

Substance Misuse Team Lead

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Job Advert



Substance Misuse Team Lead Band 7 £46,244 - £53,789 per annum Plus Distant Islands Allowance of £1,279 per annum 37.5 hours per week Permanent post

The Western Isles are currently developing and expanding the substance misuse service and as a result we are looking forward to working with somebody who has excellent transformational leadership skills and the ability to motivate, and stimulate change. This is an exciting job, as the role will require clinical and leadership expertise in all aspects of delivering a whole system substance misuse service across the Western Isles.

We are looking forward to recruiting an experienced Registered Nurse who has in depth knowledge within the specialist field of substance misuse and who is self motivated and works well within a multi-disciplinary team context, liaising with members of other disciplines, colleagues in primary care, the criminal justice system, and also the voluntary sector. The successful candidate will be dynamic and forward thinking with keen insight into prevention and early intervention, with a focus on safeguarding while working with vulnerable adults who present with substance misuse, alcohol and associated issues.

The Western Isles lie 40 nautical miles off the north-west coast of Scotland and consist of an archipelago of islands peppered by beautiful beaches which stretch from the Butt of Lewis in the north, to the Isle of Barra in the south. They are linked together by a series of causeways, two ferries and an air service. The main hospital, Western Isles Hospital is a modern 116-bedded general hospital equipped with modern facilities. There is a five-bedded adult Acute Psychiatric Unit. The community hospital in Benbecula caters for the people of the Uists and Barra and you will provide a regular service supporting community and primary care teams there in relation to substance misuse.

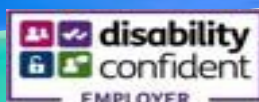
Applicants must be car drivers and in possession of a full UK driving licence.

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 <https://apply.jobs.scot.nhs.uk/>, còmhla ri dealbh-obrach.

If this is the job for you, then for any further queries please contact Mike Hutchison, Associate Director of Mental Health & Learning Disabilities on Tel: 01851 704704 xtn 2410.



NHS SCOTLAND JOB DESCRIPTION

1.

2. JOB IDENTIFICATION


Job Title:	Team Leader, Substance Misuse Service
Responsible to (insert job title):	Associate Director of Mental Health & Learning Disabilities
Department(s):	Community Mental Health Services
Directorate:	Mental Health
Operating Division:	Health & Social Care Partnership
Job Reference:	
No of Job Holders:	
Last Update (insert date):	

2. JOB PURPOSE

The Team Leader will:

- have responsibility for the nursing clinical leadership and management of the Substance Misuse Service (SMS) and will ensure the provision of high quality clinical care.
- be responsible for facilitating improvements to the health, wellbeing and social functioning of people who have drug related problems.
- work alongside and support the CPN Team Leaders in managing the effective deployment of the nursing resource within the wider community (adult) nursing service, across the Western Isles.
- have responsibility for leading on profession specific clinical governance activity, which will include the setting and monitoring of standards relating to area of responsibility, responding to complaints, learning from adverse events, staff development, clinical supervision.
- will also actively contribute to the implementation of multi-professional/agency clinical governance activity such as MAT standards.
- in collaboration with the adult services' Band 7 Team Leads develop integrated clinical pathways for people who use adult mental health services e.g. people who have a dual diagnosis and other co morbidity.

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.

3. DIMENSIONS


post will provide clinical leadership across the Western Isles ensuring the continuous development of the knowledge, skills and abilities of all staff working with people who have addictions in order to improve the patient experience and reduce the impact of adverse consequences associated with addiction behaviours.

The post holder will be required to manage a Western Isles wide service effectively within finite staff and financial resources whilst also being required to prioritise own and team workload, and adapt flexibly to competing service demands.

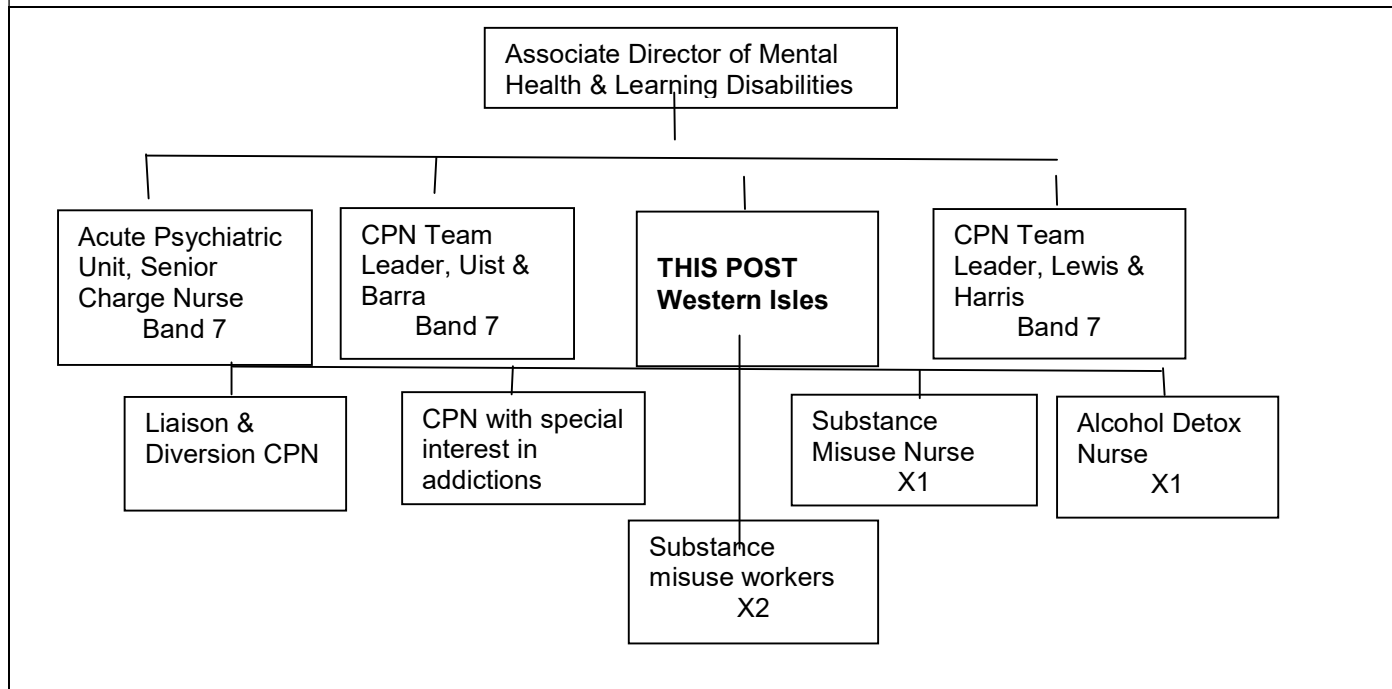
The Substance Misuse Service provides care, support and treatment to people living in the Western Isles, from the Butt to Barra.

The post holder will ensure that every person who requires nursing support from the SMS will receive it in a manner that is person centred and evidence based, irrespective of where the person happens to live in the Western Isles. Because caring is fundamental to nursing services and to all nursing functions the core values of nursing will underpin the practice of every SMS nurse and drive care that promotes positive and equitable engagement with patients, families and carers as the central focus of practice.

The post holder will work closely and in partnership with the team leads for the in patient unit and the CPN services to ensure the core values are consistent across our nursing services, irrespective of where the patient happens to be in their own journey of recovery, and whether the patient is in receipt of care from one or more of our nursing services.



4. ORGANISATIONAL POSITION (Adult Nursing Services)



5. ROLE OF DEPARTMENT

The substance misuse service (SMS) sits within the community adult mental health services which provide interventions that can improve the lives of individuals, their families and the community. The SMS has a significant impact in reducing problems such as drug and alcohol-related ill health and death, the spread of blood-borne viruses, and crime.

It is recognised that since the onset of the pandemic and national lockdowns, there has been an increase in substance misuse, and higher risk drinking has increased. Non-opiate only services have seen the biggest increase in numbers – a 9% increase from the previous year.

NHS Western Isles' Substance Misuse Services provides confidential, non-judgemental, professional and accessible support which aims to reduce the harm caused by drugs and alcohol to individuals, families and the local community by providing access to the most appropriate services to meet their needs, and reflect their choices, based on what matters to them.

By working in partnership with a range of different organisations, e.g. criminal justice, primary care, third sector, we can help to address difficulties with housing, welfare and financial worries as well as helping service users access training, volunteering, educational and vocational opportunities.

6. KEY RESULT AREAS

To promote a culture of engagement with patients, families and carers which includes, as core principles and values, an approach which is compassionate, non judgemental, empathetic, and respectful

Responsible for the promotion of the principles of self care to patients, families and carers and empowering them to access and use health resources in their community.

To be responsible for the assessment, care planning, review and discharge of individual caseload, management of a caseload or client group within a defined clinical area and carry out regular reviews of the total nursing team caseload within sphere of responsibility.

To act upon referrals from GPs, criminal justice, other primary care workers, consultants, and other statutory bodies.

To provide a regular caseload management and clinical supervisory function to the SMS team. This may, in conjunction with the adult CPN team leads, include supervision and reviews of care of patients who have issues regarding dependence on substances who are under the care of adult CPN services.

Ensure named nurse status for patients from admission to discharge.

Ensure that patient/advocate/significant other is involved in decision-making regarding their care.

Actively participate in health promotion and rehabilitation.

To provide a leadership/developmental function to nursing staff within defined sphere of responsibility with particular regard to career long learning, implementation of evidence based practice and innovation. This includes activity associated with continuous quality improvement such as the setting and monitoring of standards of practice.

To be familiar with and ensure dissemination of all local, regional, and national policies, procedures and guidelines pertinent to all staff and students within area of responsibility and comply with the standards contained therein through development and delivery of monitoring systems.

Lead on the development of local initiatives and also participate in the development of clinical policy, procedures and guidelines, which may have an organisational or multi-professional focus.

To practice and ensure that the practice of others is in with the legal and ethical framework set out by the Nursing and Midwifery Council Code of Professional Conduct, and mental health related legislation.

To practice and ensure that the practice of others is in line with the principles of Patient Focus Public Involvement, Fair for All and the underpinning principles of the Mental Health (Care and Treatment) Act.

Lead on the development of local protocols, ensuring that these are regularly reviewed to ensure their applicability to practice.

To provide specialist nursing advice to members of the nursing team and to other health and social care professionals, facilitating the provision of a range of evidence-based interventions specific to the field of addiction through the application of interventions to the appropriate nursing situation in the clinical setting.

Be responsible for effectively prioritising and organising own workload and that of the other team members including good timekeeping. This may include reprioritising of own and other team members' caseloads in response to change in clinical activity.

To manage delegated budget for area of responsibility including authorisation of staff expenses, ongoing staff training, and supplies.

Will demonstrate a thorough understanding and application of relevant nursing models and processes in different clinical situations providing interpretation and encouraging involvement of client, family and significant others in assessment, planning, implementation and evaluation of care.

Use initiative and be able to make sound and rational decisions and remain focussed and directed throughout the process. At times make immediate decisions when a patient is in crisis, such as whether to involve external agencies.

Will ensure access to services for the community through local provision of community addiction nursing and identification of alternate service providers.

Will demonstrate in-depth knowledge of developmental psychology including factors, which impacts on physical/mental health or emotional development.

Will recognise that the behaviour patterns of clients may vary in relation to their cultural backgrounds.

Will be able to use appropriate risk assessment tools to identify actual and potential risks.

Will apply relevant principles to ensure the safe administration of medication and other therapeutic substances.

Give advice to General Practitioners and hospital staff on addiction issues and where required provide education and awareness of new ways of working in the treatment and care for people who have difficulties with addictions.

Will be the CPA Care Manager where appropriate.

7a. EQUIPMENT AND MACHINERY

The equipment and machinery will be used by the post holder in their role includes:

- A computer will be used on a regular basis. The post holder will have a working knowledge of systems such as Microsoft Word, e-mail and internet.
- A telephone and mobile telephone will be used regularly.
- Car driving will be a regular feature of the role
- The post holder may be required to collect blood samples and deliver to the hospital lab and as such will require to use needles, and blood bottles. Other equipment for physical interventions may include needles and syringes to administer medications, and equipment such as sphygmomanometers and thermometers which will be used during physical health checks.
- Weighing Scales
- Digital Thermometers
- Pulse oximeter
- Basic life support equipment

7b. SYSTEMS

The post holder will regularly use the following systems;

- MORSE
- SCI gateway
- SSTS
- TOPAS
- DATIX
- TURAS
- ADASTRA
- DAISY
- Pecos
- MS Word, Power point, Excel, TEAMS
- Planning and recording of annual leave or other planned and unplanned leave
- Delivery of appraisal and personal development planning
- Recording of practice support/supervision sessions
- Use of standardised clinical rating scales

8. ASSIGNMENT AND REVIEW OF WORK

Referrals to the service will be via the Referral Management System which will be managed by the adult CPN team leads and this postholder. The post holder will triage referrals to own team members according to patient need and staff skill mix.

Line management support for post holder will be provided by the Associate Director of Mental Health and Learning Disabilities. Further clinical supervision and support will be provided by senior Psychiatric or other addiction specialists. Specific duties and objectives will be allocated in consultation with the post holder and review of work will occur at regular intervals through supervision, personal development planning, team meetings and written reports

9. DECISIONS AND JUDGEMENTS

- Exercise Judgement based on information relating to patients and their requirements e.g. when making assessments of patients' conditions. This may result in a variety of options open to the post holder. The information may also be conflicting and the post holder must decide on an appropriate course of action. Required at all times to make immediate decisions when a patient is in crisis.
- Use assessment tools to ensure accurate clinical assessment and ongoing treatment planning e.g. Rating Scales, Care Programme Approach

- Participate and work effectively as a member of the multidisciplinary team linking with external agencies. Be required to use own judgement and know when to consult other members of the team for advice, when to request admission to hospital or involve other agencies.

10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

Effectively managing a team of Addiction Nurses spread over a large geographical area covering several islands, co-ordinating nursing inputs to best effect in an area where a number of different, autonomous healthcare professionals are actively involved in care delivery and which may not always be co-ordinated or patient centred.

Managing interpersonal and interdisciplinary conflict.

Effectively supporting and monitoring the practice of experienced nurses who manage their own caseloads.

Balancing demands of own clinical caseload while effectively managing the nursing dimension of the wider multidisciplinary team.

Ensuring availability and uptake of supervision of both clinical and managerial performance.

Promoting and developing the unique role of the Addictions nurse within an ever changing environment and expectations of other service providers.

11. COMMUNICATIONS AND RELATIONSHIPS

Frequently receive and communicate complex and sensitive information to/with patients, carers and other professionals relating to meeting the needs of the individuals.

Create and maintain effective communication systems and working relationships between colleagues, peers and key stakeholders from various professions and agencies in order to provide an integrated hospital/community service to promote the clinicians/workers role as an effective member of the multidisciplinary team.

Practice enhanced negotiation, influencing and conflict management skills when dealing with patients and families in the presence of mental illness/complex communication issues.

Discuss within the multidisciplinary team the effectiveness of ongoing clinical interventions and make changes to this as appropriate and agreed. Evidence the ability to address issues arising in a professional and discrete manner, whilst acknowledging own and service limitations.

Ensure that all written communications which contribute to the provision of healthcare for the patient are accurate, appropriate.

Report to the Associate Director of Mental Health and Learning Disabilities on issues regarding service development.

The post holder is required to:

- Play an important role in dealing with distressed, upset, angry or anxious patients, carers, relatives and staff.
- On occasions be required to deal with untoward incidents such as completed suicide or serious assault. Thereafter the post holder may participate in critical incident review.
- Use communication skills to de-escalate conflict situations ensuring safety of self and others. This can be very demanding both emotionally and physically.
- Communicate with relatives/visitors, other hospitals and other services within NHS Western Isles, other NHS boards, external organisations and bodies such as Higher Educational Institutions, professional bodies, Integrated Joint Boards (IJBs), Scottish Government e.g. MIST

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

Physical effort

Driving alone in rural settings that could be high risk due to population demographics or winter conditions.

There may be a risk of violence or aggressive behaviour that requires the post holder to be alert and consistently risk assessing during the entirety of the patient contact.

There is a frequent requirement for the post holder to be sitting or standing in a restricted position for several periods during their working day.

There is a need for accuracy in the use and appropriate maintenance of all clinical and other equipment, particularly regarding the administration and delivery of medicines and treatments.

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

The post holder will be able to adapt to the shift pattern that meets the requirements of the European Working Time Directive and may be required to work flexible shifts including some evening or weekend work.

A proportion of the job entails physical work and the post holder would require moving and handling skills, which should be kept up to date yearly or more frequently if required. At times the post holder would be required to assist immobile patients moving from one area to another.

The post holder may be required to work within confined spaces and in the Drug & Alcohol, Mental Health & Learning Disability setting, there are occasions when violent/aggressive incidents may occur. Regular sustained effort or sudden intense effort in the management of violent patients for short or long periods of time may be required.

Mental effort

The post holder will be required to:

- Frequently concentrate for long periods of time, on occasions for one hour plus during patients' assessments and observations.
- Deal with the competing demands of working in a complex multidisciplinary clinical setting/home in an objective and equitable manner.
- Deal with unpredictable patient behaviours which are part of their symptomatology of their mental/learning disability condition.
- Deal with challenging friends/families, child protection, vulnerable adults.
- Deal with untoward incidents.
- work alone on occasions.
- Deal with patients who may present with physical and verbal aggression.
- Maintain a high standard of patient care and developing the nursing service based on current research/evidence based practice and national and local strategies.
- Balance competing clinical and leadership dimensions of the job, assisting in the development of a clinical environment that is positive and effective within both clinical and staff governance frameworks.
- Communicate complex information to patients with problems or conditions that affect their ability

to understand and retain information.

Emotional effort

- Exposure to highly distressing circumstances such as drug/alcohol-related deaths, child protection, vulnerable adult issues displaying severely challenging behaviours as part of their symptomatology of their mental health condition.
- Dealing with high expressed emotions in challenging families/friends/carers and keeping to task.
- Conveying information in a sensitive manner when information is unexpected or not well received.

The post holder will be required to:

- Have frequent exposure to highly distressing situations including dealing with untoward incidents such as self harm, attempted suicide/completed suicide, physical injury caused by falls related to poor mobility, confusion or delirium, assault, aggressive behaviour.
- Debrief staff and provide emotional support to staff affected by adverse events
- Be presented with daily challenges providing a high level of emotional stress e.g. clinical / psychiatric emergency.

Working conditions

Part of the job may entail driving between patients' homes, schools, courts and other establishments and to and from the post holder's base. This involves working alone at times in remote and rural settings or high risk areas, driving in winter conditions carrying medication and/or medical equipment.

The post holder may have exposure to unpleasant working conditions such as body fluids, faeces, vomit.

The post holder will have occasional exposure to highly unpleasant conditions such as verbal or physical aggression and violence associated with drug seeking behaviours, psychosis, unrealistic expectations from family members.

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

The post holder is required to be a registered nurse with current Nursing and Midwifery Council registration. Nursing Degree.

The following are essential:

- Evidence of leadership qualities and proven decision making skills.
- Extensive knowledge base with regards to speciality.
- Knowledge and experience of mentorship within clinical practice.
- Ability to deliver presentations and teaching sessions.
- Evidence of effective communication skills.
- Ability to work on own initiative.
- Evidence of ability to adapt with changing service needs.
- A working knowledge of Drug & Alcohol policies, guidance, Mental Health Legislation and Adults with Incapacity Act 2000 and Adult Support and Protection (Scotland) Act 2007.
- Well developed written and verbal communication skills.
- Commitment to lifelong learning and personal development plan/Revalidation.
- Provide evidence of development, objectives and training on TURAS.

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.
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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: 15.03.2023

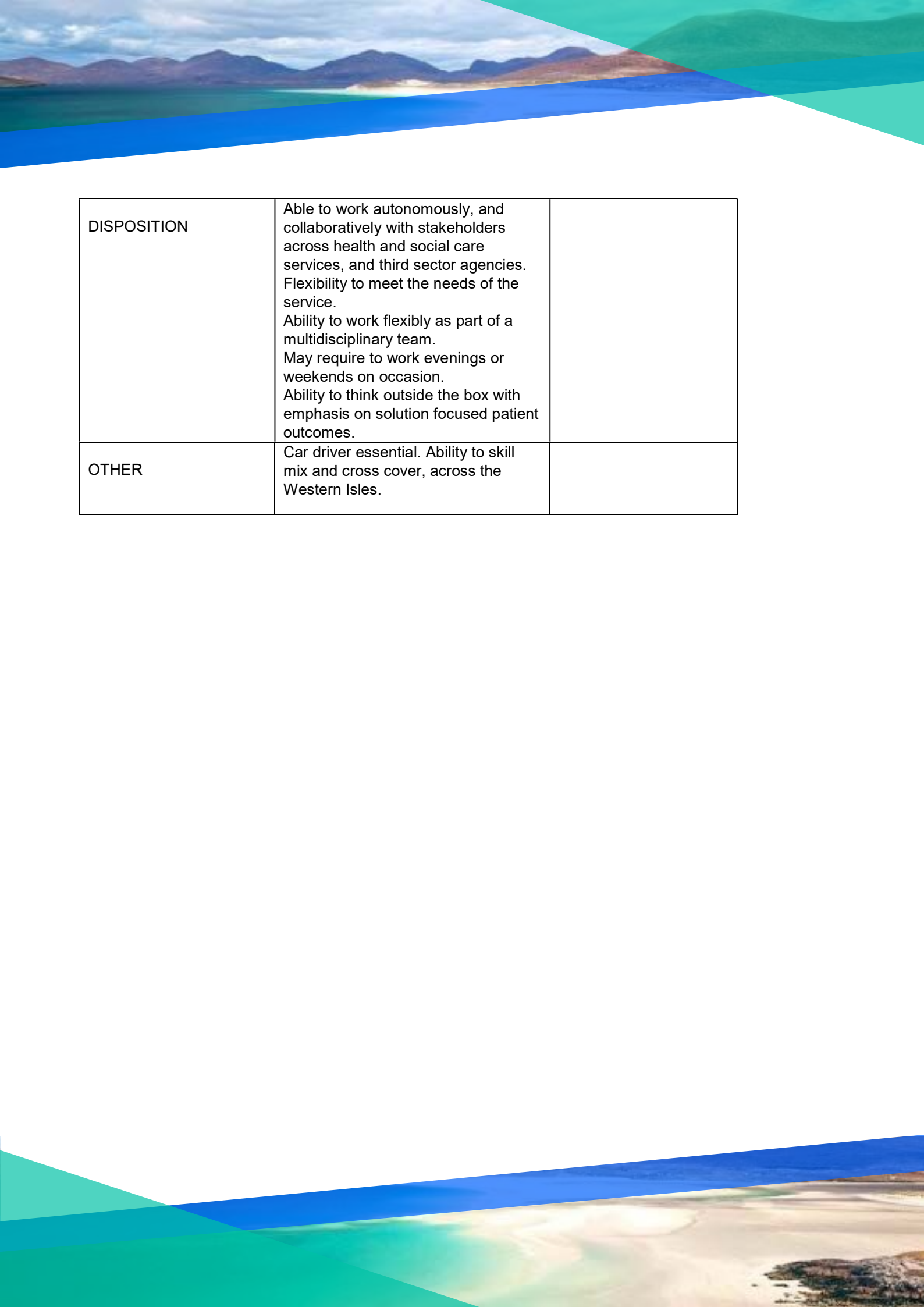
NHS WESTERN ISLES - PERSON SPECIFICATION GUIDANCE

Job Title: Team Leader, Substance Misuse Service

Department: Community Mental Health Services

Location:

FACTOR	ESSENTIAL	DESIRABLE
EXPERIENCE	<p>Experience of working at band 6. Direct experience of working in drug & alcohol services.</p> <p>Working knowledge of policy & procedures for people management.</p> <p>Experience in audits/workforce and workload tools.</p> <p>Excellent planning and organising skills.</p> <p>Familiar with leading and implementing change.</p> <p>Non-medical prescribing qualification (or must be willing to work towards)</p> <p>Must have experience of working as a Practice Supervisor/Assessor</p>	<p>Evidence of diverse experience across services, both inpatient and community.</p> <p>Leadership qualifications e.g. Masters or equivalent.</p> <p>Qualification or training relevant to drug/alcohol field.</p>
QUALIFICATIONS TRAINING RESEARCH PUBLICATIONS	<p>RMN/RN qualification</p> <p>Non medical prescriber (or willingness to undertake training)</p> <p><i>Nursing Degree</i></p>	
KNOWLEDGE AND SKILLS	<p>Continued professional development in substance misuse. Knowledge and experience of evidence based models of nursing and patient care in relation to substance misuse</p> <p>Understanding of the MAT standards and how this will impact on SMS</p>	



DISPOSITION	<p>Able to work autonomously, and collaboratively with stakeholders across health and social care services, and third sector agencies. Flexibility to meet the needs of the service.</p> <p>Ability to work flexibly as part of a multidisciplinary team.</p> <p>May require to work evenings or weekends on occasion.</p> <p>Ability to think outside the box with emphasis on solution focused patient outcomes.</p>	
OTHER	<p>Car driver essential. Ability to skill mix and cross cover, across the Western Isles.</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 37.5 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 £1,117 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.

