for self management with an asset based culture.
 - To use clinical reasoning to balance the unique and complex interaction of risk, safety, client choice, independence, areas of conflict and eligibility for service with clients and carers when developing rehabilitation programmes.
 - To seek opinion from other identified professionals locally and nationally to inform analysis and reasoning



where appropriate

- To progress OT rehabilitation/recovery programme to a satisfactory closure, including providing treatment and on-going assessment; advice, information and training; equipment provision; referral on; and recommending adaptations to property or surroundings
- To contribute to complex discharge planning including participating in multi-disciplinary and multi-agency case conferences and clinical reviews in order to meet the requirement to achieve a safe discharge.
- To continually monitor progress, revise goals, setting up reviews as required, ensuring that all recommendations are carried out correctly and evaluating outcomes
- To empower service users and families to participate in the management of their illness or disability through advice, information education and training.
- To identify and provide therapeutic materials and specialist equipment solutions from manufacturers. Carrying and delivering equipment, fitting the equipment when appropriate which can require high levels of dexterity and accuracy for measuring and the use of tools; or requisitioning via the Community equipment service.
- To provide assessment and recommendations for minor adaptations to property or surroundings.
- To link with and work in innovative ways with local community resources, support groups and networks in order to promote integration and inclusion for patients particularly with severe and enduring mental health needs/addictions
- To promote mental well-being and self-managed care through advice, information, education and training on a 1:1 and group basis i.e. Anxiety self management groups.
- To advise and support patients and carers in order to enable them to come to terms with and manage their changing circumstances
- To promptly refer patients on to appropriate disciplines and external organisations with their consent and within the multidisciplinary care planning process and monitor and respond to outcomes as required
- To provide professional opinion on client 's functional needs when appropriate and as requested and through specialist written reports to other professions and agencies with patient consent as required
- To be a source of expertise on severe and enduring mental health needs/dementia and functional aspects of daily living, particularly independence and risk minimisation, and promote this through effective working relationships and effective professional communication with the multidisciplinary Mental Health team, consultants, GP's, AHP's and other healthcare professionals; Local Authority colleagues e.g. Social Work, Education, Sustainable Communities, Housing; employment agencies; and others e.g. voluntary organisations, contractors, local and national businesses, families and carers
- To advise OT Services Manager, wider Mental Health team, on the needs of the service and identify areas of unmet need
- To practice safely and effectively, maintaining professional standards of treatment and conduct.
- To provide cover in other clinical/geographical areas of work dependent on skills and experience.
- To maintain up-to-date, accurate clinical and statistical records by written and electronic means as required by the Service and within Departmental and RCOT standards

- To ensure awareness of current legislation, policy and procedures and their relevance to clinical needs and ensure compliance in relation to practice area
- To adhere to Health Board, Departmental, Local Authority and other relevant standards, policies and procedures, RCOT Professional Standards for OT Practice and RCOT Code of Ethics and Professional Conduct.

Clinical Governance

- To conduct and document risk assessment in clinical and training situations, hospital and community settings, balancing the complex and potentially conflicting interaction of the individual needs of the clients and carers, therapeutic goals and risk minimisation.
- To lead and deliver an audit programme in this specialist area to review current working practice, clinical activity and effectiveness against national and local standards, including patient satisfaction, reporting findings within OT.
- To actively contribute to quality improvement within OT through implementing national and local evidence based standards and monitoring outcomes, participating in peer review of clinical practice, reviewing and responding to patient satisfaction data and developing other initiatives to improve service quality
- To respond to, resolve and if necessary report to OT Services Manager on informal complaints and to assist and inform Head OT in resolving formal complaints seeking to achieve timely and acceptable resolution
- To support the OT service Manager by representing the OT service at various mental health lead groups such as: AHP Strategic Mental Health Leads National AHP Psychological Therapies Group, Active and Independent Living Program. By attending video linking with mainland meetings. Providing feedback to the OT team and coordinating the local implementation and monitoring of agreed initiatives.
- To monitor own performance and that of supervised staff and students to achieve adherence to Board, Departmental, Royal College of Occupational Therapists and their Special Interest Group standards

Education, Training And Continuing Professional Development

- To maintain and update own standards of practice, identifying any shortfalls or need for further experience/training and regularly update own Continuing Professional Development records as required for registration with Health Care Professions Council
- To gain, evaluate, disseminate and implement further specialist knowledge in adults with mental health needs and related OT interventions, providing learning opportunities and building capacity with other disciplines and third sector.
- To actively participate in peer review and implementation of relevant evidence based practice through Departmental meetings, service meetings, special interest group events and external assessment visits
- To undertake training of patients, carers and staff regarding use of facilitation and rehabilitation techniques, equipment, psychological therapies, and self management as appropriate in individual and group settings.
- To contribute to induction and training within the Department and of other disciplines or agencies across a range of staff grades, skills and experience

- To be an accredited supervisor of OT student placements (fieldwork educator) from selected Universities, developing programmes designed to meet University and placement objectives, providing induction, structured and supervised learning opportunities linked to individual capabilities, and undertaking assessment of professional suitability and learning outcomes
- To review and reflect upon own practice through participation in and effective use of professional and operational supervision and appraisal.
- Attend, and or complete all NHS Western Isles mandatory training requirements.

Management and Professional

- To lead, deliver and develop the specialist Mental Health OT service within and as part of multidisciplinary and multi-agency hospital and community services
- To manage an extensive and complex case load of patients with mental health needs, using evidence based and client centred principles to assess, plan, co-ordinate implementation and evaluate interventions
- To plan and organise own complex case load, recognising the constant need to re-assess and adjust interventions in response to sudden, unpredictable circumstances e.g. acute client deterioration or care arrangement breakdown, unplanned admission or discharge without timely referral or communication.
- To work within OT budget parameters. Non budget holder.
- To be responsible for own time management and maintain availability as the first point of contact for wide ranging inquiries within OT department as and when they occur.
- To maintain up-to-date, accurate clinical and statistical records by written and electronic means as required by the Service and within Departmental and RCOT standards
- To provide specialist expertise in mental health occupational therapy and to represent OT as a specialism as well as the OT service in working groups, committees etc and influence service developments, policy and procedural changes to establish consensus on new initiatives as requested by the OT service manager.
- To delegate as appropriate, ongoing OT intervention to OT Technicians, Mental Health support staff and students and to provide supervision to them, including signing off documentation, monitoring standards and addressing gaps in knowledge and skills
- To evaluate the need for and source, identify, and evaluate highly specialist assessment and treatment tools and materials e.g. standardised assessments, and other resources to support practice delivery, making a case for purchase to the OT Services Manager to approve
- To contribute to the improvement of practice delivery through the development of person centred care pathways, standards and guidelines; Departmental, inter-professional and inter-agency
- To ensure awareness of current Mental Health Act and national and professional legislation, policy and procedures and their relevance to clinical needs and ensure compliance in relation to practice area
- To contribute to developing, delivering, complying with and rolling forward the Departmental strategy and any other service improvement initiatives

- To adhere to Health Board, Departmental, Local Authority and other relevant standards, policies and procedures, RCOT Professional Standards for OT Practice and RCOT Code of Ethics and Professional Conduct, Mental Health legislation

7a. EQUIPMENT AND MACHINERY

- Laptop, printer, scanner, ipad, phone, mobile phone.
- Written programmes and workbook materials
- Car for home visits
- Driving license
- Access to electrical equipment for audio and visual tasks
- Adaptive equipment to support everyday activities e.g. adapted cutlery, dressing aids, bath aids
- Moving and handling equipment
- Postural equipment
- General creative/art equipment and material
- Standardised and non-standardised assessments

7b. SYSTEMS

- intranet, internet, email, local systems such as SCI gateway to access referral management system.
- MORSE
- Near Me/Attend Anywhere
- Office 365 and TEAMS
- Equipment Loan Management System (ELMS)
- Software packages that support standardised psychological screening programmes
- Uses the Internet to access websites suitable for guided discovery, up to date research based clinical evidence
- Uses the Internet to access Clinical Standards, SIGN Guidelines, RCOT, Turas, etc

8. ASSIGNMENT AND REVIEW OF WORK

Request for assistance is received through a range of referral sources. Each referral is triaged to assess level of risk and need. The OT will determine if the OT service is able to assist or alternatively reassure or signpost the person to the appropriate service. The post holder acts independently within clinical and professional guidance and will seek professional guidance from the OT Team Lead or Occupational Therapy Services manager as required. On a day-to-day basis the post holder will work independently within set guidelines including case load management system within the framework of monthly supervision with Occupational Therapy Services Manager.

9. DECISIONS AND JUDGEMENTS

- The post holder will be required to demonstrate ability to make decisions in response to complex, dynamic and changing clinical needs within the service from GP practices, hospital and mainland services and other agencies.
- The post holder use analytical and judgement skills to formulate clinical assessments and make judgements on the clinical care.
- Agree decisions in appropriate care with the MDT and other agencies.
- Independent decisions will be taken on a daily basis, with access to supervision and support for escalating complexities.

- To function as an independent practitioner and supervisor within multi-agency teams and within complex clinical settings.
- To prioritise and action team and occupational therapy referrals.
- To comply with the RCOT Code of Ethics and Professional Conduct and national / local policies and procedures.
- To apply national standards, guidelines / legislations relating to health and social care service provision.
- To make professional judgements regarding the performance of others e.g. other staff / students and taking appropriate actions.
- To plan and organise own case load, recognising the constant need to re-assess and adjust interventions in response to risk, progress and changing circumstances as well as sudden, unpredictable circumstances e.g. admission to hospital, family breakdown
- To be responsible for own time management and maintain availability as the first point of contact for Mental Health OT enquiries as and when they occur
- To delegate as appropriate, ongoing OT intervention to support workers and students and to provide supervision to them, including signing off documentation, monitoring standards and addressing gaps in knowledge and skills

10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

- Lone working across diverse geographical locations
- Working with trauma and its impact on individual and systemic abilities.
- Risk management of moving and handling, postural management and self-harm and suicidal behaviours.
- Managing the frustrations and expectations of carers and the manifestations of inter family conflict
- Management of complex patients/caseloads, requiring specialist skills and interventions with patients with multiple pathologies, with the need to complete complex assessments within a short timescale
- Occasional exposure to verbal aggression with occasional physical aggression in the context of intellectual impairment.
- Effectively managing personal work and emotional wellbeing objectives in the face of competing priorities.

11. COMMUNICATIONS AND RELATIONSHIPS

- To communicate effectively using interpersonal, verbal and non-verbal skills about the OT process and patients, using clinical reasoning to the highest professional standards in all contacts and situations, including at a level and in a style appropriate to individual needs including special requirements e.g. Gaelic only, dysphasia, hearing impairment, cognitive impairment

- To communicate effectively complex patient related information in all contacts and situations including ward rounds, case conferences mental health act tribunals and departmental meetings, to ensure effective collaborative working in all contacts and situations adhering to confidentiality and data protections requirements.
- To undertake informal and formal presentations using appropriate media to present the value base and principles which underpin OT practice and represent the unique contribution of OT in relation to this complex patient group and inter disciplinary working.
- To negotiate with patients, families, carers and staff regarding treatment goals and outcomes within a framework of client centred practice, and using negotiating and motivational skills particularly in cases of differences between expectations, level of function and service provision and in sensitive situations
- To manage possible conflict with clients and their carers where the news imparted may not be what they want to hear eg diagnosis, long waiting times, eligibility criteria, unrealistic expectations
- To communicate complex and sensitive information to patients and carers where advanced skills of empathy, emotional support and re-assurance are required
- To communicate effectively complex patient related information in all contacts and situations including ward rounds, case conferences, Departmental meetings, to ensure effective collaborative working in all contacts and situations and adhering to confidentiality and data protection requirements
- To act as an advocate for the client in multidisciplinary meetings e.g. case conferences, multi-agency liaison meetings, allocation and team meetings as required
- To provide specialist expertise in functional rehabilitation and to represent OT as a specialism as well as the OT Service in working groups, committees etc and influence service developments, policy and procedural changes to establish consensus on new initiatives, as requested by the OT Services Manager
- To undertake informal and formal presentations using appropriate media to present the value base and principles which underpin OT practice and represent the unique contribution of OT in relation to this complex patient group and inter disciplinary working
- To effectively use information technology to meet local and national standards of documentation and performance to record client interventions, monitor outcomes and to communicate to the highest professional standard with individuals and groups internal to and external to the organisation
- To utilise videolink facilities and telemedicine as part of co-ordinated intervention planning, including client assessment and involvement, and liaising with mainland consultants or teams

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

Physical Demands of the Job

Daily light (2-5 kilos), and daily or weekly moderate (6-15 kilos, manoeuvring patients including hoisting and transferring, moving equipment) for several short periods (up to 20 minutes but rarely longer)

Mental Effort

Frequent concentration (for cumulative periods of 1 or 2 hours at a time) but with unpredictable interruptions, occasional intense (in depth mental attention with proactive engagement with the subject ie

more than observe and record); unpredictable workload (immediate response and change from one activity to another at third party request with no prior knowledge of an interruption)

Emotional Effort

Exposure several times a week, directly and indirectly ie reported information to frequent distressing (unwelcome news to staff, patients and carers; care of terminally ill; difficult family circumstances; exposure to severely injured bodies), weekly to highly distressing information (unexpected death, family breakdown)

Working Conditions

Daily exposure to unpleasant and highly unpleasant working conditions (eg dirt, dust, smell, noise, weather, samples, verbal aggression + body fluids, foul linen, fleas, fumes): monthly exposure to hazards (uncontrollable and unsafe situations eg physical aggression)

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

See person specification

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:

Head of Department Signature:

Date:

Date:07.05.2026

NHS WESTERN ISLES - PERSON SPECIFICATION GUIDANCE

Job Title: Specialist Occupational Therapist: Mental Health

Department: Occupational Therapy


Location:

FACTOR	ESSENTIAL	DESIRABLE
EXPERIENCE	<p>Several years post graduate OT experience in severe and enduring mental health needs/dementia working in a specialist team or centre or under the supervision of an appropriately qualified specialist practitioner.</p> <p>Complex caseload management</p> <p>Independent practice, interpreting and developing unidisciplinary and interdisciplinary procedures and guidelines</p> <p>Managing, supervising and delegating work to students, and unqualified and qualified staff</p> <p>Experience of using electronic patient records and competent IT literacy including MS Office</p>	<p>Clinical governance and particularly audit</p> <p>Experience of working in a remote, rural or island setting</p>
QUALIFICATIONS TRAINING RESEARCH PUBLICATIONS	<p>HCPC registered OT with Honours Degree in Occupational Therapy</p> <p>Documented evidence of continuing CPD in mental health OT specific to severe and enduring mental conditions/dementia through relevant post graduate, short or longer specialist training courses</p> <p>Current clean driving licence</p> <p>Certificated training in a range psychological therapies such as cognitive behavioural therapy,</p>	<p>Other relevant post graduate qualification or training in this field to equivalent masters level</p> <p>Management or leadership qualification or training</p> <p>Teaching / trainers / student supervisor qualification or training</p> <p>ECDL or other IT</p>

	<p>solution focussed therapy, The STEPPS program for personality disorders and behavioural activation for depression.</p> <p>Current UK driving licence</p>	<p>training</p> <p>Trained in exposure response prevention interventions (ERP) for obsessive compulsive disorder and phobia</p>
<p>KNOWLEDGE AND SKILLS</p>	<p>Enhanced knowledge and skills in severe and enduring mental health conditions/dementia, diagnoses, their progression and current evidence based best practice in OT assessment and intervention</p> <p>Enhanced skills in applying the OT process and client centred practice</p> <p>Enhanced skills in risk assessment of self harm risk management of suicide</p> <p>Specialist knowledge and skills in the application of a wide range of psychological interventions and their evidence base e.g. Behavioural activation, Solution Focussed Brief Therapy</p> <p>Knowledge of professions, social and healthcare agencies and referral procedures for advice and referral on.</p> <p>Knowledge of a range of OT minor adaptation options and equipment and ability to fit it safely and correctly, demonstrate correct use to patients/clients and carers, and check safe and correct use.</p> <p>Knowledge of relevant health, housing and social care legislation and current practice / regulations, especially Equal Opportunities, Data Protection Act, Health and Safety / Moving and Handling, Housing (Scotland) Act and Disability Discrimination Act</p> <p>Multiagency public protection arrangements (MAPPA)</p>	<p>Knowledge of WHO International Classification of Functioning</p> <p>Knowledge and use of standardised assessments, particularly Canadian Occupational Performance Measure, Functional Independence Measure</p> <p>Knowledge of Departmental structures, policies and procedures, budgets</p>

	<p>Mental Health Act and Adults with incapacity Act</p> <p>Ability to use effective oral and written communication skills congruent with high standards of OT professional practice and particularly advocacy, negotiation, persuasion, conflict resolution, tact, sensitivity, empathy, reassurance and positive interpersonal skills</p> <p>Ability to work effectively using knowledge of team dynamics, in multidisciplinary and multi-agency teams</p> <p>Ability to manage own workload</p> <p>Ability to delegate appropriate work to staff and students, monitor outcomes to maintain quality of work and identify and rectify any performance deficits</p> <p>Ability to reflect and critically appraise own performance</p> <p>Ability to evaluate and develop assessment and treatment programmes for highly specialist area</p> <p>Ability to provide additional highly specialist knowledge to OT and other teams</p>	
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DISPOSITION	<p>Positive, assertive, flexible, adaptable and resilient</p> <p>Physical fitness to meet the requirements of the post</p> <p>Commitment to person centred, non-discriminatory, anti-oppressive, inclusive practice</p> <p>Commitment to peer support, team and co-operative working, and skill sharing</p> <p>Commitment to lifelong learning and effective use and dissemination of CPD</p> <p>Commitment to training others and willingness to be involved in the delivery of student placements</p> <p>Commitment to the development and promotion of the OT profession and OT service as one of excellence in remote and rural OT practice</p> <p>Willingness to explore and engage in innovative and creative solutions and to develop a local and national support network to meet casework, service and professional needs appropriate to a remote, rural and island setting within legal, policy, budgetary and procedural requirements</p> <p>Willingness to attend off-island training and development opportunities</p>	
OTHER	<p>Membership of College of Occupational Therapists (RCOT)</p> <p>Access to vehicle insured for business use</p>	<p>Membership of relevant Specialist Section of RCOT (AOTMH) and any other approved relevant professional interest group</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.

Work-life balance

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

Our policies offer:

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

Wellbeing

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

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

NHS Pension Scheme

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

Key features

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

Further information on the benefits of the scheme, can be found at 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.

