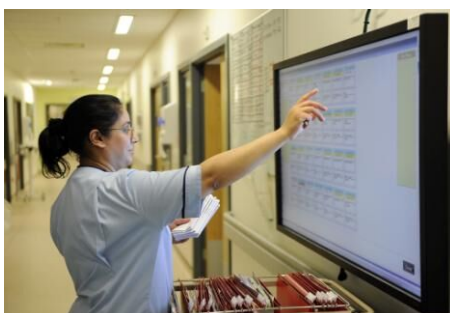


# Working for NHS Dumfries and Galloway



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Photograph courtesy of Paul McMullin



## JOB DESCRIPTION for the following vacancy:

**VACANCY REF No:** 706.18

**VACANCY (Post Title):** Healthcare Support Worker  
Acorn House

**GRADE:** Band 3

**SALARY:**

**HOURS:** Various

### Description of Role:

An opportunity has arisen for an enthusiastic individual to join our motivated team at Acorn House. Acorn House is a ten bedded unit providing respite care for children and young people with complex health needs within Dumfries and Galloway.

A supportive learning environment is offered but full training will be given.

Experience preferred but not essential.

Please see attached job description for full details. Shift work will be integral to this position.

This post will require the successful applicant to obtain PVG Clearance.

Informal enquires to: Charge Nurse Sheila Parker on 01387 251325 or Senior charge Nurse Deborah Hughes on 07917350575

### Closing Date:

#### 1. JOB IDENTIFICATION

**Job Title: Health Care Support Worker**

**Department(s):** Child Health

**Job Holder Reference:**

**No of Job Holders:**

## **2. JOB PURPOSE**

- To assist in the delivery of nursing care programmes for children / young people as prescribed by a qualified nurse.
- To liaise with and provide support to families / carers.

## **3. ORGANISATIONAL POSITION**

General Manager Women and Children's Directorate.

Lead Nurse, Women and Children's Directorate.

Service Manager, Women and Children's Directorate

B7 Senior Charge Nurse/ B6 Charge Nurse

Staff Nurse

**Health Care Support Workers (Post holder)**

## **4. SCOPE AND RANGE**

- Will assist in providing a quality nursing service to children / young people and their families / carers under the guidance of Registered Nurses.
- To actively participate within multi-disciplinary / multi-agency Child Health Teams.

## **5. MAIN DUTIES/RESPONSIBILITIES**

- Assist in the individual personal care of children / young people in accordance with developed care programmes.
- To observe and report any changes in the condition of children / young people.
- Participate in audit and quality initiatives as required.
- To undertake escort duties either in / out-with the unit base, at the discretion of the Senior Sister / Charge Nurse/ staff nurse
- To ensure the safe custody of children / young people's property and valuables.
- To provide support to children / young people and their parents / carers.
- To assist medical and nursing staff in clinics and case reviews.
- To assist in the orientation of newly appointed Nursing Auxiliaries.
- To respect and maintain confidentiality.
- To participate in Clinical Supervision.
- To be aware of and adhere to policies and procedures laid down by NHS Dumfries and Galloway.

- To work in accordance with Health and Safety Standards and Protocols ensuring that a safe environment created and maintained.
- To report and record both verbally and in written format all information and observations concerning children / young people and their families / carers.
- To maintain high standards of cleanliness in accordance with Infection Control Policy.
- To take part in multi-disciplinary / multi-agency team discussions.
- To respect and promote the individuality, dignity and independence of children / young people and their families / carers.
- To answer telephones, take record and communicate messages and reports.
- To take part in in-service activities in order to enhance practice and personal development.
- May be asked to assist with last offices.
- To assist in diversional therapy / rehabilitation of children / young people.
- To be aware of the security of the premises.
- To assist in the preparation and provision of food and refreshments.
- To assist with the feeding of children / young people.
- To be aware of the safe use of equipment and report any faults.
- To undertake mandatory training requirements as outlined in NHS Dumfries and Galloway Policy.
- To undertake duties where appropriate and deliver as outlined and relating to the competencies within SVQ Qualifications.
- To organise / assist in various activities that will meet the needs of each individual child / young person.
- To undertake, following training and supervision, the particular skills required for this specific area / speciality eg. Monitoring and recording basic vital signs ie. temperature
- To assist when required with general unit activities eg. washing, ironing, shopping.
- May be asked to deposit in or uplift money from general office.

## **6. SYSTEMS AND EQUIPMENT**

- Will be expected to use manual handling equipment, electronic information systems and other manual / electrical equipment relevant to the unit following appropriate training and development.

## **7. DECISIONS AND JUDGEMENTS**

- Work under the direct guidance of Registered Nurses.
- Follow written care plans.
- Adhere to all Local and National Policies.
- To respond to changes in the child / young person's condition / needs as appropriate, always acting in the individual's best interest.

## **8. COMMUNICATIONS AND RELATIONSHIPS**

- To maintain effective lines of communication between children / young people, their families / carers and the multi-disciplinary team.
- To communicate to children / young people and their families / carers relevant information in conjunction with registered nursing staff.
- To overcome barriers to understanding when the child / young person may be confused and disorientated or may have some form of sensory impairment.
- To report all relevant information to registered nursing staff.

## **9. PHYSICAL DEMANDS OF THE JOB**

- Required to move and handle children / young people using prescribed manual handling techniques.
- Required to assist with aggression and violence issues as they arise.
- The post holder will escort children / young people to other areas for Investigations, treatment, visits or transfer.
- A moderate degree of stamina is required for the role.
- Will be expected to exhibit an appropriate degree of dexterity while Performing procedures.

**10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB**

- Able to cope with providing a diverse range of care input from activities of daily living to terminal care.
- Expected to work in a changing environment, which at times may be unpleasant and stressful.
- To manage challenging and aggressive behaviour in line with local policies and to participate within the organisations response team as required.
- Exposure to child protection / domestic abuse issues.
- Exposure to unpleasant conditions, body fluids, odours, head lice etc.

**11. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB**

- Preferably will have an SVQ qualification or be prepared to work towards this or a similar qualification.
- The post holder will be keen to learn and gain experience in the care / needs of children / young people who have to access Child Health Services.
- IT skills and experience.
- To have knowledge of the vulnerability of certain groups of children.
- To have knowledge of Child Protection Protocols / Guidelines.
- Required to have / obtain a Food Handling Certificate.
- Required to attend mandatory training in accordance with NHS Dumfries and Galloway Policy.
- Required to work to a personal Development Plan.
- To be able to independently travel to and from work.
- Required to have an awareness of legislation relevant to Child Health.
  - Expected to have a flexible and adaptable approach.

<p><b>12. JOB DESCRIPTION AGREEMENT</b></p> <p>A separate job description will need to be signed off by each jobholder to whom the job description applies.</p> <p><b>Job Holder's Signature:</b></p> <p><b>Head of Department Signature:</b></p> <p><b>Director Signature:</b></p>	<p><b>Date:</b></p> <p><b>Date:</b></p> <p><b>Date:</b></p>
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## PERSON SPECIFICATION

(Fully Developed KSF Outline)

### JOB TITLE : HCSW Band 3

Essential	Desirable
<p><b>Qualifications</b></p> <ul style="list-style-type: none"> <li>• nil</li> </ul>	<ul style="list-style-type: none"> <li>• Nationally recognised qualification eg NVQ/SVQ 11, or be prepared to work towards same.</li> <li>• Cleanliness champion</li> <li>• Completion of Tier 1 child protection training.</li> </ul>
<p><b><u>Experience</u></b></p> <ul style="list-style-type: none"> <li>• Has worked with children/ young people</li> </ul>	<ul style="list-style-type: none"> <li>• Professional caring experience (community or hospital based)</li> <li>• Experience of working within the NHS</li> </ul>
<p><b><u>Knowledge</u></b></p> <ul style="list-style-type: none"> <li>• Has an awareness of legislation relevant to the specific area of work</li> <li>• Is expected to work towards a Personal Development Plan</li> </ul>	<ul style="list-style-type: none"> <li>• Willing to undertake further ongoing development</li> <li>• Knowledge of NHS Board Policies and Procedures</li> <li>• Knowledge and understanding of child protection policies and procedures.</li> <li>• Working towards SVQ level 3</li> <li>• Up to date mandatory training</li> <li>• Expected to have completed the auxiliary nurse development programme.</li> </ul>
<p><b><u>Skills</u></b></p> <ul style="list-style-type: none"> <li>• Is numerate and literate</li> <li>• Good communication skills within a team setting</li> <li>• Ability to complete standard forms/records accurately</li> <li>• Ability to form effective, empathic relationships with the children/ young people and their families.</li> <li>• Has basic computer skills</li> </ul>	<ul style="list-style-type: none"> <li>• Has a knowledge of manual handling and equipment</li> </ul>

**Personal characteristics**

- Is able to take instruction and clarify when necessary
- Is able to work unsocial hours eg nights/ weekends
- Maintains confidentiality
- Able to establish good working relationships with team members and communicate effectively
- Has a flexible and adaptable approach
- Effectively welcomes relatives/visitors
- stress tolerant
- Able to deal with changing situations.

- Previous experience within child health,

## Section 2: Guidance on completing the NHS Scotland Application Form

All personal data processed by NHS Dumfries and Galloway for the purpose of recruitment is performed in line with our Data Protection Notice. This is available from:

[http://www.nhsdg.scot.nhs.uk/Departments\\_and\\_Services/Data\\_Protection\\_Notices](http://www.nhsdg.scot.nhs.uk/Departments_and_Services/Data_Protection_Notices)

### General guidance

- If you are using a 'paper copy' version of our application form, please use black ink and write clearly in BLOCK CAPITALS. This makes the form much easier to read and clearer when we process it.
- The job reference number can be copied from the job advert as can the job location.
- We will insert the candidate number once you have returned the form to our office.
- The people who look through your completed form (short listing team) to see if you have the skills and abilities needed for the job, will only see 'Part C' of the form. They will only see your candidate number and all personal details will be anonymous.
- Please do not send in a CV instead of, or as well as, the application form. We do not consider CVs during the selection process.
- Please fill in all sections of the application form. If some parts are not relevant, write 'not applicable' or 'N/A' in that space. If you need more space to complete any section, please use extra sheets of paper. Do not put your name or any identifying information on it as it needs to remain anonymous. Secure it to the relevant section, and we will add a candidate number to it when we receive it.

### Personal Details section

- This gives us your contact details such as name and address. Under 'title' you would put either Mr, Mrs, Ms, Dr or just leave blank if you prefer.
- We may need to contact you at some time throughout the recruitment process. Please let us know the most suitable method of contacting you, for example a text message, email or phone call and, the most convenient time.

### Declarations

- You must tell us about all convictions and cautions regardless of how long ago the offence may have occurred. Convictions from other countries must also be notified. If in doubt please email us at [dg.recruitment@nhs.net](mailto:dg.recruitment@nhs.net)
- Please note that having a conviction will not automatically disqualify you from securing employment with the Board. Careful consideration will be given to the relevance of the offence to the particular post in question. However, if you are appointed, and it is found that you did not reveal a previous conviction you may be managed through a conduct process where the outcome may be a warning up to and including dismissal.
- Remember to read, consider and sign the declaration at the bottom of page 2.

### Qualifications section

- Please tell us of any qualifications you have. This can include Standard Grades, GCSEs, Higher Grades, National 1-5 or work based qualifications such as SVQs or NVQs.
- Remember to write down any 'non formal' qualifications or certificates that you think are **relevant to the job** you are applying for.

### Present (or most recent) post section

- If you are currently out of work, please write this in the 'job title' space.

- Please write your start date in month/year format MM/YYYY. Please tell us briefly about your duties (what you do or did in your job). You could tell us your role, the main tasks, and any responsibility for supervising others. There is not a lot of space here so continue on a separate sheet if you need to.

### **Employment History section**

- This is where you provide information on all the jobs you have done previously.
- Please provide an explanation for any gaps in employment history.
- Remember that if a job you have done in the past supports or is similar to the job you are applying for, please tell us more about it in your 'support of application' statement on page 6 of the application form – use a separate sheet if you require more space.

### **References section**

- Referees are people who know you at work. Please give the full names and addresses of 2 referees, one of whom **must** be your present or most recent employer and can confirm your job details.
- Before you submit your application you should check that the people you have named on your form are happy to be referees.
- Your referees **will not** be contacted unless you are a 'preferred candidate' after interview. A preferred candidate is someone who is the preferred choice for the job, subject to satisfactory employment checks.

### **Driving Licence**

- You only need to complete this if the job for which you are applying requires you to drive. Please check the job description or person specification. For example, some jobs with the Transport Dept may require you to be able to drive class C1 and D1 vehicles.

### **Statement in support of your application**

- This is one of the most important parts of the form. In here you say why it is you want this job, and can list all your skills and abilities that you think help to match up you against the 'person specification'. In here you could describe how something you have done in a non work setting (for example, planning and leading a group outing) shows planning skill and some leadership qualities.

### **Where did you see the advert section**

- Please advise where you heard about this job, and tick the relevant box. The information you give will help us find out how good our advertising is.

### **Equal opportunities monitoring**

- Please note that all details provided on this section (Part D) will remain totally anonymous. It will be detached from the rest of the form as soon as we receive it and remain anonymous.
- We want to ensure that there are no barriers to joining our workforce. As an employer, NHSScotland aims to be fully inclusive. One way we can ensure this is to analyse all the data provided in this section and ensure that job opportunities are being accessed by as wide a community as possible.

If you would like further details about any particular post please use the informal contact provided on the advert.

We prefer to receive email applications to [dg.applications@nhs.net](mailto:dg.applications@nhs.net) however we also accept paper copy applications, these should be sent to: Recruitment Team, Human Resources, High East, Crichton Hall, Dumfries, DG1 4TG

## Section 3: Overview

# WORKING FOR NHS DUMFRIES AND GALLOWAY

## About us

NHS Dumfries and Galloway serves a population of 148,190 but within a large geographical area of about 2,400 square miles. Dumfries and Galloway stretches from Langholm in the East to Drummore in the West, and from Kirkconnel and Carsphairn in the North down to Sandyhills on the Solway Coast. The Health Board employs around 4500 staff excluding GPs and Dentists.



## Our Services

We have just moved into our new hospital, as state of the art purpose built facility situated on the Garroch Site, on the western outskirts of the town. This new hospital has 344 single rooms, an emergency care centre, a critical care unit and a new combined theatres complex.



Full information on the NHS Dumfries & Galloway Change Programme can be found on our Change website – <http://www.dg-change.org.uk/>

Our new Dumfries & Galloway Royal Infirmary is the main hospital for the region, providing a wide range of inpatient and outpatient health services.

The Galloway Community Hospital serves Stranraer and the west of the region, is an intermediate unit providing maternity services, and medical & surgical beds, ambulatory care, theatres and renal. There are bedded units within eight cottage hospitals which provide care services such as minor injuries units. Midpark Hospital provides inpatient facilities for mental health patients.

Find out more about NHS Dumfries & Galloway by visiting our website which is at this web address: [http://www.nhsdg.scot.nhs.uk/Dumfries and Galloway NHS](http://www.nhsdg.scot.nhs.uk/Dumfries_and_Galloway_NHS)

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## Our Region

The region is home to an abundance of rare wildlife, lush green forests and sandy beaches, many of which form part of the UNESCO Biosphere covering Galloway and Southern Ayrshire. In 2009 the Galloway Forest Park was also unveiled as the UK's first, and Western Europe's largest, Dark Sky Park.



The area is the warmest part of Scotland and the undiscovered 200 miles of coastline along the Solway Firth are often referred to as the Scottish Riviera thanks to its secluded rocky coves and quiet beaches.

It is home to fewer than 150,000 warm and welcoming people whose love of getting together to share good times have earned the region its reputation as a happy and friendly place.

In addition to spectacular countryside and outside pursuits Dumfries and Galloway offers you and your family beautiful and affordable housing, schools which perform consistently well in national rankings and easy and convenient commutes for a more relaxed quality of life.

Many of our staff have been drawn to the region by the exceptional career opportunities, plus the improved work life balance and focus on family life are also great attractions.

The region offers all the advantages of life in local towns with friendly and safe neighbourhoods and good quality facilities on your doorstep. In addition, the main city centres are within reach if on occasion you want a little more.

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## Section 4: Our CORE Values



From May 2014 NHS Dumfries & Galloway adopted our **CORE** values:

**C**ompassion  
**O**penness  
**R**espect  
**E**xcellence

These **CORE** values strongly underpin our organisational purpose and by adopting behaviours consistent with our **CORE** values we will be better placed to deliver our Organisational Purpose.

We pride ourselves on being person centred: we focus on patients and their careers, and we focus on you.

### **Everyone Matter 2020 Vision**

In 2011, the Scottish Government set out its strategic vision for achieving sustainable quality in the delivery of healthcare services across Scotland, in the face for the significant challenges of Scotland's public health record, our changing demography and the economic environment.

The 2020 Vision provides the strategic narrative and context for taking forward the implementation of the Quality Strategy, and the required actions to improve efficiency and achieve financial sustainability.

The Scottish Government's 2020 vision is that by 2020 everyone is able to live longer healthier at home, or in a homely setting and, that we will have a healthcare system where:

- We have integrated health and social care
- There is a focus on prevention, anticipation and supported self-management
- Hospital treatment is required, and cannot be provided in a community setting, day case treatment will be the norm
- Whatever the setting, care will be provided to the highest standards of quality and safety, with the person at the centre of all decisions
- There will be a focus on ensuring that people get back into their home or community environment as soon as appropriate, with minimal risk of re-admission

For more information visit: <http://www.workforcevision.scot.nhs.uk/>

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## Section 5: Main Terms and Conditions of Service

### Terms and Conditions – NHS Dumfries & Galloway

*The terms and conditions of service are those approved and amended from time to time by the National Agenda for Change Terms and Conditions Agreement*

CONTRACT:	Contract details will be contained in the advert								
SALARY:	<p>Salary Scale – will be contained in the advert</p> <p>Entry point in the salary scale is generally at the minimum point. Any appointments above the lowest point of the pay band/range will be subject to verification of previous NHS service or experience outside the NHS, which is given in recognition of relevant complete years of experience. A formal process of approval would need to be completed before confirmation could be provided.</p> <p>Salaries are paid on a monthly basis in arrears by credit transfer on the last Thursday of every month.</p>								
HOURS OF WORK:	The standard hours of all full time staff (Agenda for Change) is 37.50 hours per week excluding meal breaks. Start and finish times will be determined by the needs of the service.								
ANNUAL LEAVE:	<p>The annual leave year runs from 1 April to 31 March. Annual leave entitlement is as set out in section 13 of the Agenda for Change Terms and Conditions, and outlined below for staff working 37.5 hours per week. An hourly pro-rata calculation will be used for part time staff. For all staff commencing employment during the leave year annual leave will be calculated on a pro rata basis for complete months of service. You are entitled to 8 public holidays as they fall in accordance with your working arrangements, again a pro-rata calculation will be used for part time staff.</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;"><u>Length of Service</u></th> <th style="text-align: left;"><u>Annual Leave + General Public Holidays</u></th> </tr> </thead> <tbody> <tr> <td>On appointment</td> <td>27 days + 8 days</td> </tr> <tr> <td>After 5 years service</td> <td>29 days + 8 days</td> </tr> <tr> <td>After 10 years service</td> <td>33 days + 8 days</td> </tr> </tbody> </table> <p>Reckonable service may be credited for annual leave purposes in accordance with the Agenda for Change Agreement.</p>	<u>Length of Service</u>	<u>Annual Leave + General Public Holidays</u>	On appointment	27 days + 8 days	After 5 years service	29 days + 8 days	After 10 years service	33 days + 8 days
<u>Length of Service</u>	<u>Annual Leave + General Public Holidays</u>								
On appointment	27 days + 8 days								
After 5 years service	29 days + 8 days								
After 10 years service	33 days + 8 days								
SICK PAY:	Entitlements to Statutory Sick Pay and Occupational Sick Pay will be determined in accordance with the Agenda for Change Agreement. Reckonable service may be credited for Sick Pay purposes providing there has been no break in service of 12 months or more at time of appointment in accordance with the Agenda for Change Agreement.								
SUPERANNUATION:	<p>New entrants to NHSD&amp;G who are aged 16 but under 75 will be enrolled automatically into the NHS Pension Scheme.</p> <p>Our Scheme is provided by the Scottish Public Pension Agency (SPPA). All benefits including life insurance and family benefits are explained on the SPPA website <a href="http://www.sppa.gov.uk">www.sppa.gov.uk</a></p>								

	<p>Your remuneration is automatically subject to deduction of Superannuation contributions unless you formally notify the Salaries and Wages department that you wish to opt out of the Scheme.</p> <p>Contributions rates will vary from 5.2% to 14.7% depending on pensionable earnings.</p>
<p><b>DECLARATION OF CONVICTIONS:</b></p>	<p>All current or spent criminal convictions, cautions, warnings or any case pending must be disclosed prior to commencing in employment as detailed on the application form.</p> <p>You must tell us about all convictions and cautions regardless of how long ago the offence may have occurred. Convictions from other countries must also be notified.</p> <p>Please note that having a conviction will not automatically disqualify you from securing employment with the Board. Careful consideration will be given to the relevance of the offence to the particular post in question. However, if you are appointed, and it is found that you did not reveal a previous conviction you may be managed through a conduct process where the outcome may be a warning up to and including dismissal.</p>
<p><b>ELIGIBILITY TO WORK IN THE UK:</b></p>	<p>NHSD&amp;G has a legal obligation to ensure that all its employees are legally entitled to work in the United Kingdom.</p> <p>All applicants are required to confirm their right to work in the UK in their application form.</p> <p>If you are not a United Kingdom (UK), European Community (EC) or European Economic Area (EEA) National please state the visa category under which you are legally entitled to work in the UK on your application form and the expiry date of your leave to remain in the UK.</p>
<p><b>CERTIFICATES OF SPONSORSHIP:</b></p>	<p>If you require Tier 2 Certificate of Sponsorship (formerly Work Permits) NHSD&amp;G may make an application for sponsorship providing applications are available and it can be demonstrated that no suitable candidate meets the minimum requirements for the post within UK or EEA.</p> <p>This is in keeping with current Home Office regulations. For further information on the UK Border Agency's points based system please visit <a href="https://www.gov.uk/government/organisations/uk-visas-and-immigration">https://www.gov.uk/government/organisations/uk-visas-and-immigration</a></p>
<p><b>PROTECTING VULNERABLE GROUPS SCHEME (IF APPLICABLE):</b></p>	<p>If the duties of the post involve regulated work with children and young people and/or protected adults, the successful candidate will require to be a member of the PVG Scheme and consent to NHSD&amp;G obtaining a Scheme Record or a Scheme Record Update, if they are already a member of the Scheme.</p> <p>More information on the PVG Scheme can be found at <a href="http://www.disclosurescotland.co.uk">www.disclosurescotland.co.uk</a></p> <p>For other roles not considered to involve regulated work a Standard Disclosure check may be required.</p> <p>NHS D&amp;G will meet the cost of these applications.</p>

	<p>Please note you do not have to do anything about PVG Scheme membership at application stage. Candidates selected for appointment will be advised on how to become a PVG Scheme member prior to taking up the position.</p>
<p>PROFESSIONAL REGISTRATION/ INDUCTION STANDARDS &amp; CODE OF CONDUCT:</p>	<p>Jobs that require the postholder to have statutory registration or professional membership will state that in either the advert or Job Description. If required please provide complete and accurate details. The detail you provide will be confirmed with the relevant regulatory/professional body.</p> <p>If professional registration is a requirement of the post, then it will remain your responsibility to ensure that you renew your membership of the relevant body timeously. Failure to do so may lead to formal action under the Disciplinary Policy where warnings up to and including dismissal are a possibility.</p> <p>New entrants to NHSD&amp;G who fall under the definition of Healthcare Support Worker will be required to achieve the Mandatory Induction Standards for Healthcare Support Workers in Scotland and comply with the Code of Conduct for Healthcare Support Workers.</p> <p>Internal candidates will be required to comply with the Code of Conduct for Healthcare Support Workers.</p>
<p>PRE-EMPLOYMENT ASSESSMENT:</p>	<p>Any offer of appointment is subject to satisfactory Occupational Health clearance.</p>
<p>CONFIDENTIALITY:</p>	<p>In the course of your duties you may have access to confidential information concerning patients or staff. Unauthorised disclosure or removal of information may lead to consideration of disciplinary action.</p>
<p>NO SMOKING POLICY:</p>	<p>NHSD&amp;G operates a Smoke Free Policy and smoking is not permitted inside the buildings or in the grounds of NHSD&amp;G premises.</p>
<p>TRAVEL EXPENSES:</p>	<p>Travel expenses are not normally reimbursed for interviews, if you are selected for interview and wish to enquire about the possibility of being reimbursed then the request should be directed to the recruiting manager or interview panel chair.</p>

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## Section 6: Staff Benefits & Further Information

BENEFIT	DESCRIPTION	FURTHER INFORMATION
NHS Credit Union	The Board offers staff the opportunity to manage short/ longer term savings and to offer very competitive rates for personal loans	Further information can be found on: <a href="http://www.nhscreditunion.com">www.nhscreditunion.com</a>
Cycle to Work Scheme	The Board offer staff the opportunity to by a bike through a Salary Sacrifice Scheme	Further information can be found on: <a href="http://www.cyclescheme.co.uk">www.cyclescheme.co.uk</a>
Childcare Vouchers	The Board operates a Child Care Vouchers scheme, which entitles you to savings on your childcare costs. The vouchers are now available to staff paid by the Board.	Further information can be found: <a href="http://www.childcarevouchers.co.uk">www.childcarevouchers.co.uk</a>
Let's Connect	The Board offers staff a Home Computer & Technology Salary Sacrifice Scheme	Further information can be found on: <a href="http://www.lets-connect.co.uk/">www.lets-connect.co.uk/</a>

For further information on schools, property and things to do in Dumfries & Galloway please follow the links below:

Schools: <http://www.dumgal.gov.uk/schools>

D&G Solicitors Property Centre: <http://www.dgspc.co.uk/>

Visit Scotland: <https://www.visitscotland.com/destinations-maps/dumfries-galloway/>

Big Burns Supper: <http://bigburnssupper.com/>

7Stanes: <http://www.7stanesmountainbiking.com/>

Spring Fling: <http://www.spring-fling.co.uk/>

Undiscovered Dumfries: <http://www.undiscoveredscotland.co.uk/dumfries/dumfries/>

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