

Consultant Clinical Psychologist (Adults)

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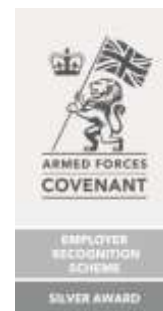
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Western Isles Health Board
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Job Advert



Mental Health Service, Stornoway, Isle of Lewis, HS1 2AF

Consultant Clinical Psychologist - Adults

Band 8C £83,837 - £89,866
Plus £1,349 Distant Islands Allowance (if re-locating)
37 Hours per Week
Permanent Post

We are looking forward to working with somebody who can lead in the provision and delivery of clinical psychology for people of adult age living in the Western Isles. With a post-graduate doctoral level training in clinical psychology, you will have substantial experience in working with people of adult age, including learning disabilities. In addition to being committed to person centred approaches, you should also have considerable experience in using evidence based approaches for people with challenging behaviour and complex mental health difficulties. You should have a track record in effective multi-disciplinary/agency team working as well as staff training, and a good understanding of relevant policy and legislation.

We are hoping to recruit a suitable candidate who is keen to live in Western Isles and enjoy the unique experience that island life has to offer. However, we appreciate that for some staff living in Western Isles permanently may not be an option. We are able to offer flexibility, with remote working options, which makes NHS Western Isles an attractive employer. Interested? You will be expected to travel to the western isles on a quarterly basis and meet the cost of travel and accommodation. Why not get in touch?

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

For further information regarding this post, please contact Mike Hutchison - mike.hutchison3@nhs.scot

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

NHS WESTERN ISLES

JOB DESCRIPTION

1. JOB IDENTIFICATION	
Job Title:	Consultant Clinical Psychologist (Adults)
Responsible to (insert job title):	Associate Director of Mental Health & Learning Disabilities
Department(s):	Mental Health Services
Base:	Western Isles Hospital
Operating Division:	Health & Social Care Partnership
Job Reference:	
No of Job Holders:	1
Last Update (insert date):	March 2025

2. JOB PURPOSE

The Consultant Clinical psychologist is required:

To develop and provide a highly specialised clinical psychology service to adults and older adults with mental health difficulties, and to people with neurodivergence and / learning disabilities within the scope of professional competence and agreed job plan. Clinical work will be carried out utilising theoretical, research based and practical knowledge acquired through Doctoral degree and supplemented by further specialist training, ensuring service improvement to meeting 18 week RTT.

To provide direct care and treatment to the most complex patients and to extend the capacity of the whole multi-disciplinary team through supervision, training and consultancy.

To provide clinical and professional supervision to trainees undertaking Masters or Doctoral training, within the framework of an agreed local workforce development plan.

To ensure and provide training to staff involved in the delivery of psychologically based interventions and specialist clinical supervision to staff providing counselling services and delivering formal psychological therapies, such as CBT, linking to NHS Education Scotland.

Self directed within professional guidelines, and exercise responsibility for the systematic governance of psychological practice across the adult mental health service, and to ensure that systems are in place and working effectively for the clinical delivery and professional supervision and support of staff within the adult mental health team who have a clinical responsibility for the delivery of psychological therapies, for example, CBT nurse therapist, CAAPs including clear systems for effective , professional appraisal, and the identification of CPD needs.. CAAPs

consist of 1 primary care post (to be funded by action 15) and 1 (NES funded rotational training post) post per annum

To offer specialist advice and consultation on patients' psychological care to non psychologist colleagues and to other non professional carers, supporting and developing teaching packages and pathways, self directed within professional guidelines and the overall framework of the Board's policies and procedures.

To provide, develop and manage highly specialist, complex psychological assessment to inform consultation, diagnosis and monitoring and to provide highly specialist psychological interventions and treatments for people with psychological disorder and general mental health and learning disability conditions within adult services.

To act as a highly specialist resource to the wider professional community and, as a major requirement of the job, to carry out and co-ordinate research activities, audit, policy and service development within the area of adult mental health and learning disabilities, as agreed within job plan with Service Manager.

To have joint responsibility for effective delivery of Clinical Psychology Services and have overall responsibility for:

- The delivery of an effective and efficient clinical service:
- Policy and Service Development of Psychology Services and;
- Initiating and developing Research and Development programmes within the service area as an integral part of their responsibilities

To Propose, develop and implement policy/service changes and to set up/co-ordinate services or systems which impact within and beyond own practice within psychology services.

To provide clinical leadership in the continual development and provision of excellence across the Western Isles.

To promote at all times a person centred approach which values clients equally, reducing stigma for adults and older people with mental ill health or learning disabilities.

To be an active member of Mental Health Operational Management Team and to represent Mental Health Services when required to do so.

To work with the Chief Officer and the Associate Director of Mental Health & Learning Disabilities in identifying and agreeing other specific developments and key result areas.

To work with Heads of Psychology Services, Scotland, in workforce development and development and maintenance of national standards in psychology services.

If you are remote working, it is estimated that there will be a requirement to travel to the western isles on a quarterly basis dependant on clinical need, service delivery/objectives for example.

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.

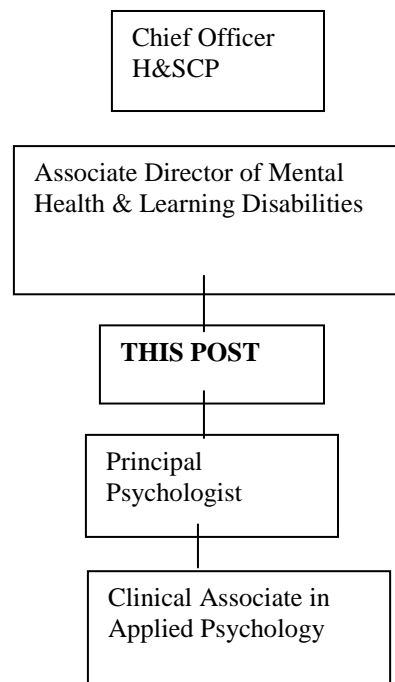
3. DIMENSIONS

- This post is based in the Psychology service and is responsible for the systemic provision of a high quality psychology service for adults with mental health problems across the western isles
- The assessment and treatment of patients referred to the adult psychology service
- To lead on the development and implementation of policy changes within the area of adult clinical psychology.
- To ensure high standards of psychological assessment and treatment and to maintain effective and efficient systems are in place to deliver these standards.
- Provision of consultancy, advice and training on psychological assessment and treatment to other

multidisciplinary staff who provide psychologically based care and treatment.

- To be involved in planning and implementing project developments within the adult mental health service.
- To supervise and support the psychological assessment and therapy provided by other psychologists and other clinical members of the multi-disciplinary team who provide psychologically based care and treatment.
- Co-ordination and supervision of training and day to day management needs of junior staff and clinical psychology trainees based within the adult mental health service
- To be responsible for training, supervision and support of other mental health professionals in the psychological management of patients with complex difficulties.
- To participate in national clinically relevant research and undertake audit in the specialist area.
- To utilise research skills for evaluation, audit and service development and research.

4. ORGANISATIONAL POSITION



5. ROLE OF DEPARTMENT

Within the Directorate of Mental Health and Learning Disabilities, the Adult Psychology Service provides psychological advice, treatment and diagnosis for the population of NHS Western Isles. It provides input at the levels of Health Promotion, universal services such as education and social work, Primary and Secondary care services. The bulk of the work relates to Adult Mental Health but training, coaching and advice tendered to: Learning Disability Team, AHPs, Social work and third sector organisations. Individual patients and their families may be seen remotely or within team settings and also within the outpatient psychology bases in Stornoway and the Uists.

The Service contributes to work with voluntary agencies and members serve on joint groups with the Local Authority in accordance with the Integration Joint Board.

Members of the Service contribute to national training also through NHS Education for Scotland initiatives and working groups.

6. KEY RESULT AREAS

Clinical Responsibilities, Patient Contact

- Provides highly developed specialist psychological assessment of clients with severe and enduring conditions based on the appropriate use, interpretation and integration of data from a variety of sources including psychological and neuropsychological tests, self-report measures, rating scales direct and indirect structured observations and semi-structured interviews with clients, family members and others involved in the client's care.
- Responsible for recognising the potential for or signs of client harm, abuse or neglect, including poor clinical practice, reporting all such concerns and taking all reasonable steps to protect the client. Responsible for identifying and reporting concerns regarding the safeguarding of all vulnerable groups who may be at risk.
- Undertakes risk assessment and risk management for individual clients and provides highly specialist advice to other professionals on psychological aspects of risk assessment and risk management.
- To formulate plans for the formal psychological treatment and/or management of a client's mental and/or health problems based upon an appropriate conceptual framework of the client's problems, and employing methods based upon evidence of efficacy.,
- To be responsible for implementing a wide range of highly specialist psychological interventions for individuals, carers, families and groups, within and across teams employed individually and in synthesis, adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses.
- To make skilled evaluations and decisions about treatment options taking into account both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the individual, family or group.
- To exercise full responsibility and accountability for the treatment of and discharge of clients whose problems are managed as a psychologically based standard care plan, ensuring appropriate assessment, formulation and interventions, communicating with the referral agent and others involved with the care on a regular basis.
- To provide expertise and specialist psychological advice, guidance and consultation to other professionals contributing directly to the analysis of clients' problems and disorders to ensure accurate formulations, reflecting an in-depth causal understanding, diagnosis and treatment plan.
- To ensure that all members of the wider clinical team have access to a psychologically based framework for the understanding and care of clients of the service, through the provision of advice and consultation and the dissemination of psychological knowledge, research and theory.
- To act as designated care co-ordinator, in appropriate cases, ensuring the provision of a care package appropriate for the client's needs, co-ordinating the work of others involved with care, arranging client's care reviews as required and communicating effectively with the client, his/her family and all others involved in care; and to monitor progress during the course of multi-disciplinary interventions.

Professional Leadership

- To provide professional leadership to the multi disciplinary team in regards to clinical psychology and psychological therapies provision.
- Clinical supervision for the post holder will be provided from a clinical psychology service lead.
- To be managerially accountable to the Associate Director of Mental Health & Learning Disabilities for the direct delivery of clinical psychology and psychological therapies services.

Teaching, training and supervision

The post holder will be responsible for advising on options for workforce development in relation to psychological services, and will be responsible for the psychological therapies training coordinator (PTTC) for the Western Isles and will have a major responsibility of increasing the capacity of the wider health and care system to deliver psychologically informed care and, where appropriate, psychological interventions.

The Consultant is responsible for ensuring that relevant psychological professional development needs of all NHSWI and Health and Social care Partnership staff are supported and systematically addressed. In addition there is a specific responsibility on the Board to provide sufficient teaching opportunities and training placements for Trainee Psychologists (1 trainee placed twice per year), within an agreed psychology workforce plan, so that individual psychologists are able to discharge their responsibilities for staff under their supervision.

Additionally:-

- To provide specialist advice, consultation, training and clinical supervision/assessment to other members of the team as well as other agencies (e.g. social work, education, 3rd sector organisations) for their provision of psychologically based interventions to help improve clients' functioning.
- To ensure appropriate systems for the clinical and professional supervision of doctoral trainee clinical psychologists and CAAPS.
- To manage the co-ordination of clinical placements for trainee psychologists within the service, ensuring that they acquire the necessary clinical and research skills to doctoral level where appropriate, and competencies and experience to contribute effectively to good psychological practice, and undertake the assessment and evaluation of those competencies

Policy, Planning and Service Development

At this level, the post holder will plan a broad range of activities which will impact on other professions, departments and services. For example, leading on a multi-agency plan to deliver psychologically appropriate responses to; setting up a system for detecting different levels of psychological need in psychosis and training and monitoring multidisciplinary staff performance in relation to that.

- To ensure systematic provision of clinical advice, consultancy and training of high quality by the clinical staff within the service to staff of various agencies and professions, in order that the psychological needs of the population are met optimally within available resources.
- To plan and implement service developments and projects as they affect the entirety of the defined service that respond to Government initiatives and targets and that may impact across other teams and services. For example, the development of innovative service components to reduce waiting times or enhance patient satisfaction and outcomes. This may entail long term planning across a range of services for example, all child specialty services or all learning disability services.
- To take a lead role in the delivery of Care Pathways which may require changes in psychological practice

in order to meet patients' needs.

- To take a lead role in the workforce and resource planning for the psychological interventions and therapies component of the wider service.
- Contributes to operational planning and advises senior colleagues on those aspects of the service which may need addressing at a strategic level.
- Responsible for identifying and proposing changes to policies and procedures which may impact on multidisciplinary teams across the locality.
- Responsible for identifying and proposing strategic service improvements which may impact on multidisciplinary teams across the locality.

Research and Development

Within an agreed job plan:

- Maintains an active engagement with current developments in the field of psychology and related disciplines and utilises theory, evidenced-based literature and research to support evidence-based practice in individual work and work with other team members.
- Participation in agreed national research. Undertake audit and service evaluation, with colleagues within and across the service to help develop and improve services to clients and their families.
- Acts as field supervisor for the doctorate in clinical/counselling psychology theses providing expertise in specialist clinical area when required.
- Provides expert advice and supervision to other staff.

Personal Responsibilities

- To ensure the development, maintenance and dissemination of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes in line with BPS guidelines, HCPC guidelines and NHS service guidelines and policies.
- To articulate best practice in the field of psychology and contribute across the services by exercising the skills of a reflexive and reflective scientist practitioner. Taking part in regular professional supervision and appraisal and maintaining an active engagement with current developments in the field of clinical psychology and related disciplines.
- Work with line manager to agree a Job Plan which will be reviewed every 6 months.
- Fully participate in management, clinical and professional supervision sessions relevant to the role, as required by the Board.
- Fully participate in annual appraisal, appraisal reviews and personal development needs.
- To maintain and promote the highest standards of clinical record keeping including electronic data entry and recording as well as report writing in accordance with BPS, HCPC and NHS Western Isles policies and procedures.
- To responsibly exercise professional self-governance in accordance with professional codes of practice of the BPS, HCPC and NHS Western Isles policies and procedures.
- To maintain up to date knowledge of legislation, national and local policies and issues in relation to mental health services.

7a. EQUIPMENT AND MACHINERY

The post holder is required to observe a personal duty of care in relation to equipment and resources in the course of work and to have responsibility for expensive and or highly complex departmental equipment used by others e.g. portable computers in order to maintain safety and security of equipment and users. Post will involve use of office equipment e.g. PC, Photocopier, Shredder, Psychometric instruments, multimedia technology and computer based statistical packages

7b. SYSTEMS

Systems and Equipment

- Responsible for maintaining accurate and comprehensive patient/client records in accordance with the Board and professional record keeping standards using paper or electronic records.
- Writes reports for other members of the multidisciplinary team and external parties regarding patient/client related matters.
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- Uses Winscribe dictation system
- Uses Near Me and Microsoft Teams for clinics and meetings
- Uses VC systems for delivery of remote training events
- May use software packages for statistical analysis
- Uses psychometric testing equipment and manuals
- Uses local and national information databases and web based systems for monitoring and reporting waiting times, staff training and workforce data.
- Responsible for working with Admin Team Leader to maximise benefits of above.

8. ASSIGNMENT AND REVIEW OF WORK

Workload is generated through a variety of sources including yearly objective setting, service reviews, client needs and local and national policy/directives. To lead on the development of service plans, as agreed with Head of Service and general managers of clinical services. Exercise independence in decision-making within sphere of managerial and clinical responsibilities e.g. in relation to service delivery, financial and workforce planning within and across the adult psychology service.

Performance will be reviewed through annual PDPR processes with the Associate Director of Mental Health & Abilities (as shown in organisational diagram).

The post holder will work within Code of Ethics and the relevant professional practice guidelines of the Health Care Professions Council (HCPC), the British Psychological Society (BPS) and the professional guidance framework and policies and procedures of NHS Western Isles.

9. DECISIONS AND JUDGEMENTS

Consultant Clinical Psychologists are self-directed Practitioners responsible for their own work and the interpretation of agreed guidelines and policies. The post holder is guided by health organisational and broad operational policies which they are required to interpret and initiate appropriate action as required. Specifically the post holder expected to:

- Make skilled evaluations and decisions about treatment suitability, assessment, formulation, diagnosis, treatment and discharge, for established and new clinical presentations.
- Offer expert opinion where this may draw on highly complex and conflicting information.
- Advise on the development of clinical specialisms and other service developments, making decisions based on the clinical needs of clients, strategic development of the service, the research/evidence base and national policy.
- Make judgements on the best use of psychology resources and of resources to the service / team, in the area of responsibility, often where there is likely to be competing priorities and a variety of differing opinions exercised from within and out with NHS WI's on psychology provision. The post holder will be required to navigate this terrain, making decisions and judgements that will involve the analysis of highly complex facts that may not always correlate, with the expectation that chosen options will be based on interpretation of clinical and evidence based data and research.
- As a consultant the post holder will have the freedom to undertake appropriate actions based on their interpretations for example, of relevant clinical and professional policies
- To give psychologically effective and professionally proficient advice and guidance within clinical area of responsibility and as appropriate across the mental health service, particularly relating to clinical governance and professional standards.
- Actively contribute to continual development and provision of excellence in clinical psychology within the Mental Health Service provided by NHSWI Health Board.
- Provide informed advice and guidance to the Associate Director of Mental Health & Learning Disabilities regarding psychological provision within the Health & Social Care Partnership.
 - Identify gaps in service provision for adults, older adults and those with neurodivergent needs or Intellectual Disabilities within NHS Western Isles and relevant links to national services.

10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

Postholder must be able to tolerate working across a demanding spectrum of services as adult psychology specialist working with complex trauma as well as those with complex mental health conditions.

Leading on and managing nationally driven project work e.g. MAT standards, trauma, across agencies and interagency training/coaching at lower tiers with the competing daily clinical demands.

Services to patients may be delivered in a variety of settings including out-patient clinics, their own homes, residential accommodation, telemedicine etc.

Likely to encounter patients exhibiting challenging behaviour (such as suicidal threats or aggressive and threatening behaviour) on a regular basis. The postholder may encounter verbal or physical aggression from patients and their families (rare).

11. COMMUNICATIONS AND RELATIONSHIPS

- Communicates in a way which recognises difference and ensures that people feel included and their individual communication needs are met.
- To communicate in a skilled and sensitive manner, information concerning the assessment, formulation which includes making available an explanation of how the problem developed, an indication of what maintains the problem and factors which may guide treatment options for clients under their care and to monitor and evaluate progress during the course of both uni- and multi-disciplinary care.
- Communicates complex, sensitive information in a manner that the service user understands. This will include

communicating contentious information during the course of psychological therapy where the atmosphere may be emotionally charged, where the service user is ambivalent, in denial, and who does not have the capability to comprehend thereby creating barriers to change. This may include acting in an antagonistic or hostile manner to the therapeutic assessments, interventions and post holder.

- To communicate effectively with patients suffering from severe mental illness, including patients with personality disorders who may exhibit a significant degree of hostility, manipulation and antagonism.
- To address subjects such as a client's past sexual abuse, traumatic events, exposure to violence etc. in client's lives or suggesting management strategies for individuals where there is considerable conflict regarding the approach to adopt.
- Shares information relating to psychological assessment and formulation with clients, carers and families in a responsive, empathic manner, taking into consideration the possible complexities of the family's circumstances and the highly sensitive nature of the information.
- Communicates effectively with all professionals involved in the client's care including all members of the multidisciplinary team, general practitioners, Social Services, education providers, voluntary agencies, user/carer groups etc, to maximise the quality of service delivered to clients and their families and carers.
- To work collaboratively with other Heads of Psychology Services across Scotland (as well as senior staff and managers locally) to actively contribute to the provision of Consultant Psychology expertise within Mental Health services and professional leadership across the Board area.

To develop and maintain effective communication systems with:

- Senior Managers, Clinicians and social work colleagues to ensure effective delivery of the service
- External agencies including , Universities and local authority
- Patient Groups and voluntary bodies
- To maintain communication with wider networks, including national networks, such as the British Psychological Society and its Division of Clinical Psychology, national special interest groups and Patient and voluntary groups.

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

Physical Demands of the Job

- To use specialist psychometric tests requiring the simultaneous co-ordinated manipulation of test materials and the accurate observation, timing and recording of patient performances and behaviours.
- Good keyboard skills are required and use of IT equipment.
- Considerable physical effort is entailed through sitting for hours in a restricted position, e.g. during clinical interview or assessment sessions. These sessions typically extend for a half or full day at a time.
- To be able to travel to make home visits or travel between clinics.
- To concentrate for long periods, work where necessary in isolation from other staff.
- To be able to travel across the geographical area of the division as necessary.
- Frequent requirement to concentrate on report writing, data analysis. Frequent interruptions; factoring clinical

and non-clinical aspect of role.

- Frequent exposure to highly distressing or highly emotional circumstances.
- Occasional exposure to violence and aggression.

Mental Effort

- Considerable intense mental effort (often attending to multiple sources of information at the same time) is required when concentrating, often for long periods at a time when directly interacting with clients during, sometimes intricate assessment, observation of clients, and therapy sessions. These concentration requirements typically endure over the period of 'clinics', which may extend for a half or full day at a time
- Frequent intense concentration is also required for assimilating, analysing and interpreting other complex information such as that of academic and other scholarly or scientific literature, policy documentations and the preparation of reports and papers. The post holder is required to rapidly switch attention from clinical to service matters.
- Flexibility and agility in thinking will be required to address the wide ranging clinical and service related challenges this post will present

Emotional Effort

- The post holder is likely to be working for a period of time as a lone clinical psychologist in the Western Isles and will need to identify and access professional peer support from mainland services.
- Frequent exposure to highly distressing or emotional circumstances when providing treatment to patients who are seriously mentally ill, and exhibiting challenging behaviour (such as suicidal threats or aggressive and threatening behaviour)
- Frequent exposure to highly distressing circumstances as when giving news of life threatening illnesses such as dementia or when hearing personal accounts of involvement with child abuse or domestic breakdown
- Considerable emotional demands are presented in listening to or reading about staff or clients' or their carers' distress and through exposure to disturbing accounts of serious crimes, sexual abuse or traumas, as well as from actual or threatened aggressive behaviour on the part of clients or carers and occasionally from significant threats of violence from forensic clients and their families.
- Emotional demands are routinely experienced in supporting other staff through major challenges at work, including clinical supervision of difficult cases. These include debriefing staff and clients after violent or otherwise traumatic events.

Working Conditions

- Services to clients are provided in a variety of settings, including clinics, hospital, their own homes, own rooms, hostel accommodation, bed and breakfast, etc. Some of these environments may present exposure to hazards, such as verbal and physical aggression, loud noise, or unpleasant working conditions e.g. bad

odours, cigarette smoke, domestic animals, used injecting equipment, etc.

- Travel involving ferries or flights may require flexibility in working hours

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

Demonstrates advanced theoretical and practical knowledge as a senior clinical psychologist which requires to be obtained through:

- Post-graduate doctoral level training in clinical psychology (or its equivalent for those trained prior to 1996) as accredited by the BPS, including specifically models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology.

- Further specialist post-doctoral training, supervision, research and study across a range of areas, including advanced clinical skills over a minimum of eighteen months which will be at least equivalent, and is likely to be academically superior to diploma level.

- It is a requirement of these posts to provide clinical placements and supervision to trainee psychologists. To enable the post-holder to do so they must have completed accredited university-based training in supervision.

Requires experience of working with a wide variety of client groups, across the whole life course and presenting with the full range of clinical severity across the full range of care settings including outpatient, community, primary care, inpatient and residential care settings. This includes skill in maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse.

Professional approval for clinical supervisor status

Experience gained as a Senior Clinician to undertake clinical leadership roles and tasks within multidisciplinary and multi-agency contexts

A high level ability to communicate effectively at both a written and oral level complex, clinically sensitive information clients, their families, carers and a wide range of lay and professional persons within and outside the NHS.

Skills in providing consultation to other professional and non-professional groups.

Knowledge of legislation and its implications for both clinical practice and professional management in relation to the client group and mental health.

Evidence of continuing professional development as required by HCPC and recommended by the BPS.

Experience of supervision and line management.

14. STANDARD ELEMENTS

STANDARD ELEMENTS

Confidentiality

Comply with all approved NHSWI Policies and Procedures. Comply with NHSWI Communication Strategy and Media Strategy.

This involves taking the necessary precautions when transmitting information only disclosing it to those who have the right and need to know it.

All personal health information is held under strict legal and ethical obligations of confidentiality.

NHS staff must follow guidance (NHS Code of Practice on Protecting Patient Confidentiality) before disclosing any patient information. All staff must respect confidentiality of all matters that they may learn relating to their employment, other members of staff, patients and their families.

Health and Safety:

Assist in maintaining own and others' health, safety and security.

This involves:

- a) Complying with Board health and safety policies, procedures and participating in mandatory training.
- b) Maintaining a safe working environment and reporting any issues of concern as appropriate.

NHS Western Isles attaches the greatest importance to the health and safety of its employees. It is the Board policy to do all that is reasonable to prevent personal injury and hazard to health by protecting staff and others including the public from foreseeable hazards compatible with the provision of proper services to patients. The Board expects its entire staff to take reasonable care of their own health and safety and that of others who may be affected by their acts or omissions at work. More detailed information is given in departmental safety policies where appropriate.

Ensure own actions support equality, diversity and rights.

This involves:

- a) Acting in ways consistent with the Board's policies and procedures.
- b) Treating those you come into contact with equitably and with respect.
- c) Recognising the need for aids or adaptations.

15. JOB DESCRIPTION AGREEMENT

A separate job description will need to be signed off by each jobholder to whom the job description applies.

Job Holder's Signature:

Head of Department Signature:

Date:

Date: 12.03.2025



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.



