



Clackmannanshire & Stirling
**Health & Social Care
Partnership**

Locality / Service Manager

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Locality / Service Manager

Clackmannanshire Council Salary - £68,492 - £72,726 SS12

Stirling Council Salary - £69,537 - £72,807

NHS Forth Valley Salary - £70,986 - £75,937 Band 8B

If you have ambitions to work in a Locality management role within a Health & Social Care environment, this could just be the opportunity for you. Our Partnership is working together to transform services and improve outcomes for people and has been focused on the delivery of a number of key redesigns.

This is an exciting time to join the Partnership on our journey towards greater integration of services. Working directly with the independent and third sectors and local communities, the post-holder will be responsible for driving change, and for the co-ordination and management of health and social care services in the Locality. Each locality will have an integrated health and social care workforce, including professional health and social work staff, and registered care services. The post holder will manage operational budgets for their respective services.

If you have significant leadership experience, preferably across a range of sectors, including transforming and improving services, strong financial management skills and a proven record of achieving joint goals through strong partnership working, we would welcome your application.

The Clackmannanshire & Stirling Health & Social Care Partnership is one of the 31 Partnerships across Scotland with responsibility for the strategic planning and commissioning of a range of community health and social care services for adults. Our vision for the Partnership is to enable people in the Clackmannanshire & Stirling Health & Social Care Partnership area to live full and positive lives within supportive communities. The Partnership is between Clackmannanshire Council, NHS Forth Valley and Stirling Council and has a budget of over £180m. Services operate across three planning localities.

Just a 30 minute drive from Edinburgh and Glasgow, Clackmannanshire and Stirling is easily accessible with beautiful environments to promote wellbeing. We offer the flexible benefits and working arrangements, along with a culture which is committed to learning, improving and growing.

If this challenge is something you can deliver on, we would be interested to hear from you.

For informal enquires please contact Professor Paul Cameron, Head of Community Health & Care, Clackmannanshire & Stirling Health and Social Care Partnership on paul.cameron2@nhs.scot.

Application forms and job descriptions are available on www.myjobscotland.gov.uk.



Job Description

1. JOB DETAILS

Job Title: Locality Service Manager

Responsible to: Head of Community Health and Care

Department(s): Clackmannanshire / Stirling Health & Social Care Partnership

2. JOB PURPOSE

As a member of the Health and Social Care Partnership team fully contribute in the corporate management, governance and operational delivery of the Partnership's Strategic Plan.

Working alongside the Chief Officer and Chief Finance Officer, provide support to the Integration Joint Board and the Strategic Planning Group.

Work with the Locality Manager group, the Clinical Leads across Forth Valley to plan, develop and operate services within the Locality boundaries and, where appropriate, across the Localities and where appropriate, for the two Partnerships within Forth Valley.

Work with the Clinical and Care Governance leads to ensure that services meet the agreed clinical and care standards.

Ensure the inclusion of the Health and Social care agenda feeds into the Community Planning Partnerships and Community Justice Partnerships working with partners to ensure the continued focus on the delivery of plans to support improvement in health and well-being of local communities, specifically targeted at reducing inequalities.

Provide strategic direction, leadership and operational management in the planning, management and provision of the community health and social care services within the Health and Social Care Partnership.

Work in a way that promotes an integrated, whole system / person centred approach for the planning and delivery of relevant social care, primary, secondary and acute health services within the area of responsibility and wider Forth Valley as appropriate to the emerging regional planning work.

Provide leadership and management support to staff including clinicians for some complex services which span more than one locality.

There is management of an operational budget.

3. DIMENSIONS

Budget – £26 million

Management of Staff – 127 FTE

4. KEY DUTIES

RESPONSIBILITIES

- **Patient Client Care**

There is a responsibility you:

Work as part of the Partnership's Management team to lead and direct the planning, development, provision and delivery of person centred services to meet the strategic priorities of the Partnership and those of the Local Authority and NHS Forth Valley.

Work with the GP Leads for NHS FV, Heads of Nursing, Lead Clinicians and Chief Social Work Officers to set, monitor and ensure compliance with quality and performance standards, ensuring clinical and care governance arrangements support the safe and effective delivery of person centred services.

Work with other key stakeholders such as the third and independent providers, patient and service user groups, groups representing unpaid carers, staff side and trade unions and local community groups to deliver person centred care within communities.

Work with other relevant Local Authority Senior Managers and NHS FV General Managers to support service delivery and joint delivery of the Transforming Care priorities arising from the Strategic Plan.

- **Policy and Service**

There is responsibility to:

Work with relevant managers within NHS FV and the cluster and locality leads within Primary Care to support the development and delivery of primary care services and ensure the development of seamless services between the community and acute services.

Working across the Partnership with the management teams and relevant clinical and professional leads to set standards, and develop supporting policies and procedures which will ensure the consistent delivery of and compliance with statutory and regulatory responsibilities, national legislative requirements and relevant Standing Orders.

Work directly with the Elected Members of the constituent local authority for the locality – with particular focus on any portfolio holders and the voting members for the Integration Joint Board.

Lead and direct further integration of primary care health, community and social care services within the area of responsibility in line with the Strategic Plan.

Develop and actively review the performance framework for the locality which contributes to the wider performance framework for the HSCP and ensure that the relevant key performance targets are addressed and a culture of continuous improvement is embedded in services.

To develop and maintain the locality risk register and work with the services and relevant risk managers to identify and manage risks.

- **Finance and Physical Resources**

There is responsibility to:

Manage the resources and commissioning of services

Monitor and control the budgetary and financial process within the Locality in association with the Chief Finance Officer and the constituent partners and accountancy teams to ensure budgetary targets are met, ensuring

satisfactory audit trails to demonstrate and evidence the effective and efficient use of resources.

Work with the Chief Finance Officer and local accountancy teams within each of the constituent authorities to ensure effective management of the budget and the operation of services in a way that makes best use of the available resources

- **Staff Management/Supervision, Human Resources, Leadership and/or Training**

There is responsibility to:

Promote and support the continued professional development of staff by ensuring that effective performance management systems are in place which provide development opportunities, enhance performance, motivate and facilitate skill utilisation and flexibility

Provide leadership and direction for staff in relation to the implementation of the people management practices of the employing organisations and model an open, supportive positive culture to maximise staff potential and promote a learning culture. This includes positive engagement with employees and their representatives.

- **Information Resources**

There is responsibility to:

Prepare reports, strategic planning documents and contribute to the preparation of the Annual Performance Report for the Locality.

Responsible for the presentation of reports and information to meetings of the Integration Joint Board and relevant sub committees, management teams, local authority committees and panels and any other relevant fora.

Ensure access to NHS and Local Authority / Authorities as appropriate to be able to locate client records and financial systems and formats to access and interpret required information.

- **Research and Development**

There is a responsibility to:

Participate in surveys or audit / monitoring as necessary to own work.

Skills

- **Physical**

There is a requirement to:

Access networked systems relevant to NHS Forth Valley and Local Authority / Authorities as appropriate.

Use office equipment, PC and keyboard, photocopies, printer, telephone.

- **Communication**

There is a requirement to:

Build and maintain key relationships with operational colleagues in both NHS Forth Valley and the Local Authority / Authorities and third and independent sectors as a crucial part of the role.

Communicate in an open, appropriate and flexible manner to meet the requirements of the recipients in written

reports, presentations, informal briefings, group discussions and one to one meetings.

Communicate information that at times, that may be complex and will need to be conveyed in a clear and concise manner to inform and influence key decisions.

Develop and secure effective working relationships in respect of the operational management, delivery and strategic planning of any hosted services.

To ensure that clinical and professional advice is sought and supported when delivering and developing services

Drive service improvement and innovation by influencing others, communicating visions and a sense of purpose across the area of responsibility to ensure the appropriate people are involved in taking forward the Locality business.

Ensure that clinical and professional advice is sought and supported when delivering and developing services.

- **Analytical**

There is a requirement to:

Make decisions on advice, recommendations and proposals for services to be presented to the Head of Community Health and Care, Chief Officer, the Integration Joint Board and any relevant sub committees.

Inform future decision making within the Integration Joint Board interpreting information as required and advise the Head of Community Health and Care and Board Members appropriately.

Demonstrate good judgement in decision making by evaluating options and consequences and making difficult decisions in a sometimes complex and challenging situations

Make autonomous managerial decisions that where policies or procedures do not exist either locally or nationally.

- **Planning and Organising**

There is a requirement to:

Work as part of the Partnership's management team to lead and direct the planning, development, provision and delivery of person centred services to meet the strategic priorities of the Partnership and those of the local Authority / Authorities as appropriate and NHS Forth Valley.

Work with relevant stakeholders leading the strategic planning for the areas of responsibility within the Locality that will feed into the development and delivery of the Partnership's Strategic Plan.

Work closely with others including the GP clusters, other primary care locality leads, services, partners and communities directly and lead the development and review of the Locality Plan.

Effectively manage change by initiating, developing and delivering major service Transforming Care priorities to promote and enable the most efficient and effective service delivery within the available resources and within time scales.

Actively contribute to the relevant wider, NHS FV, Local Authority / Authorities as appropriate, Community Planning Partnership and Community Justice Strategies and the emerging regional planning work.

Develop the locality in a way that provides clear direction and supporting structures, processes and enabling culture to deliver the Partnership's outcomes.

Focus on strategic long term outcomes, anticipating changes in working practices and effectively manage transitions.

Effort and Environment

There is a requirement to:

As required present expert evidence to any Scottish Government fora, Public Enquiries, Planning Enquiries, Inspection and Improvement Support, and Court proceedings.

Where hosting services for the wider Forth valley Partnership attend, as required, any relevant Partnership meetings within the Falkirk Partnership area

Minimise the potential for conflict or complaint, resolving disputes locally wherever possible, only referring issues to the Senior Management Team in exceptional circumstances.

Retain and communicate knowledge and information when providing advice, guidance and expertise to a range of staff and managers which is paramount to keeping people informed.

Think through future actions, anticipating issues that could potentially arise which is a fundamental part of the job and analyse these to find appropriate solutions which is critical to the success of the areas of responsibility and overall Directorate's business.

Concentrate for long periods of time (at least 2 – 3 hours x 3 – 4 times per week) when producing and delivering reports, presentations, conducting meetings, analysing issues and reviewing services.

Deal with frequent interruptions that will require the re-organisation and re-planning of work at short notice to attend to other business.

Deal with competing demands and strict deadlines as part of daily work as are frequently dealing with complex, sensitive and contentious issues all of which can be extremely difficult to deal with. Examples include, attending disciplinary hearings or conducting meetings to discuss and agree changes to working practices/place of work.

- **Emotional**

There is a requirement to:

Deal with emotional and often sensitive issues. It is essential to be able to take a sympathetic, but pragmatic approach in resolving these issues to reach an appropriate conclusion. These relate to staff who may have personal or professional issues, patients who may have an issue with the care provided and/or visitors who may be dissatisfied with the facilities.

- **Working Conditions**

There is:

There may be prolonged periods of exposure to VDU/keyboard in combination with concentration and thinking that the role involves. You will be available for out of normal working hours emergency and standby duties. You will be expected to be part of a standby rota for weekend working such as attending meetings, it is expected that this commitment will be once every 12 weeks, however this may be subject to change by provision of notice.

5. FREEDOM TO ACT WITHIN THE JOB

The work of this post is largely self-directed. There is a requirement to prioritise workload to support the Head of Community Health and Care and the Chief Finance Officer to ensure all the demands of the Integration Joint Board are understood and all necessary tasks and deadlines are met.

Objectives will be agreed with the Head of Community Health and Care. Participate in regular professional supervision and support. Formal reviews will take place at mid and end of year, objectives may be updated and progress reviews will also take place during the year, through regular one to one meetings with the Head of Community Health and Care.

Work autonomously to ensure the delivery of objectives, guided by national policy and regulations and taking into account agreed priorities for the Integration Joint Board, interpreting how these apply to the role.

There is a substantial use of judgement that will impact on the services provided.

There is a need to be able to make decisions that will influence the strategic direction of the services provided.

The use of judgement and to make decisions on a wide range of issues is required on a daily basis, particularly relating to problems or issues that arise.

The nature of the work will be a mixture of routine, planned and timetabled tasks; in addition, ad-hoc assignments are likely to be requested, with a need to balance the needs of the Head of Community Health and Care of the Health and Social Care Partnership with those of the constituent authorities, knowing and understanding the business of both health and social care services, including the financial and political context.

Ensure that professional development is kept up to date in line with any revalidation and / or registration requirements.

High level of personal and professional responsibility to stakeholders (including the Integration Joint Board and its members; Strategic Planning Group and its members; Local Authority / Authorities as appropriate; NHS FV Board; Senior Management, Clinicians and the Social Care and Health teams)

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

Educated to degree level with several years working at a senior level with evidence of further post-graduate education and development in a management role

Previous direct line management of staff is required in order to have the experience to be able to deal with complex staffing and service issues

Experience of implementing change as well as service planning and re-design

Must be able to demonstrate leadership skills and the ability to motivate others to work together.

The ability to work across professional and organisational boundaries successfully and be able to demonstrate a track record in communicating effectively.

Previous budget and project management experience is essential as are robust planning, organising and time management skills.

Well-developed business report writing, experience of writing outline business cases and presentation skills with experience of data analysis and its expression and an understanding of financial implications on services.

It is essential to be able to problem solve at a high level as well as the ability to work in an area of constant change with competing priorities.

Ability to work as a member of a team and to take a corporate view.

Promoting the concept of partnership by ensuring that the principles are understood by all staff within the department/clinical Directorate/area and that all proposals for change are developed and implemented through inclusive processes.

Personal Specification

Locality Manager

Postholder's Attributes	Essential	Desirable
Qualifications	Educated to degree level or equivalent and hold an appropriate professional or management qualification as below.	<p>Post graduate degree or equivalent qualification in a business, health or social services related discipline.</p> <p>Evidence of management training/development.</p>
Experience	<p>Considerable management experience at a senior level of working within the functional areas of responsibility within a multi-disciplinary organisation.</p> <p>Experience of successfully leading and managing organisational and culture change in a complex organisation.</p> <p>Experience of successful partnership working, ability to develop and maintain positive relationships with key partner organisation evidencing successful delivery of service redesign, financial management and tackling inequality.</p> <p>Considerable experience in leading a service demonstrating the ability to motivate others to work together.</p> <p>Experience of effective project management, performance management and ensure key target are met.</p> <p>Experience of working in a political environment/with a board.</p> <p>Experience of working on corporate initiatives and contributing to the corporate management of the organisation and development of cross-service policies and initiatives.</p> <p>Experience in dealing effectively with complex issues and developing and managing strategic issues.</p> <p>Experience of working effectively with elected members.</p> <p>Demonstrable commitment to personal and professional development.</p> <p>Understanding of NHS, Local Authority and Integration policy and landscape.</p>	<p>Experience of working with Trade Unions/Staff Side.</p> <p>Experience of leading integrated working within an HSCP.</p>
Managing Resources	<p>Experience of working in a multi-functional organisation at a senior management level and effectively managing budgets.</p> <p>Experience of managing multidisciplinary teams.</p>	

	<p>Able to demonstrate equality of opportunity and health and wellbeing of employees.</p> <p>Ability to implement risk management plans effectively ensuring the health, safety and care of all within the area of responsibility.</p>	
<p>Personal awareness/ personal traits</p>	<p>Strong dynamic leadership skills with ability to demonstrate confident decision making ensure statutory obligations are met.</p> <p>Evidence of effective interpersonal skills including influencing, negotiating, consulting and presenting.</p> <p>Open, supportive and visible management style.</p> <p>Commitment to partnership working.</p> <p>Positive approach to leading change.</p> <p>Strong Team player.</p> <p>Personal drive, determination and motivation to succeed and the ability to motivate others.</p> <p>Self-discipline and proven ability to work to strict deadlines.</p> <p>Resilience and stamina required to fulfill a demanding and high profile position.</p>	



Any successful applicant from a health background will be employed on NHS conditions. Any successful applicant from a social work background will be employed on either Clackmannanshire Council or Stirling Council conditions

**CLACKMANNANSHIRE COUNCIL
Summary of Terms and Conditions
Salary**

The salary for this post is £68,492 - £72,726 (Grade 12)

Pay Frequency

Salary is paid on the 27th of each month.

Hours of Work

35 hours per week

Business Mileage

Business mileage for authorised travel by private vehicle on council business will be paid as per the current recommendation of Her Majesty's Revenue and Customs (HMRC)

Terms and Conditions

Terms and conditions will be in accordance with Single Status Conditions of Service

Relocation Expenses

Up to a maximum of £6,000 based on criteria set out by the Council can be made for allowable expenses.

Annual Leave Entitlement

The leave year will run from 1 April to 31 March.

Continuous Service	Annual Leave Entitlement
Up to 1 year	29 days
1 year up to 2 years	30 days
2 years up to 3 years	31 days
3 years up to 4 years	32 days
4 years up to 5 years	33 days
5 years or more	34 days

Public Holidays

There are 7 fixed public holidays within Clackmannanshire Council

Allowance for Sick Leave

Continuous Service at Commencement of Absence from Duty	Full Allowance for	Half Allowance for
Less than 26 weeks	Nil	Nil
26 weeks or more but less than 1 year	5 weeks	5 weeks
1 year or more but less than 2 years	9 weeks	9 weeks
2 years or more but less than 3 years	18 weeks	18 weeks
3 years or more but less than 5 years	22 weeks	22 weeks
5 years or more	26 weeks	26 weeks

Pension

You will automatically join the Local Government Pension Scheme unless you choose to make alternative arrangements.

Terms of Appointment

The appointment will be subject to satisfactory pre employment checks including references and medical clearance.

Notice Period

The contract may be terminated by giving 12 weeks' notice in writing on either side.

Politically Restricted Posts

This position is politically restricted under the Local Government Officers (Political Restrictions) Amendment Regulations 1998 (as amended). This means that you are prevented from taking part in certain political activities.

Other Employment

You may not engage in any other business or take up additional employment without the express consent of the Council. You must inform the Council of any outside activity which may in any way conflict with your work for the Council.

Code of Conduct

The Council expects a high standard of conduct from its staff. The Council's Code of Conduct sets out the minimum standard of conduct. The Code does not affect an employee's rights and responsibilities under the law and their contract of employment.

STIRLING COUNCIL

Summary of Terms and Conditions

Listed below are a summary of the principal terms and conditions of employment. Scottish Joint Council terms and conditions apply to single status posts within Stirling Council.

Salary

£69,537 - £72,807 per annum. Placement depending on experience. Incremental progression will occur after 24 months. Payment of salary will be by bank credit transfer on the 15th of each month, in arrears.

Hours of Work

The working week is 35 hours per week, however Senior Managers will be required to work flexibly and the hours for the needs of the service. Additional payments do not apply to senior posts.

Annual Leave

Annual Leave entitlement is 30 days per year, rising to 35 days after 5 years continuous service. In addition to annual leave the Council recognises 7 public holidays (2 at New Year, 2 at Easter, first Monday in May, 2 at Christmas).

Volunteering

It is recognised much learning can be gained through volunteering and employees are able to request 1 day or 7 hours per annum towards volunteering which will benefit the communities of the Council area.

Pension

The post-holder will join the Local Government Pension Scheme automatically (employee contribution rate from 1 April 2022 - 8.2% - 8.3% - 8.3% for each of the salary scales above), unless they elect to make alternative arrangements.

Political Restriction

Under the provisions of the Local Government Officers (Political Restrictions) Regulations 1990 (as amended) Chief Officers' posts are politically restricted. This means that you are barred from standing for election as an MP, MEP, MSP or Councillor of any local authority. There are also restrictions on you holding office in and/or canvassing for a political party. The Council will provide specific details of the restrictions imposed on you as a result of your employment with the Council.

Travel and Subsistence Allowance

When you use your car or bicycle for authorised business purposes, mileage will be reimbursed at the HMRC (Inland Revenue) rate. The Council has pool vehicles available for business use.

Medical Examination

Successful candidate will be required to undergo a satisfactory medical check.

Professional Registration

Successful candidate is required to be a member and maintain membership with a professional organisation relevant to the post.

Employee Benefits

Stirling Council provides employees with access to a variety of benefits such as shopping discount, physiotherapy, employee counselling and other wellbeing initiatives.

Other Employment

The post holder may not engage in any other business, or take up any additional employment without the express consent of the Council. They must inform the Council of any outside activity which may in any way conflict with their work for the Council.

NHS FORTH VALLEY

Summary of Terms and Conditions

Terms and Conditions:

The terms and conditions of service are those laid down by the **Agenda for Change Handbook**.

Salary Scale

Band 8B:

£70,986-£75,937

Staff taking up a new appointment with NHS Forth Valley will normally enter the scale at the minimum of the pay band/range. 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.

Hours:

Full time 37 hrs

Employees may be required to vary the pattern of their working week subject to the exigencies of the service.

Annual Leave:

27 days rising to 29 days after 5 years service and to 33 days after 10 years service plus 8 public holidays (pro rata).

or

202.5 hours rising to 217.5 hours after 5 years service and to 247.5 hours after 10 years service plus 60 hours public holiday (pro-rata).

Superannuation:

The post is superannuable under the Scottish Public Pensions Agency Scheme and your remuneration will be subject to deduction unless you choose to opt out of the scheme.

Right to Work in the UK NHS Forth Valley has an obligation to ensure it does not employ any worker who has not been granted the relevant permission to work in the UK. This permission is without exception granted by the UK Border Agency. We are required to check the entitlement to work in the UK for all prospective employees, regardless of nationality or job category.

Medical Examination:

No appointment can be confirmed until a satisfactory medical examination has been undergone.

Protection of Vulnerable Groups and the Disclosure of Criminal Information:

NHS Scotland is exempt from the 1974 Rehabilitation of Offenders Act (Exclusions & Exceptions) (Scotland) Order 2003. As part of any offer of employment candidates will be subject to one of the following:

- For posts in regulated work – Protection of Vulnerable Groups Scheme membership
- For all other posts which are subject to a criminal conviction record check – A Police Act check
- For posts not subject to a criminal conviction record check – A self-declaration

Secondments

Employees of NHS Forth Valley who are interested in (if applicable) pursuing a secondment opportunity should initially discuss the implications of this with their immediate line manager in order to gain their support. Please refer to the secondment policy of the NHS Forth Valley intranet for more information.

NHS Knowledge and Skills Framework

The NHS Knowledge and Skills Framework (KSF) defines and also describes the knowledge and skills that NHS employees need to apply in their work in order to deliver quality services. It provides a single, consistent, and comprehensive framework on which to base review and development for all employees.

KSF will apply to all NHS employees except doctors, dentists and senior and executive level managers. The purpose of the KSF is:

- To support the effective learning and development of all staff, providing the resources to do so.
- To support the development of individuals in the post to which they are employed, so that they are effective at work and are clear about what is required of them.
- To promote equality and diversity.

Confidentiality:

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.

Equality in Employment:

NHS Forth Valley fully supports the principle of equality in employment and opposes all forms of unlawful and / or unfair discrimination which cannot be shown to be justified. NHS Forth Valley is committed to ensuring equality of treatment for both present and potential employees.

Tobacco Policy:

It is the policy of NHS Forth Valley to discourage the habit of smoking within the organisation and to provide a smoke free environment.

The NHS Forth Valley policy is to establish no smoking as the norm and smoking is not permitted anywhere within NHS Forth Valley premises including residences and grounds.

The Occupational Health Service will assist members of staff who wish to stop smoking by providing or facilitating the following services:

- Information on smoking and ways to stop
- Personal support
- Health Education materials and helpline numbers
- Nicotine replacement therapy
- Smoking Cessation support

Copies of the Tobacco Policy are available from the NHS Forth Valley Intranet.

Health & Safety:

All employees have a responsibility for their own health & safety and the health & safety of others who may be affected by what they do. Employees also have a duty to co-operate with their employer by following NHS Forth Valley policies and procedures and safe systems of work; by using equipment safely and by bringing any shortcomings in health and safety arrangements to the attention of their employer. Where something is provided in the interests of health & safety employees must not interfere or misuse it. All employees have a legal responsibility to report any shortcomings in terms of this in their area. Managers and supervisors have a responsibility for monitoring health & safety arrangements and ensuring staff are following policies and procedures and safe systems of work.

Partnership Agreement:

Contributing to the development of partnership working by: supporting NHS Forth Valley in delivering its goals and objectives; supporting continuous improvement in own performance and the performance of the department, directorate and NHS Forth Valley; attending training, development and other activities aimed at improving own skills and for the benefit of the organisation and patient care.

Additional Information

Additional background information may be provided to candidates invited to interview, however information and can be accessed by clicking on the links below:-

www.clacksandstirlinghscp.org

www.clacks.gov.uk

www.stirling.gov.uk

www.nhsforthvalley.com