

## **Welcome to NHS Lanarkshire (2015)**

Thank you for your interest in applying to work in NHS Lanarkshire. NHS Lanarkshire is responsible for improving the health and providing care to approximately 600,000 people. Our aim is to deliver a high quality health service when and where it is required.

### **A Healthier Future**

*A Healthier Future* is our direction. All staff are expected to make a contribution to the four key aims:

1. To reduce health inequalities and improve health and healthy life expectancy.
2. To support people to live independently at home through integrated health and social care working.
3. For hospital day case treatment to be the norm, avoiding admissions where possible.
4. To improve palliative care and supported end of life services.

The NHS Scotland Quality ambitions of person centeredness, safety and effectiveness along with the requirement to improve efficiency and achieve financial sustainability are important underpinnings and are reflected here and in our *Values in Action* and commitment to *Caring and Compassionate Practice*.

### **Values in Action**

All staff in NHS Lanarkshire at all times have responsibilities related to our four values: quality, respect, fairness and working together.

### **Caring and Compassionate Practice**

In all settings, at all times and through NHS Lanarkshire's staff, patients, carers and the public expect to:

- be valued as a person
- feel and be safe
- be cared for with dignity
- see all staff and their support workers make the best possible effort
- experience courtesy
- be respected and
- receive kindness.

**If you share these aims and values and you are caring and compassionate we want to hear from you.**

For further information on our staff selection process, which we strongly recommend to you, the following short publications are also available on the NHS Lanarkshire website:

<http://www.nhslanarkshire.org.uk/Careers/Pages/values-competency-based-interviews.aspx>

- *About the Selection Process*
- *Guide to Completing an Application Form*
- *Values and Competency Based Interviews*
- *Overview of the Values and Competencies Frameworks*