

Senior Emergency Nurse Practitioner

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Job Advert



WESTERN ISLES HOSPITAL, STORNOWAY, ISLE OF LEWIS, HS1 2AF

EMERGENCY DEPARTMENT

**Senior Emergency Nurse Practitioner
Development/Annex 21 post**

**Band 6 with Band 7 on successful completion of Rural Advanced
Practitioner (RAP) PG diploma qualification**

Band 6 £39,912 - £48,635 per annum

Band 7 £48,788 - £56,747 per annum

Plus Distant Islands Allowance of £1,349 per annum

37 hours per week

Permanent post

The above vacancy have arisen in the Emergency Department (ED) of the Western Isles Hospital offers an excellent opportunity to develop existing ENP skills to a senior advanced practice role and join a small but dynamic team.

The Emergency Department in a rural setting, is unpredictable and fast paced, providing both emergency care and minor injury service but a rewarding role. Successful candidates are required to be able to work as independent practitioners with expanded scope of practice, high analytical and judgement skills. Commitment to ongoing professional development, and completion of a Post graduate diploma in Rural Advanced Practice to meet service requirements is a requirement. Proven experience at a minimum of 2 years as an ENP, including independent prescribing essential. The department currently operates 12.5 hour shifts on day/night rotation.

You should have:

- Appropriate NMC registration.
- Proven experience as Emergency Nurse Practitioner at Band 6
- Basic degree in Nursing, ENP training, Independent Nurse Prescriber qualification, up to date ALS, EPLS & ETC/TNCC training
- Commitment to delivery of person centred care using sound evidence based approach.
- Good interpersonal skills.
- Able to work co-operatively and flexibly within a small team.

For further information please contact Susan Macaulay, Emergency Department Manager 01851 708261.

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 SCOTLAND JOB DESCRIPTION

| 1. JOB IDENTIFICATION | |
|------------------------------------|------------------------------------|
| Job Title: | Emergency Nurse Practitioner |
| Responsible to (insert job title): | Emergency Department Manager |
| Department(s): | Emergency Department |
| Directorate: | Health and Social Care Directorate |
| Operating Division: | Acute Services |
| Job Reference: | |
| No of Job Holders: | xx |
| Last Update (insert date): | March 2025 |

| 2. JOB PURPOSE |
|---|
| <p>The ENP is an experienced and appropriately qualified nurse who has undertaken ENP training and is able to assess, diagnose, treat and discharge/refer all patients with minor complaints within WIH Minor injury protocols and national guidelines.</p> <p>The ENP is responsible for initial triage, assessment and management of all ED Patients, both Adult and paediatric patients requiring Major, Minor illness and injury, referring and or escalating where appropriate to relevant clinician.</p> <p>To carry out all relevant forms of clinical nursing care for all patients presenting to the Nurse-led Emergency Department including adults and paediatrics.</p> <p>The ENP is responsible for prioritising care and maintaining flow in the Emergency Department in the absence of department Manager to ensure capacity meets demand within the 4-hour target and escalate Occasionally to take charge of the department, prioritise and co-ordinate patient care according to service needs in the absence of Senior ENP or Dept manager.</p> <p>The ENP will provide clinical leadership in Emergency situations i.e. Resus, Major trauma</p> <p>This post forms part of the departmental system of succession planning, where experience and knowledge are developed in preparation for extension of practice for senior ENP role, who work out-with WIH protocols.</p> <p>To assist senior ENPs in leading and monitoring performance of work within the nursing team.</p> <p>N.B In the event of NHS Scotland being placed on an 'Emergency Footing' and or NHSWI declaring a 'Major Incident', or similar critical service demand, the role will be subject to change based on the exigencies of the service and post holder competence.</p> |

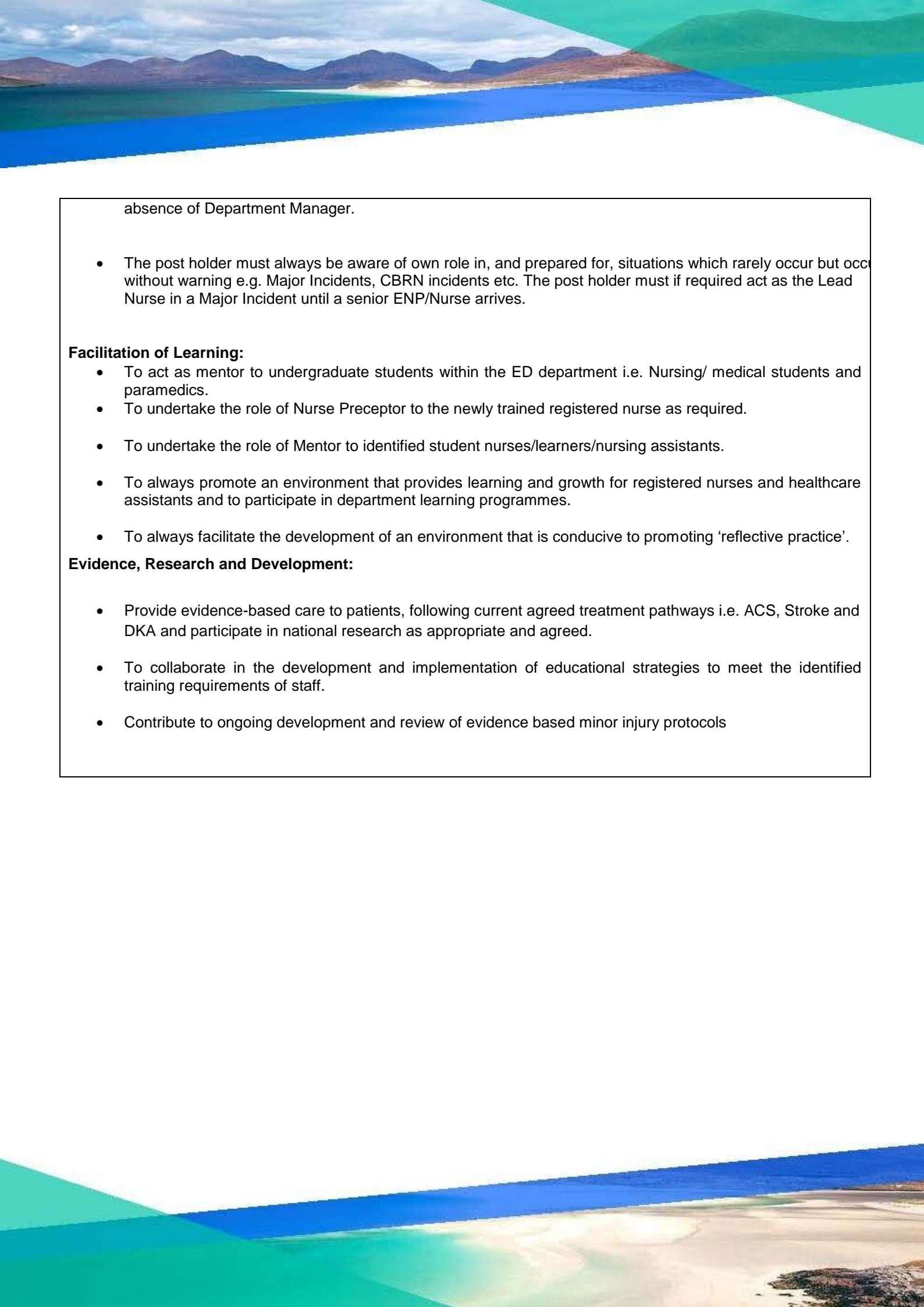
3. DIMENSIONS

Clinical Practice:

- Triage patients who are referred, ensuring patients are seen according to urgency and need and where appropriate referring the patient to the most appropriate team member for ongoing management and review.
- To be responsible for initial assessment and ongoing care of all patients that present to ED, both emergencies and minor injuries. Is able to undertake triage of all patients and refer to appropriate specialist, including AHPs, all patients outside scope of ENP practice.
- Requires an ability to initiate and interpret patient care plans, patient observations, recognise anomalies in patients' conditions and act appropriately in response to anomalies, initiating immediate intervention as required i.e. oxygen, cannulation, analgesia.
- To always maintain patient records and documentation e.g. electronic records, care plans, charts/investigations, test results etc.
- Post-holders will initiate appropriate investigations including X-rays, blood tests, urine tests, interprets the results and initiates treatment within ENP protocols. Onward referrals where clinical assessment, patient needs or protocols dictate such action.
- To prioritise, manage and organise own and junior staff's workload according to competencies and department activities in order to meet patient needs.
- To plan and organise own and junior staff's workload according to competencies and department activities in order to meet patient needs.
- To alert and escalate to senior management of potential breaches and problems in patient flow through ED, when maximum capacity reached at peak or unexpected times of activity.
- , Facilitate and co-ordinate admission and discharge to NHS Western Isles inpatient areas in discussion with receiving clinician/CSNs. prioritising according to clinical need and available resources.
- To plan and authorise appropriate follow up patient care
- The post holder works in collaboration with the Medical team across all specialities, Community Nursing Team , AHPs, GPs, CPN, Nursing and Care Home staff, Urgent Care ANPs, H@H,NHS 24, SAS, Police Scotland and other members of the multidisciplinary team.

Leadership:

- Occasionally to take charge of the department, prioritise and co-ordinate patient care according to service needs in the absence of senior ENP or Dept manager for a minimum of 20% of shifts.
- The ENP will provide clinical leadership in Emergency situations i.e. Resus, Major trauma and if required act as ED lead Nurse in a Major Incident in the absence of the Department Manager.
- To allocate and supervise work delegated to peers and junior staff when on duty.
- Knowledge and understanding of safe care staffing, ability to identify risk, escalate and mitigate risks in



absence of Department Manager.

- The post holder must always be aware of own role in, and prepared for, situations which rarely occur but occur without warning e.g. Major Incidents, CBRN incidents etc. The post holder must if required act as the Lead Nurse in a Major Incident until a senior ENP/Nurse arrives.

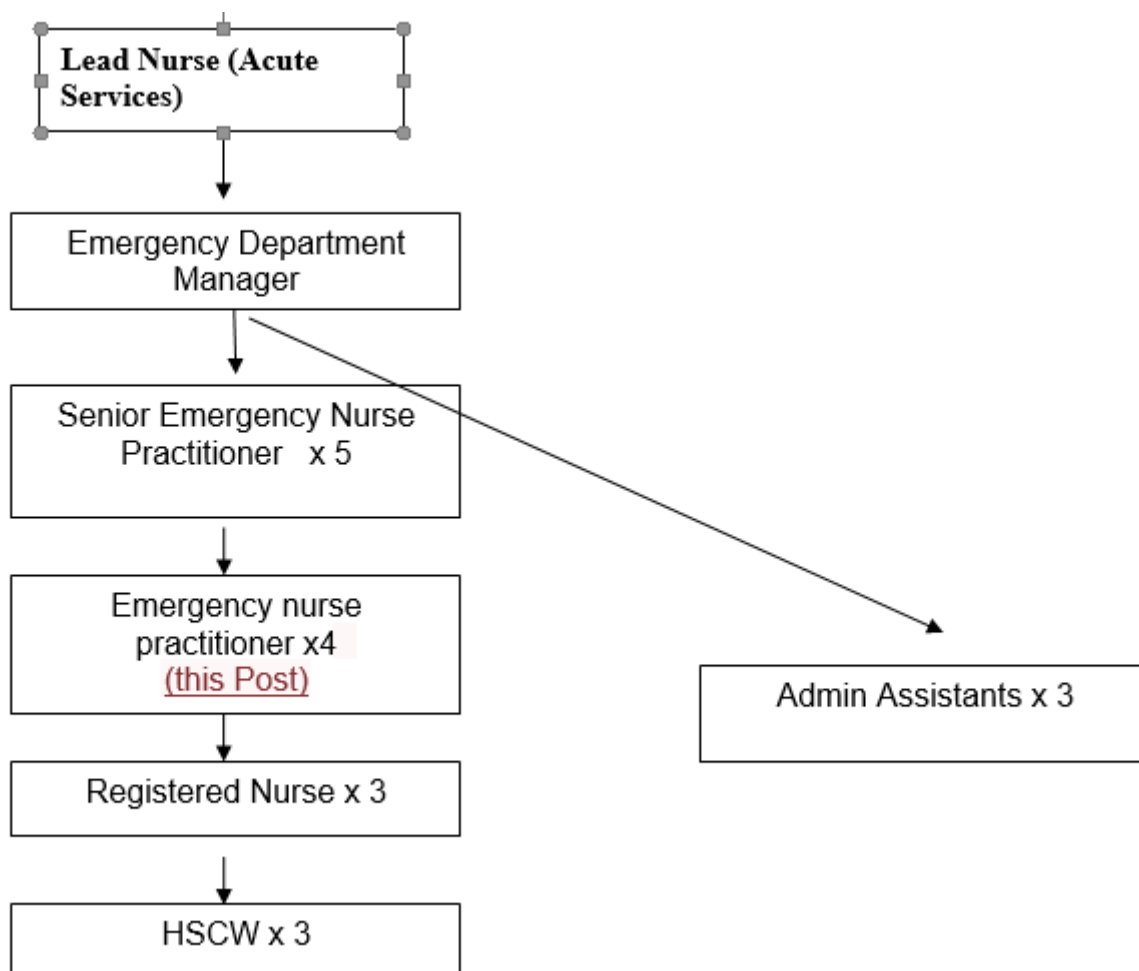
Facilitation of Learning:

- To act as mentor to undergraduate students within the ED department i.e. Nursing/ medical students and paramedics.
- To undertake the role of Nurse Preceptor to the newly trained registered nurse as required.
- To undertake the role of Mentor to identified student nurses/learners/nursing assistants.
- To always promote an environment that provides learning and growth for registered nurses and healthcare assistants and to participate in department learning programmes.
- To always facilitate the development of an environment that is conducive to promoting 'reflective practice'.

Evidence, Research and Development:

- Provide evidence-based care to patients, following current agreed treatment pathways i.e. ACS, Stroke and DKA and participate in national research as appropriate and agreed.
- To collaborate in the development and implementation of educational strategies to meet the identified training requirements of staff.
- Contribute to ongoing development and review of evidence based minor injury protocols

4. ORGANISATIONAL POSITION



5. ROLE OF DEPARTMENT

The Emergency Department Service delivers Emergency and Minor Injury care to the population of the Western Isles in a rural general hospital settings over a 24/7 period

6. KEY RESULT AREAS

Clinical workload is unscheduled in nature and dictated by the emergency demands on the department. Workload is generated by emergency presentations via 999 ambulance NHS24 service, self presentations, GP and inter-hospital transfers.

Clinical Practice:

- Works independently in the management of patients with minor injuries within local WIH policies, working unsupervised.
- Practice as an independent non-medical prescriber, prescribing/ dispensing/ administering within current legislation and in line with medicines reconciliation.
- Implement non-pharmacological related interventions/therapies, dependent on situation and technical requirements of care.
- Carry out clinical investigations and procedures such as (but not exhaustive of) physical examination, venepuncture, cannulation, and analysis, IV preparation and administration, management of fluid balance, undertake 12 lead ECG and basic interpretation.
- Possess the freedom and authority to request, where indicated using judgement and clinical reasoning, appropriate diagnostic tests / investigations based on differential diagnoses.
- Interpret and analyse previously ordered results of tests/investigations and work collaboratively with other healthcare professionals when needed i.e. blood results, MSK x-rays
- The nurse will initiate the patient's care plan and ensure that the appropriate medical or nursing intervention is carried out on the correct patient and in accordance to the patient's expressed needs. Expected to refer to all appropriate health care professional groups and agencies, working collaboratively with the AHP's Social care including identification of adult and child protection concerns.
- Ability to assess, plan, implement and evaluate the patients' care pathway from the point of admission to discharge.
- Ability to liaise with multi-disciplinary teams hospital and community in meeting the identified needs of patients prior to discharge or alternative pathways i.e. H@H.
- Be able to set up accurately and safely medical devices, for example, infusion pumps, syringe drivers, have an ability to recognise faults with complex equipment and to take appropriate measures to ensure patient and staff safety.

Leadership:

- To take the lead in organisation and adherence to patient pathways e.g. facilitates VC consultation with Stroke Consultant and guide medical and nursing staff through the process.
- Is responsible for overseeing the implementation of specific elements of work in the capacity of a 'link' nurse, as delegated by the manager, i.e. infection control link, stroke link
- Contribute to development to improve patient care that meet national and local strategies, i.e. Redesign of Urgent Care, Urgent & Unscheduled Care Strategy
- Network locally, regionally, and seek opportunities to develop the ENP role.

- Act as a role model and resource in clinical evidence-based practice and ensure care pathways are followed.
- Always act as patient advocate and to act in accordance with the NMC's Code of Professional Practice that ensures the integrity of the nurse patient relationship and that patients are empowered to exercise informed consent.

Facilitation of Learning:

- Develop, maintain and advance personal theoretical knowledge in new care pathways e.g Thrombectomy, including all mandatory training.
- Maintain high standards of clinical competence and professional development through ongoing education and attendance at relevant courses of study in line with ENP practice.
- Contribute to the teaching and support of students from the multi professional team within relevant educational programmes.
- Identify and address the educational needs of patients, families, carers and staff involved in the delivery of care.
- Assist the Dept manager in the reporting, investigation and implementation of learning outcomes from Datix and adverse events to improve patient safety.

Evidence, Research and Development:

- Assist senior colleagues in developing, implementing and reviewing department policies and protocols in collaboration with manager. For example the impact of increased requesting of diagnostic tests by ENPs on other departments (X ray etc) or decreased demands on junior doctors' time as a consequence.
- To be aware of all Western Isles NHS Board policies and make colleagues and where appropriate members of the public also aware of the existence of relevant policies.
- Ensure that other professional colleagues are aware of and follow A&E specific policies and protocols
- Ensure collation of caseload/activity data, participating in clinical audit programmes to ensure best practice is delivered in accordance with current local and national policies and guidance i.e. STAG, Stroke audit
- Participate in ongoing service review and evaluation, including monitoring patient experience and outcomes in order to improve practice.

7a. EQUIPMENT AND MACHINERY

Responsible and knowledgeable in the safe use of all clinical and non-clinical equipment relevant to the role, checking, maintaining and troubleshooting equipment and report through identified channels.

Mini Lab equipment
 Blood pressure machine
 Glucometer
 Stethoscope
 Oroscope
 Otoscope
 Defibrillator/AED
 Auto pulse
 ECG machine
 Bladder Scanner
 Pulse Oximeter
 Doppler
 Spirometer

Nebuliser
Syringe Driver and other infusion devices
Suction
Slit lamp
Moving and Handling Equipment
Pressure Relieving Equipment
Mobilisation equipment e.g. crutches, walking sticks
Immobilisation equipment e.g. Spinal boards, stiff neck and MJ collars

Resuscitation Equipment
Oxygen/Entonox cylinder
Fire Equipment

7b. SYSTEMS

- IT systems –/Aastra/Topas//Clinical portal/ECS/SCI-store/e-mail
- Telephone/communication system
- Maintenance of patient care records complying with patient confidentiality
- DATIX- manage incident reporting
- Telehealth/Attend anywhere/TEAMS
- Internet and Intranet

8. ASSIGNMENT AND REVIEW OF WORK

- Performance review and appraisal will be carried out by Emergency Department Manager
- To be professionally accountable and responsible for all aspects of own work, understand the medico-legal and ethical parameters of practice e.g. liability, negligence, consent and confidentiality.
- Will have a Professional Personal Development Plan, including an assessment of clinical competence which will be reviewed annually by the responsible line manager.
- The post-holder will be required to continuously update his/her knowledge of nursing developments, medical techniques and treatments and is required to provide evidence of Continuing Professional Development to meet the NMC requirements in order to maintain Registration.
- The post-holder is required to have regular training in Infection Control, Health and Safety, Fire, Moving and Handling, Advanced Life support (ALS), Immediate Life Support (ILS), Paediatric Emergency care (PILs), European Trauma course (ETC), Application of Plaster Casts, De-escalation and Breakaway techniques, Cannulation, Venepuncture, ECG recording, IRMER regulations.

9. DECISIONS AND JUDGEMENT

- Independent practitioner for assessment, treatment and discharge of patients with minor injuries/ailments within the WIH Minor Injuries Protocols and Patient Group Directions of NHS Western Isles.
- Accountable for own professional practice under the remit of WIH minor injury protocols only and refer patients out with these protocols.
- Determine optimal patient pathway, making further referrals when it is identified that further clinical intervention is required.
- Able to act within established parameters e.g. acknowledgement of personal competencies, extended scope of practice which are clearly defined by the NMC's code of conduct, and the Western Isles NHS Board's operational policies and protocols.

10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

Being able to manage the organisation requirements whilst maintaining continuity of care and improving front line patient care i.e. 4 hr standard.

Managing daily capacity and demand pressures, with unpredictable workload, changing patient dependency levels, and time within identified resources in a busy environment.

Managing and leading emergency situations such as cardiac arrest, major trauma, critically ill.

Working independently and making advanced clinical decisions.

Exposure to infrequent but distressing events such as sudden paediatric death, suicide.

Leading difficult conversations with patients and families relating to complex conditions, situations, sudden events and prognoses i.e. sudden adult and paediatric death, major trauma

Managing a therapeutic relationship with patients where there may be negative reactions and behaviours in response to healthcare intervention and under the influence of alcohol or illicit substances.

Regular exposure to aggressive and abusive patients, carers, relatives and members of the public.

Managing expectations of patients, relatives and other members of the multidisciplinary team, including outside agencies such as Police Scotland, where cultures may differ.

Providing a professional advisory role to a wide variety of contacts e.g. patients, relatives, carers, junior and senior nursing, medical and paramedical colleagues.

Acting as an effective change agent integrating information gained from research and audit into clinical practice.

11. COMMUNICATIONS AND RELATIONSHIPS

Must be able to communicate complex information about diagnosis, diagnostic results e.g. x-ray, blood analysis, patient assessment, treatment and medication to all MDT and patient/relatives.

Regularly liaise and network with all members of the multidisciplinary team, including outside agencies such as social work, community nursing service and police in relation to patient care. Organise emergency social care with Social Work Department and liaise with Social Work Department in emergency child protection issues.

When on duty will receive and advise on complex and sensitive information e.g. confidential information relating to social, sexual and medical history where treatments outcomes depend on this information.

High level communication skills are required, to be able to convey distressing and unpleasant information with empathy and sensitivity to patients and, where appropriate, to relatives/carers. This information may be of a complex nature and where significant barriers to understanding exist and/or considerable persuasion may be required.

Managing the communication of sensitive information and utilising negotiation skills to facilitate good clinical outcomes and overcome barriers to understanding where illicit substances, language barriers or other difficulties exist.

Counsel patients, and where appropriate relatives/carers, in relation to medical investigations and results, lifestyle behaviours that contribute to health.

Gives clinical advice to patients, and where appropriate to relatives/carers, and which includes aspects of health promotion.

Expect to participate in counselling, assessing and supporting colleagues on a regular basis.

Use tact reassurance and sensitivity when necessary to overcome barriers to understanding, for example, in distressing situations such as death, dying and bereavement.

Expect to participate in counselling, assessing and supporting colleagues on a regular basis.

Ability to collate all relevant patient information and ensure such details are transmitted e.g on transfer to tertiary centre, Sci gateway referral, discharge.

Display a positive attitude to diverse cultures and to facilitate different forms of communication that embraces the philosophy of social inclusion.

Document and disseminate information to other health professionals e.g. Health Visitors as per local policies.

Attend and participate in meetings and disseminate information to staff at department level.

Be able to use communication to de-escalate unpredictable and volatile situations

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

Physical Skills:

Physical Skills:

Advanced clinical examination skills, including, MSK and neurological examinations within scope of minor injuries.

Resuscitation skills i.e. CPR, airway management

Administer medicines, injections, syringe drivers, intravenous infusions and blood transfusions.

Administer enteral tube feeding.

Insert urinary catheters

Venepuncture/cannulation

Wound management (incsteri- strips, glue, dressings and suturing where appropriate

Manual handling techniques

Application of plaster casts.

Keyboard skills.

Physical Demands:

Physical manual handling of patient, patient movement with use of mechanical aides

Push wheelchairs, trolleys and other mobile equipment.

Frequently move patients within the department and transfer to wards/theatre/x-ray

Stand/walk for the majority of shift.

Mental Demands:

Concentration is required at all times when caring for patients and undertaking clinical decision making interpreting diagnostics such as x-rays, blood results.

Maintenance of precise and accurate records and report writing.

Own initiative is required and rapid decision making skills during emergencies and time critical situations without supervision.

The post-holder will be required, on every shift, to prioritise caseload and work demands in the face of:

- (i) unpredictable work patterns
- (ii) changing patient dependency levels
- (iii) frequent interruptions such as telephone enquiries, demands of other patients and relatives/carers, demands from other staff such as doctors, peers etc, and
- (iv) emergency situations.

Periods of concentration required when decision-making and safely calculate complex drug calculations to ensure that the correct volume or quantity of medication is administered via the correct route.

Emotional Demands:

Communicating with distressed / anxious / worried patients and relatives.

Caring for patients and relatives following receipt of unexpected bad news and supporting them in identifying realistic expectations in relation to clinical conditions.

Communicating with and caring for patients who have reduced understanding and insight due to cognitive impairments, behaviour difficulties or under the influence of alcohol or illicit substances, who may be uncooperative. Caring for the terminally ill.

Motivating and supporting junior staff / colleagues in the work environment.

Working Conditions:

Exposure to body fluids.

Potential exposure to verbal and physical aggression from patients and relatives / other visitors.

Exposure to infections and temperature variations.

Expect on a regular basis to manage exposure to aggressive and abusive patients, relatives/carers, members of the public and members of staff.

Sole trained nurse in ED night shifts

Rotational post, days, nights and weekend working required

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

Registered Nurse on the NMC Register

Basic degree in Nursing or other health Care discipline.

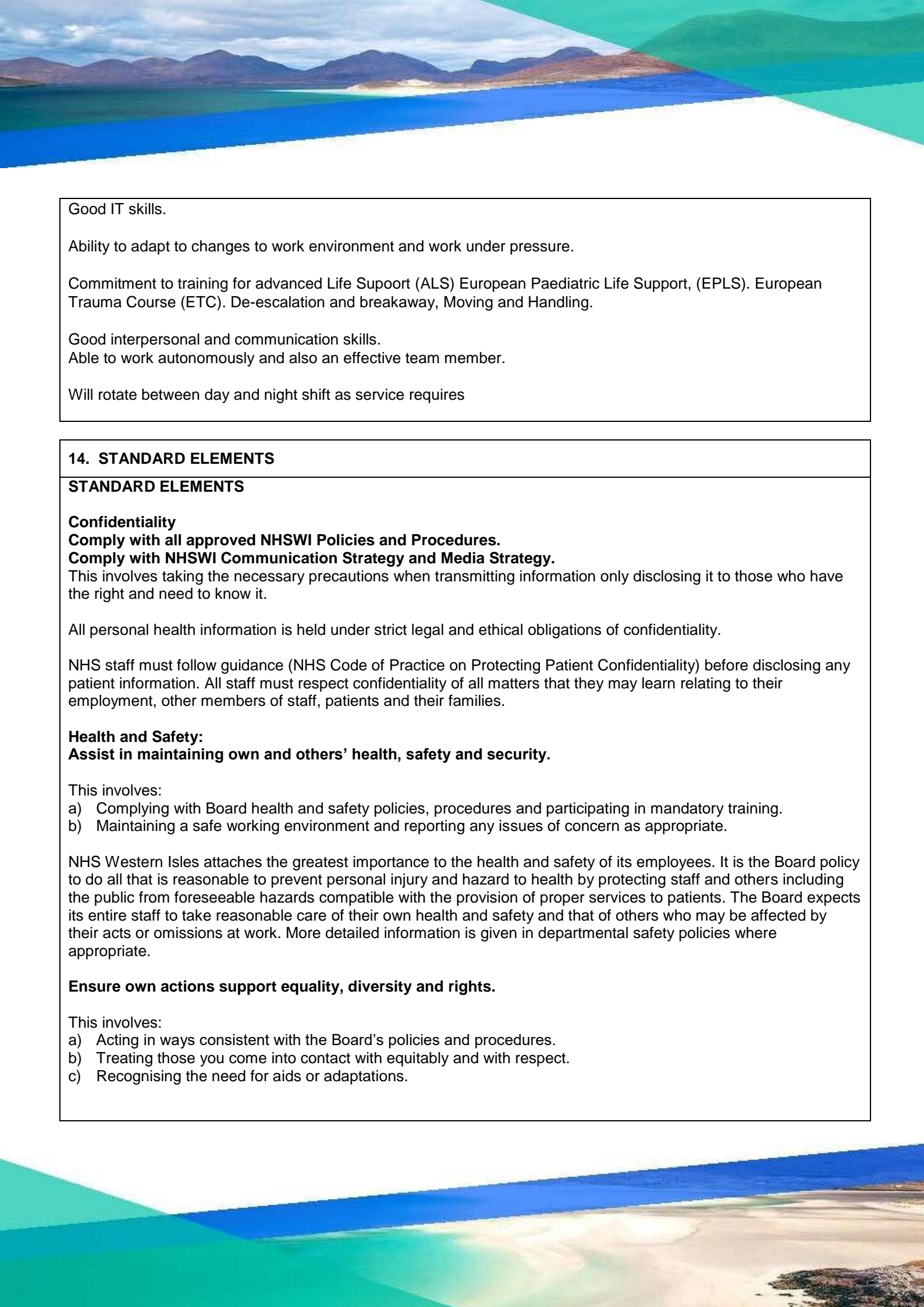
At least 2 years experience of acute nursing care in A&E setting.

Be recorded as a Non-medical Prescriber (V300) with the NMC.

Specialist education at post graduate level in Minor injuries as an Emergency Nurse Practitioner.

Immediate Life Support (ILS) and Paediatric ILS

Experienced and competent in IV cannulation, ECG recording, Venepuncture and administering IV medication.



Good IT skills.

Ability to adapt to changes to work environment and work under pressure.

Commitment to training for advanced Life Support (ALS) European Paediatric Life Support, (EPLS). European Trauma Course (ETC). De-escalation and breakaway, Moving and Handling.

Good interpersonal and communication skills.

Able to work autonomously and also an effective team member.

Will rotate between day and night shift as service requires

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



NHS WESTERN ISLES - PERSON SPECIFICATION GUIDANCE

Job Title: Emergency Nurse Practitioner

Department: Should be blank for matching purposes

Location: Western Isles Hospital

| FACTOR | ESSENTIAL | DESIRABLE |
|--|--|-----------|
| EXPERIENCE | <p>At least 2 years experience in acute nursing care in A&E setting.</p> <p>Clinical leadership experience in acute setting</p> <p>Experience and competent in Venepuncture, IV cannulation, ECG recording, IV medication.</p> | |
| QUALIFICATIONS TRAINING RESEARCH PUBLICATIONS | <p>Registered nurse on the NMC register. Basic degree in Nursing</p> <p>Post Graduate qualification in Minor Injuries as an Emergency Nurse Practitioner.</p> <p>Registered Non-medical prescriber (V300) with NMC.</p> | |
| KNOWLEDGE AND SKILLS | <p>Knowledge of key professional issues relating to advanced practice in management of minor injuries.</p> <p>Evidence of continuing professional development.</p> <p>Demonstrates competence in advanced clinical practice at post graduate level.</p> <p>Commitment to training for Advanced Life Support (ALS) European Paediatric Life Support (EPLS). European Trauma Course (ETC). De-escalation and</p> | |

| | | |
|-------------|---|--|
| | <p>breakaway, moving and handling.</p> <p>Evidence of continuing professional development.</p> <p>Demonstrates a clear vision of the role and service.</p> <p>Ability to initiate, sustain and evaluate change.</p> <p>Demonstrates advanced written and verbal communication skills</p> <p>IT and Presentation skills</p> | |
| DISPOSITION | <p>Ability to work flexibly to meet the needs of the service in conjunction with other members of the team and independently when required.</p> | |
| OTHER | <p>Demonstrates understanding of relevant national strategy / policy and how this relates to the service.</p> <p>Commitment to maintain own fitness for practice through maintaining a personal profile of competencies (portfolio).</p> <p>Understanding of appropriate health and safety legislation.</p> <p>Understanding of equal opportunities.</p> <p>PVG Flexibility to rotate between day and night shifts as service requires.</p> | |

NHS SCOTLAND JOB DESCRIPTION

2. JOB IDENTIFICATION

| | |
|---------------------------------------|-------------------------------------|
| Job Title: | Senior Emergency Nurse Practitioner |
| Responsible to (insert job title): | Emergency Department Manager |
| Department(s): | Emergency Department |
| Directorate: | Health and Social Care Directorate |
| Operating Division: | Acute Services |
| Job Reference: | |
| No of Job Holders: | 5 |
| Last Update (insert date): | 03.10.2024 |

2. JOB PURPOSE

The Senior Emergency Nurse Practitioner (ENP) is an experienced and appropriately qualified Registered Nurse in advanced practice who manages clinical care for all patients presenting to a nurse-led Emergency Department.

The Senior ENP is responsible for initial assessment and management of all ED patients, both Adult and paediatric patients with Major, Minor illness and injury. The ENP will demonstrate advanced practice skills in order to assess, diagnose, treat (including non-medical prescribing) and monitor patients within the ED setting. Working as part of the multidisciplinary team instigate onward referral to a senior clinician and collaborate on management plan. Identify and utilise best practice clinical pathways e.g. ACS, DKA to manage assessment, planning and implementation of patient care.

The Senior ENP is responsible for prioritising care and maintaining flow in the Emergency Department in the absence of department Manager to ensure capacity meets demand within the 4 hour target and escalate accordingly.

The Senior ENP will provide clinical leadership in Emergency situations i.e Resus, Major trauma

Assist the Dept manager in leading and monitoring the performance and work within the team.

The ENP will promote high professional standards, facilitate learning, provide clinical supervision and mentorship and act as a nurse advisor to members of the Emergency Department Team and the wider Health and Social Care Partnership.

The ENP will have a role in participating in agreed national research, audit and contribute to the development of new pathways of care as necessary to meet the needs of patients.

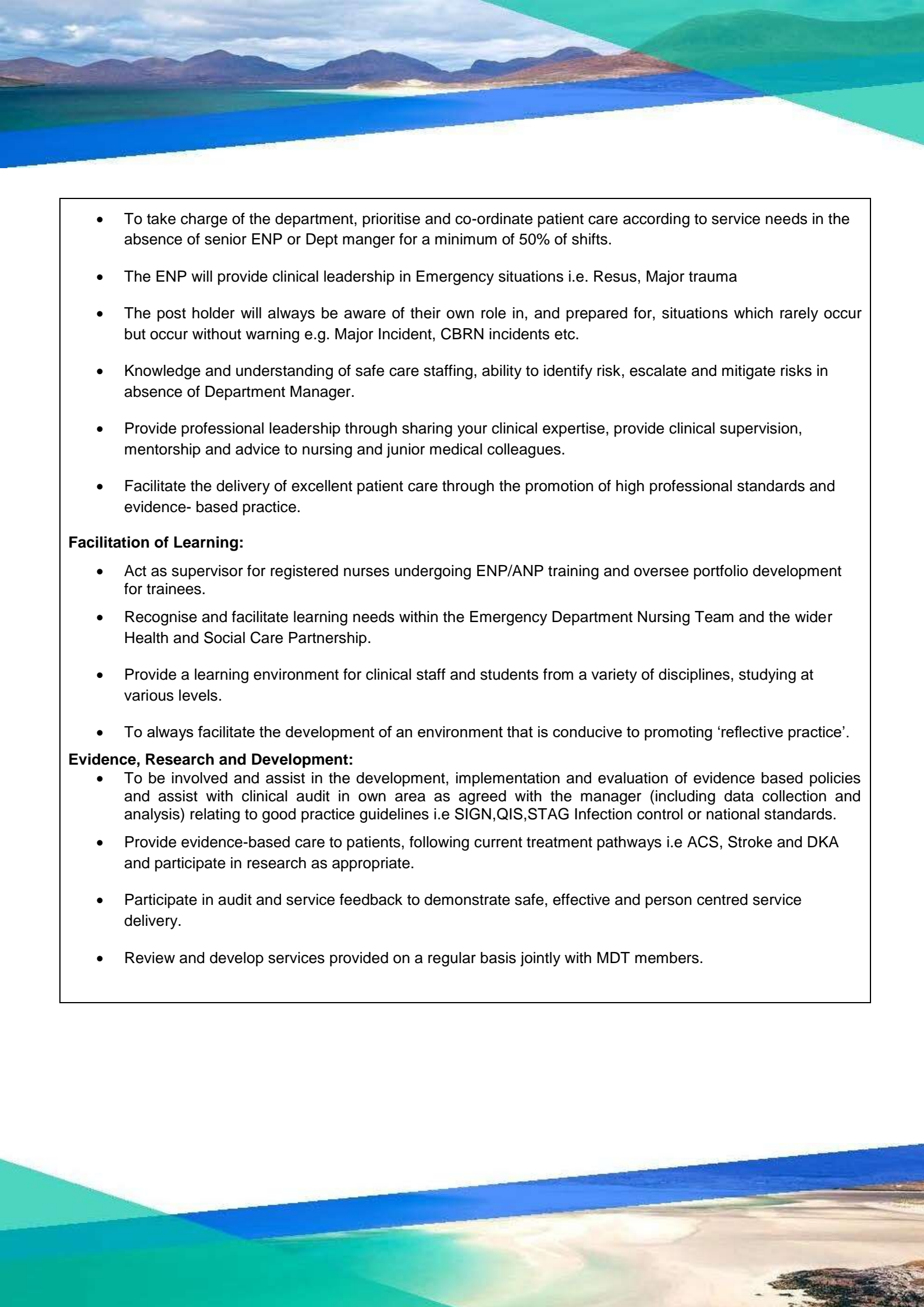
N.B In the event of NHS Scotland being placed on an 'Emergency Footing' and or NHSWI declaring a 'Major Incident', or similar critical service demand, the role will be subject to change based on the exigencies of the service and post holder competence.

3. DIMENSIONS

Clinical Practice:

- Triage patients who are referred, ensuring patients are seen according to urgency and need and where appropriate referring the patient to the most appropriate team member for ongoing management and review.
- Provide an advanced role in the assessment, treatment (including non-medical prescribing), monitoring and support for patients who have minor and complex physical, psychological and social problems in the ED settings.
- Requires an ability to initiate and interpret patient care plans, patient observations, recognise anomalies in patients' conditions and act appropriately in response to anomalies, initiating immediate intervention as required i.e. oxygen, cannulation, analgesia
- To always maintain patient records and documentation e.g. electronic records, care plans, charts/investigations, test results etc.
- Post-holders will initiate appropriate investigations including X-rays, blood tests, urine tests, interprets the results and initiates treatment within agreed ENP protocols. Onward referrals where clinical assessment, patient needs or protocols dictate such action.
- Provide complete, individualised clinical care to patients within your knowledge and expertise, referring to other Team members as appropriate or alternative clinical pathways i.e. H@H
- To prioritise, manage and organise own and junior staff's workload according to competencies and department activities in order to meet patient needs
- Facilitate and coordinate admission and discharge to NHS Western Isles inpatient areas in discussion with receiving clinician/CSN prioritising according to clinical need and available resources.
- Refer to other health and social care services and agencies.
- Liaise with other members of the MDT and partake in MDT meetings to support patients care planning.
- The post holder works in collaboration with the Medical team across all specialities, Community Nursing Team , AHPs, GPs, CPN, Nursing and Care Home staff, Urgent Care ANPs, H@H,NHS 24, SAS, Police Scotland and other members of the multidisciplinary team.
- Provide education to patients and colleagues to support self-management and provide Anticipatory Care Plans as appropriate.

Leadership:

- 
- To take charge of the department, prioritise and co-ordinate patient care according to service needs in the absence of senior ENP or Dept manger for a minimum of 50% of shifts.
 - The ENP will provide clinical leadership in Emergency situations i.e. Resus, Major trauma
 - The post holder will always be aware of their own role in, and prepared for, situations which rarely occur but occur without warning e.g. Major Incident, CBRN incidents etc.
 - Knowledge and understanding of safe care staffing, ability to identify risk, escalate and mitigate risks in absence of Department Manager.
 - Provide professional leadership through sharing your clinical expertise, provide clinical supervision, mentorship and advice to nursing and junior medical colleagues.
 - Facilitate the delivery of excellent patient care through the promotion of high professional standards and evidence- based practice.

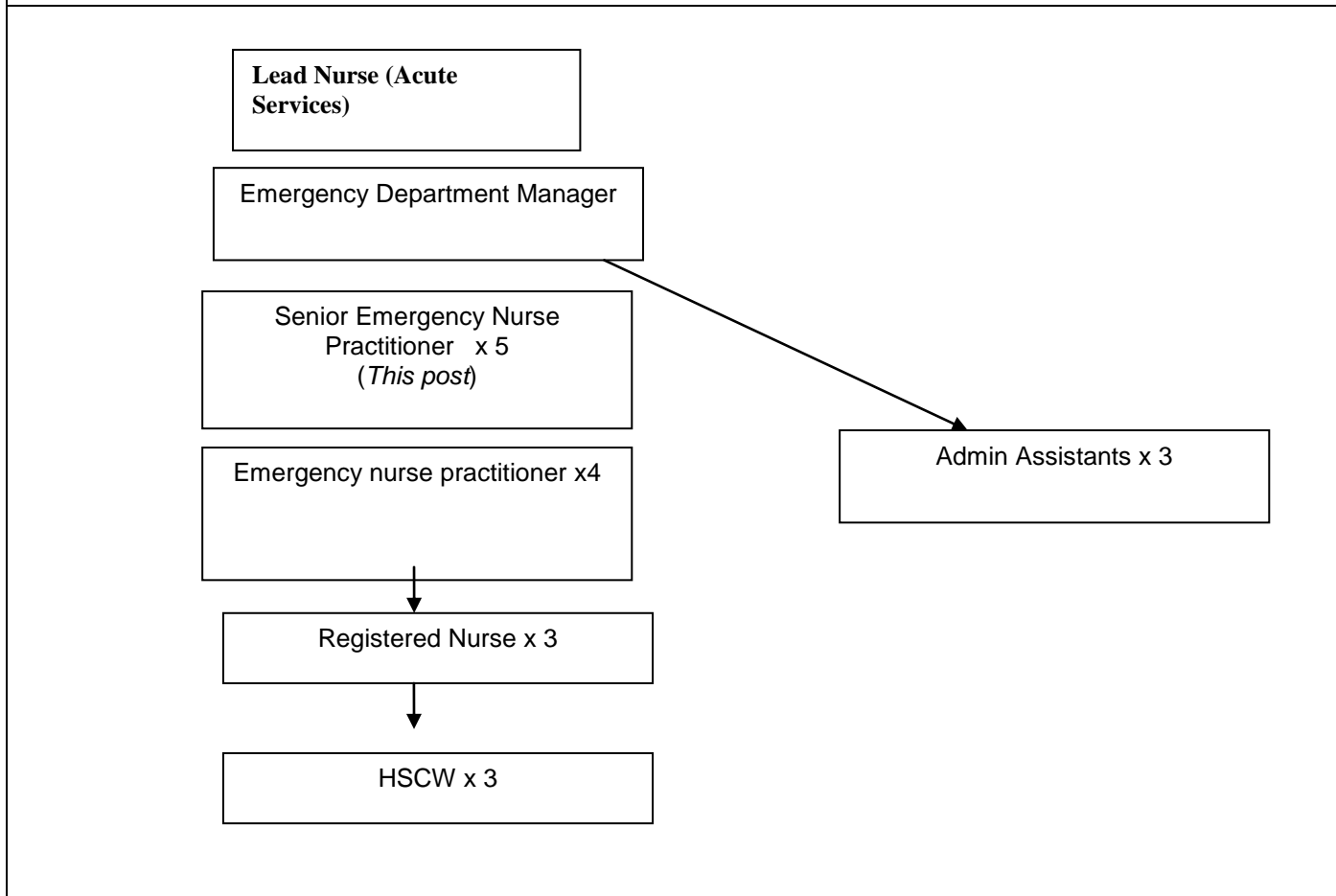
Facilitation of Learning:

- Act as supervisor for registered nurses undergoing ENP/ANP training and oversee portfolio development for trainees.
- Recognise and facilitate learning needs within the Emergency Department Nursing Team and the wider Health and Social Care Partnership.
- Provide a learning environment for clinical staff and students from a variety of disciplines, studying at various levels.
- To always facilitate the development of an environment that is conducive to promoting 'reflective practice'.

Evidence, Research and Development:

- To be involved and assist in the development, implementation and evaluation of evidence based policies and assist with clinical audit in own area as agreed with the manager (including data collection and analysis) relating to good practice guidelines i.e SIGN,QIS,STAG Infection control or national standards.
- Provide evidence-based care to patients, following current treatment pathways i.e ACS, Stroke and DKA and participate in research as appropriate.
- Participate in audit and service feedback to demonstrate safe, effective and person centred service delivery.
- Review and develop services provided on a regular basis jointly with MDT members.

4. ORGANISATIONAL POSITION



5. ROLE OF DEPARTMENT

The Emergency Department Service delivers Emergency and Minor Injury care to the population of the Western Isles in a rural general hospital settings over a 24/7 period.

6. KEY RESULT AREAS

Clinical workload is unscheduled in nature and dictated by the emergency demands on the department. Workload is generated by emergency presentations via 999 ambulance service, self presentations, GP and inter-hospital transfers.

Clinical Practice:

- As an independent Advanced Emergency Nurse Practitioner, within the context of the presenting condition, undertake a full systematic assessment, mental health assessment, advanced physical examination and social health assessment patients who present with undifferentiated and undiagnosed problems.
- Assess each patient's needs and treat accordingly utilising evidence-based practice. This will involve utilising highly developed clinical knowledge and advanced decision making skills to facilitate a full analysis and interpretation of the patient's history, presenting symptoms and results of clinical examination to ensure an accurate diagnosis, subsequent management plan, admission, referral and discharge from ED.
- Possess the freedom and authority to request, where indicated using judgement and clinical reasoning, appropriate diagnostic tests / investigations based on differential diagnoses. Carry out clinical investigations and procedures such as (but not exhaustive of) physical examination, venepuncture, cannulation, and analysis, IV preparation and administration, management of fluid balance, undertake 12 lead ECG and basic interpretation. Interpret and analyse previously ordered results of tests/investigations and work collaboratively with other healthcare professionals when needed i.e blood results, MSK x-rays
- Adopt a multi-agency approach to provide person-centred care throughout the continuum of care across primary and secondary care, with appropriate referral to community primary care, secondary care and senior clinicians.
- Act on the results to confirm diagnosis and thereby optimise treatment and management outcomes.
- Practice as an independent non-medical prescriber, prescribing/ dispensing/ administering within current legislation and in line with medicines reconciliation.
- Implement non-pharmacological related interventions/therapies, dependent on situation and technical requirements of care.
- Competent in advanced practical skills i.e. Wound closure suturing, POP application
- Expected to refer to all appropriate health care professional groups and agencies, working collaboratively with the AHP's Social care including identification of adult and child protection concerns.
- Be able to set up accurately and safely medical devices, for example, infusion pumps, syringe drivers, have an ability to recognise faults with complex equipment and to take appropriate measures to ensure patient and staff safety.

Leadership:

- To take the lead in organising and adherence to patient pathways e.g facilitates VC consultation with Stroke Consultant and guide medical and nursing staff through the process.
- Collaborate with the multi-professional team to develop a shared vision of the service.
- Act as a role model and resource in expert clinical evidence-based practice.
- Work collaboratively with colleagues to develop effective documentation, pathways, protocols and guidelines for care.
- Demonstrate a commitment to share expertise and disseminate information.
- Contribute to the development of the team and the service to continuously improve patient care.
- Contribute to business continuity, workforce planning and skills profiling to ensure the targeting of resources to meet the needs of the service.

- Participate in implementing national standards and frameworks at a local level.
- Network locally, regionally, and seek opportunities to develop the ENP/ANP role.
- Have an understanding of budgetary constraints.
- Use effective change management skills to initiate and implement service and practice development, making the best use of resources to improve practice and health outcomes.
- Maintain involvement and active input in multidisciplinary meetings and appropriate local bodies / forums to contribute to practice and service development.

Contribute to development to improve patient care that meet national and local strategies, i.e. Redesign of Urgent Care, Urgent & Unscheduled Care Strategy.

- **Facilitation of Learning:**

- Develop, maintain and advance personal theoretical knowledge, including all mandatory training.
- Maintain high standards of clinical competence and professional development through ongoing education and attendance at relevant courses of study in line with the four pillars of advanced practice
- Develop and maintain a peer network of support, information and learning with other ENP/ANPs at a local and national level.
- Demonstrate and evidence professional role and competence levels through completion of the WI Advanced Clinical Practice portfolio and reflective practice.
- Contribute to the development and acquisition of advanced nursing practice and skills to enhance and extend the practice of other nurses and health care professionals within the service and beyond
- Identify and address the educational needs of patients, families, carers and staff involved in the delivery of care.
- Contribute to the teaching and support of students from the multi professional team within relevant educational programmes.
- Provide an appropriate learning environment, including mentorship, coaching and preceptorship for trainee ENP/ANP's and all other relevant staff.
- Organise and contribute to relevant educational programmes and in-house study days.
- Assist the Dept manager in the reporting, investigation and implementation of learning outcomes from Datix and adverse events to improve patient safety.

Evidence, Research and Development:

- Ensure collation of caseload/activity data.
- Coordinate and participate in ongoing service review and evaluation, including monitoring patient experience and outcomes in order to improve practice.
- Promote, develop and undertake clinical audit programmes to ensure best practice is delivered in accordance with current local and national policies and guidance i.e. STAG, Stroke audit
- Contribute towards national research and critically appraise, evaluate and apply knowledge of theoretical frameworks, evidence and recommendations.
- Participate and actively seek peer review in practice and sound evidence for assurance purposes.
- Identify areas of risk and address these through appropriate governance structures and forums.
- Advocate and contribute to a working environment that promotes continuous learning and development, evidence-based practice and succession planning, as well as identifying learning opportunities at local and national levels.

7a. EQUIPMENT AND MACHINERY

Responsible and knowledgeable in the safe use of all clinical and non-clinical equipment relevant to the role within ED, checking, maintaining and troubleshooting equipment and report through identified channels.

Mini Lab equipment
 Blood pressure machine
 Monitoring equipment
 Glucometer

Stethoscope
 Oroscope
 Oroscope
 Defibrillator/AED
 Auto pulse
 ECG machine
 Bladder Scanner
 Pulse Oximeter
 Doppler
 Spirometer
 Nebuliser
 Syringe Driver and other infusion devices
 Suction
 Slit lamp
 Moving and Handling Equipment
 Pressure Relieving Equipment
 Mobilisation equipment e.g. crutches, walking sticks
 Immobilisation equipment e.g. Spinal boards, stiff neck and MJ collars
 Resuscitation Equipment
 Oxygen/Entonox cylinder
 Fire Equipment

7b. SYSTEMS

- IT systems –/Adastra/Topas//Clinical portal/ECS/SCI-store/e-mail
- Telephone/communication system
- Maintenance of patient care records complying with patient confidentiality
- DATIX- manage incident reporting
- Teleheath/Attend anywhere/TEAMS
- Internet and Intranet

8. ASSIGNMENT AND REVIEW OF WORK

- Working as an independent practitioner workload, will be generated according to patient need through various referral protocols of multidisciplinary teams in line with legislation and performance indicators set by the Scottish Government Health Department.
- Work will be carried out and reviewed in accordance with NHS Western Isles policy and guidelines.
- To be professionally accountable and responsible for all aspects of own work, understand the medico-legal and ethical parameters of practice e.g liability, negligence, consent and confidentiality

Performance review and appraisal will be carried out by Emergency Department Manager

- Will have a Professional Personal Development Plan, including an assessment of clinical competence which will be reviewed annually by the responsible line manager.
- Governance of clinical competence is assessed by an appropriately qualified designated clinical lead, demonstrated and evidenced by a relevant, up-to-date professional portfolio.
- The post-holder is required to have regular training in Infection Control, Health and Safety, Fire, Moving and Handling, Advanced Life support (ALS), Immediate Life Support (ILS), Paediatric Emergency care (PILs), European Trauma course (ETC), Application of Plaster Casts, De-escalation and Breakaway techniques,

Cannulation, Venepuncture, ECG recording, IRMER regulations.

- Report complaints, incidents and accidents via the appropriately identified channels and assist managers in their investigation, Datix and resolution. Ensuring action plans are appropriately implemented.

9. DECISIONS AND JUDGEMENTS

- Make complex Independent clinical decisions including analysis, diagnosis, and clinical management, based on an in-depth broad expert knowledge and interpretation of clinical findings.
- Determine optimal patient pathway, making further referrals when it is identified that further clinical intervention is required.
- Use own initiative and acts independently within the boundaries of own knowledge and skills.

10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

- Being able to manage the organisation requirements whilst maintaining continuity of care and improving front line patient care i.e. 4 hr standard
- Managing daily capacity and demand pressures, with unpredictable workload, changing patient dependency levels, and time within identified resources in a busy environment.
- Managing and leading emergency situations such as cardiac arrest, major trauma.
- Working independently and making advanced clinical decisions.
- Exposure to infrequent but distressing events such as sudden paediatric death, suicide.
- Leading difficult conversations with patients and families relating to complex conditions, situations, sudden events and prognoses i.e. sudden adult and paediatric death, major trauma
- Managing a therapeutic relationship with patients where there may be negative reactions and behaviours in response to healthcare intervention and under the influence of alcohol or illicit substances.
- Regular exposure to aggressive and abusive patients, carers, relatives and members of the public.
- Managing expectations of patients, relatives and other members of the multidisciplinary team, including outside agencies such as Police Scotland, where cultures may differ.
- Providing a professional advisory role to a wide variety of contacts e.g. patients, relatives, carers, junior and senior nursing, medical and paramedical colleagues.
- Acting as an effective change agent integrating information gained from research and audit into clinical practice.

11. COMMUNICATIONS AND RELATIONSHIPS

Must be able to communicate complex information about diagnosis, diagnostic results e.g. x-ray, blood analysis, patient assessment, treatment and medication to all MDT and patient/relatives.

Communicate verbally and in writing to members of all Health and Social Care teams, including third sector and local authority services as necessary.

Regularly liaise and network with all members of the multidisciplinary team, including outside agencies such as

social work, community nursing service and police in relation to patient care. Organise emergency social care with Social Work Department and liaise with Social Work Department in emergency child protection issues.

When on duty will receive and advise on complex and sensitive information e.g. confidential information relating to social, sexual and medical history where treatments outcomes depend on this information.

High level communication skills are required to demonstrate empathy, sensitivity, support and reassurance when communicating with patients, relatives and staff, particularly in relation emotionally challenging situations such as death, dying and bereavement or where patients are unable to fully understand their care due to cultural, language, physical or learning disability

Managing the communication of sensitive information and utilising negotiation skills to facilitate good clinical outcomes and overcome barriers to understanding where illicit substances, language barriers or learning disabilities exist.

Counsel patients, and where appropriate relatives/carers, in relation to medical investigations and results, lifestyle behaviours that contribute to health.

Gives clinical advice to patients, and where appropriate to relatives/carers, and which includes aspects of health promotion.

Expect to participate in counselling, assessing and supporting colleagues on a regular basis.

Ability to collate all relevant patient information and ensure such details are transmitted e.g. on transfer to tertiary centre, Sci gateway referral, discharge.

Display a positive attitude to diverse cultures and to facilitate different forms of communication that embraces the philosophy of social inclusion.

Document and disseminate information to other health professionals e.g. Health Visitors as per local policies.

Acts as a patient /staff advocate through the application of ethical, legal and professional knowledge and skills.

Be able to use communication to de-escalate unpredictable and volatile situations

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

This section may vary depending on clinical area. Examples may include:

Physical Skills:

Advanced clinical examination skills, including, chest, abdomen, MSK and neurological examinations.

Resuscitation skills i.e. CPR, airway management Administer medicines, injections, syringe drivers, intravenous infusions and blood transfusions.

Administer enteral tube feeding.

Insert urinary catheters

Venepuncture/cannulation

Wound management (incsteri- strips, glue, dressings and suturing where appropriate

Manual handling techniques

Application of plaster casts.

Keyboard skills.

Physical Demands:

Physical manual handling of patient, patient movement with use of mechanical aides

Push wheelchairs, trolleys and other mobile equipment.
Frequently move patients within the department and transfer to wards/theatre/x-ray
Stand/walk for the majority of shift.

Mental Demands:

Concentration is required at all times when caring for patients and undertaking clinical decision making interpretation diagnostics such as x-rays, blood results.

Maintenance of precise and accurate records and report writing.

Own initiative is required and rapid decision making skills during emergencies and time critical situations without supervision.

The post-holder will be required, on every shift, to prioritise caseload and work demands in the face of:

- (v) unpredictable work patterns
- (vi) changing patient dependency levels
- (vii) frequent interruptions such as telephone enquiries, demands of other patients and relatives/carers, demands from other staff such as doctors, peers etc, and
- (viii) emergency situations.

Intense periods of concentration required when decision-making and safely calculate complex drug calculations to ensure that the correct volume or quantity of medication is administered via the correct route.

Emotional Demands:

Communicating with distressed / anxious / worried patients and relatives.

Caring for patients and relatives following receipt of unexpected bad news and supporting them in identifying realistic expectations in relation to clinical conditions.

Communicating with and caring for patients who have reduced understanding and insight due to cognitive impairments, behaviour difficulties or under the influence of alcohol or illicit substances, who may be uncooperative.

Caring for the terminally ill.

Motivating and supporting junior staff / colleagues in the work environment.

Working Conditions:

Exposure to body fluids.

Potential exposure to verbal and physical aggression from patients and relatives / other visitors.

Exposure to infections and temperature variations.

Expect on a daily basis to manage exposure to aggressive and abusive patients, relatives/carers, members of the public and members of staff.

Sole trained nurse in ED night shifts

Rotational post, days, nights and weekend working required.

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

Registered Nurse on the NMC Register.

Be recorded as a Non-medical Prescriber (V300) with the NMC.

Previous experience working as ENP in Emergency Department for a minimum of 2 years, managing, assessment, treatment and discharge of minor injury patients.

Masters level qualification in Advanced Practice which has enabled competence in:

- Clinical assessment
- Clinical reasoning, judgement and diagnostic decision making
- Anatomy and path physiology
- Non medical prescribing- V300
- Leading, delivering and evaluating care
- Practice learning/transferable work based learning

Significant comprehensive post registration experience within a healthcare setting some of which must be at a senior practitioner level with evidenced consolidation of advanced practice competencies.

A commitment to lifelong learning and demonstrates evidence of continuing professional development.

Can demonstrate experience in managing staff, leading a team, providing education and training and establishing a supportive, learning environment.

Successful track record in working in multi-disciplinary team settings and promoting collaborative approaches to delivering excellent patient care.

Advanced Life support. Paediatric Life Support, European trauma Course, De-escalation and breakaway, moving and handling.

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:

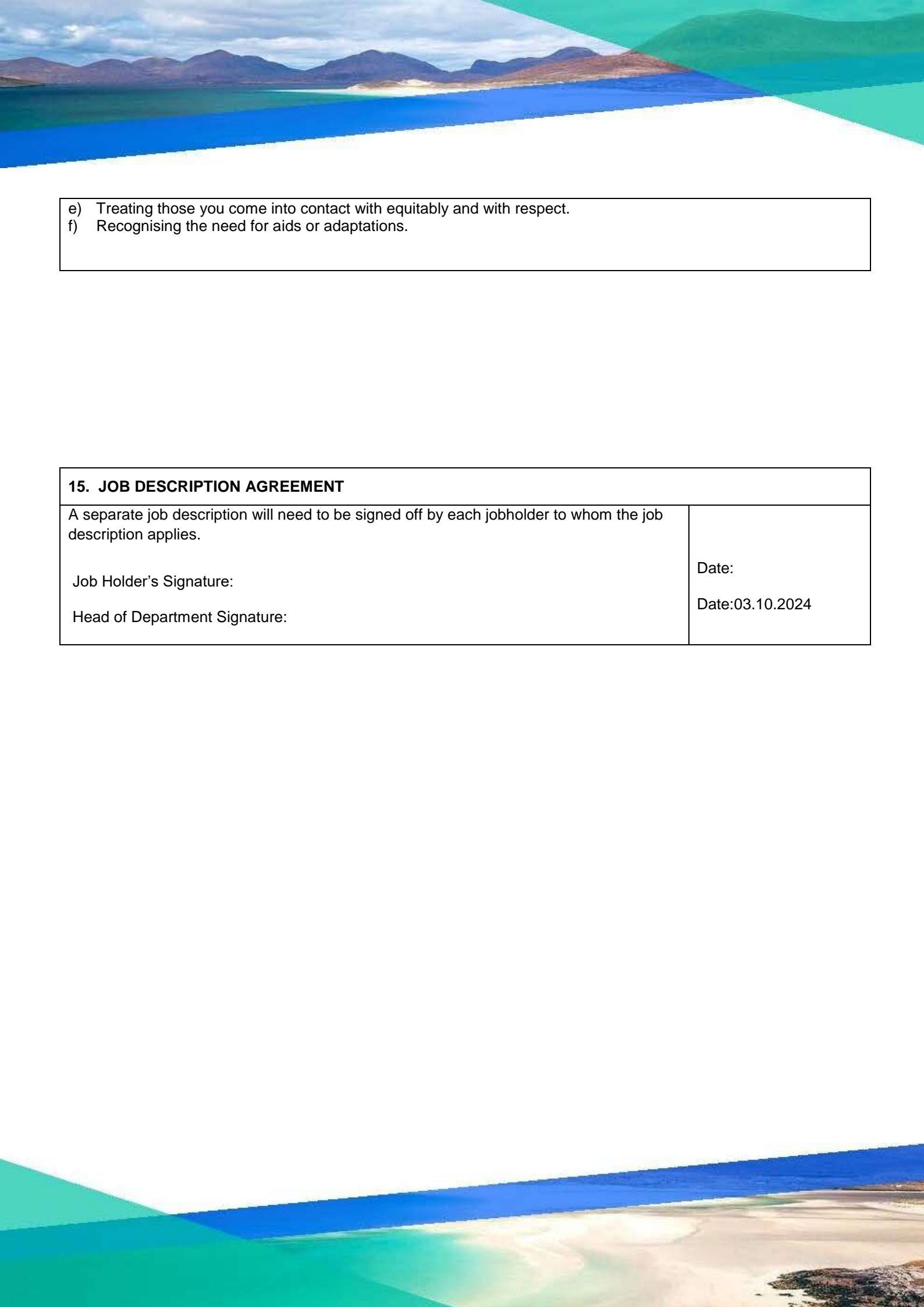
- c) Complying with Board health and safety policies, procedures and participating in mandatory training.
- d) Maintaining a safe working environment and reporting any issues of concern as appropriate.

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:

- d) Acting in ways consistent with the Board's policies and procedures.

- 
- e) Treating those you come into contact with equitably and with respect.
 - f) 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:03.10.2024

NHS WESTERN ISLES - PERSON SPECIFICATION GUIDANCE

Job Title: Senior Emergency Nurse Practitioner

Department: Should be blank for matching purposes

Location: Western Isles Hospital

| FACTOR | ESSENTIAL | DESIRABLE |
|--|---|---------------------------------------|
| EXPERIENCE | <p>Demonstrable post graduate level working evidenced via a continuous professional development portfolio.</p> <p>Evidence of being able to work across organisational boundaries.</p> <p>Experience of applying research evidence to clinical practice.</p> <p>Willingness to undertake mandatory training and placements required for custody care.</p> | |
| QUALIFICATIONS TRAINING RESEARCH PUBLICATIONS | <p>Registered nurse (part 1, 8, 12 or 15 of register depending on area of practice).</p> <p>Post Graduate Diploma in Advanced Practice</p> <p>Registered Non-medical prescriber (V300) with NMC.</p> | Master's degree in Advanced Practice. |
| KNOWLEDGE AND SKILLS | <p>Knowledge of key professional issues relating to advanced practice.</p> <p>Evidence of continuing professional development.</p> <p>Demonstrates competence in advanced clinical practice at post graduate level</p> <p>Demonstrates evidence of teaching and assessing.</p> <p>Demonstrates a clear vision of the role and service.</p> | |

| | | |
|-------------|--|--|
| | <p>Ability to initiate, sustain and evaluate change.</p> <p>Demonstrates advanced written and verbal communication skills</p> <p>IT and Presentation skills.</p> | |
| DISPOSITION | <p>Ability to work flexibly to meet the needs of the service in conjunction with other members of the team</p> | |
| OTHER | <p>Demonstrates understanding of relevant national strategy / policy and how this relates to the service.</p> <p>Commitment to maintain own fitness for practice through maintaining a personal profile of competencies (portfolio).</p> <p>Understanding of appropriate health and safety legislation.</p> <p>Understanding of equal opportunities.</p> <p>PVG and Police Vetting for custody care.</p> <p>Ability to travel across 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 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 £1,349 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.

