Consultant Anaesthetist

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This pack provides information about NHS Orkney and the Consultant Anaesthetist posts to assist you with your application.

NHS Orkney is unable to accept written applications: all applications must be submitted via the eRecruitment System. Please visit https://apply.jobs.scot.nhs.uk/ to submit an application.
Welcome from Mark Henry, Medical Director

Thank you for your interest in our Consultant vacancies based at The Balfour Rural General Hospital, Orkney.

Working in a rural hospital can be tremendously rewarding, both professionally and personally. We pride ourselves in providing high-quality care that is person-centred, safe, and effective and are fortunate to have a new hospital and healthcare facility to deliver it from.

Partnership working in central to NHS Orkney; partnership with our patients, community, our staff and their teams, with Orkney Islands Council, the third sector and other Health Boards that provide us with specialist services. Over recent years NHS Orkney has made significant changes in our delivery of healthcare. We continue to innovate using new collaborative ways of working and technologies to provide exemplary services for our community.

The Balfour opened in June 2019, with the inpatient wards, emergency department, outpatients, diagnostic services, Dentistry, the two Kirkwall GP practices and the Scottish Ambulance Service all on one site. This provides excellent opportunities for close multidisciplinary working to the benefit of our patients. We are now working towards further investment in our outer island facilities. These developments allow us to drive forward service improvement with confidence.

To function in a Remote and Rural setting, our staff need to be adaptable to deliver the wide range of conditions that we need to manage. We value our staff and are flexible in our contractual employment possibilities; being able to offer full or part-time working, annualised hours and can provide support with travel and accommodation. Come and speak to us and explore the possibilities of how working in NHS Orkney could be an enjoyable and rewarding experience for you.

If you are enthused by what we have to offer, share our values and believe you can fulfil this role, we at NHS Orkney look forward to receiving your application.

Yours Sincerely,

Mark Henry
Medical Director
NHS Orkney
Introduction to the Appointment

NHS Scotland

The values of NHS Scotland and NHS Orkney are:

- Care and compassion
- Dignity and respect
- Openness, honesty and responsibility
- Quality and teamwork

Our values shape the way we treat our patients, interact with each other, strive to improve the service we deliver and work to improve healthcare across Scotland. NHS Scotland is a collaborative organisation, and our experience is that our staff feel supported not just by colleagues in Orkney, but from colleagues across Scotland when we ask for advice or support.

The Balfour Healthcare Facility

The Balfour, our new hospital and healthcare facility, opened in June 2019. It consists of an Emergency Department, 49 single-occupancy rooms and includes an acute admissions ward with 2 high dependency beds, rehabilitation, maternity, dialysis, cancer and palliative care units.

There are two operating theatres and a minor procedure room which is used for endoscopies, cystoscopies and other surgical procedures. The Day Unit has 10 trolleys and 2 consulting/treatment rooms. The Unit undertakes a wide variety of surgical procedures, as well as transfusions and infusions.

Surgical workload includes general surgery including some colorectal, endoscopy, trauma and orthopaedics, obstetrics and gynaecology and dental surgery. Visiting specialists support ophthalmology and ENT surgical services. The majority of the surgical workload is day-case surgery. There are some requirements for support of paediatric patients and occasional anaesthesia for surgery in children (though very young or sick children are transferred to the Scottish mainland).

There is a consultant led Maternity unit with increasing numbers of deliveries in Orkney. Anaesthesia for caesarean delivery is regularly required but there is no epidural service. Occasionally, the anaesthetist on call may have to assist with resuscitation or support of new-born infants with advice and direction from the Neonatology unit in Aberdeen. Developing and maintaining these skills is encouraged and supported.

There is a 2 bedded HDU with facilities for invasive monitoring and infusions, resuscitation, and ventilator support prior to transfer.

The spacious outpatient department hosts visiting specialist clinics and other off-island services delivered through videoconferencing. Each consulting room has dual screens, allowing videoconference consultations with patients in their own homes and supports our staff to attend
multidisciplinary team (MDT) meetings with specialists across many disciplines, mainly from Aberdeen. Weekly MDT meetings include urology, colorectal and breast cancer which are attended by the surgical team, as appropriate. The Oncology Specialist Nurses coordinate care between Aberdeen Oncologists, Surgeons and Radiologists with the services provided locally by primary care, the surgeons, radiological investigations and chemotherapy delivered by the Specialist Nurses. Close liaison helps to ensure a smooth patient journey, delivered as close to home as possible.

The radiology department is equipped with the newest imaging technology, including high resolution CT scanning and with the laboratory, provide a wide range of diagnostic tests. The Kirkwall GP practices, a Dental Unit, the Out of Hours Service and Scottish Ambulance Service also share the same facility. Having the majority of our services delivered from the same building facilitates close multidisciplinary working to the benefit of our patients. Our ambition is to develop a fully integrated service across Primary, Secondary and Social Care, in conjunction with the Third Sector and to empower our communities to actively contribute to the care and wellbeing of the population, in its widest sense.

We care for all within our community, from neonates to the elderly. Although patient numbers in our community of 22,000 are relatively low, our patients have the same illness profiles and suffer the same spectrum of trauma as patients in other localities. This means our staff need to be broad generalist across all age groups and deliver services that in urban centres are delivered by specialists. Strong professional networks with specialist colleagues, mainly in Aberdeen, are essential to ensure high quality, up to date care and we are fortunate to have excellent support to facilitate this. To maintain skills and deepen knowledge there is ample provision for study leave, as well as for regularly spending time in larger units.

Although we have high dependency beds, we do not have an ITU on the island. The anaesthetists are deeply involved in the resuscitation, stabilisation, and ongoing management of critically ill patients. Patients requiring ventilation, or specialised care that we cannot provide locally, are transported off-island by air ambulance. NHS Scotland has excellent consultant-led adult, paediatric and neonatal retrieval teams. These teams also provide ongoing advice and support prior to arrival. There is also a national trauma network. Occasionally, usually due to adverse weather conditions, we have to care for ventilated patients for a few hours (or even a day or two on rare occasions), until the retrieval team can reach us.

Collaborative working with other Health Boards, training, and education across the professions, including undergraduate attachments are essential to develop and maintain contemporary, high quality care in an island environment.

**Medical Staff**

The five Consultant-led departments of Surgery, Medicine, Anaesthetics, Obstetrics & Gynaecology and Public Health are supported by a team of non-consultant doctors, including Specialty Doctors, hospital-based GPs, GP Specialty Trainees and Career Development Fellows.
We currently have two part-time Orthopaedic Surgeons locums who perform a range of orthopaedic procedures appropriate to a remote and rural setting.

Visiting Consultants from other Health Boards provide a wide range of additional specialist outpatient clinics and some elective theatre lists (ENT, Oral Surgery, Ophthalmology).

There is an experienced nursing body, with a range of Specialist Nurses, Advanced and Emergency Nurse Practitioners, alongside Physiotherapy, Occupational Therapy and Pharmacy Departments.

Support services include laboratory and radiological services, with ultrasound and CT scanning. There is a range of AHP services available, including physiotherapy and occupational therapy departments. Care teams provide support for patients being discharged from The Balfour and those returning to Orkney from other Health Boards.

There is a wealth of opportunity to teach staff across the organisation, including those in undergraduate and postgraduate training. Providing a comprehensive teaching service and engendering strong clinical and teaching links with colleagues from other Health Boards is essential to ensure our services remain contemporary and to reduce professional isolation.

Management Structure

NHS Orkney Board is accountable for the provision of healthcare across primary and secondary care. The Integrated Joint Board commissions health and social care to meet the growing needs of patients living with long term conditions.

Formal medical representation at board level is through the Medical Director, Director of Acute Services and the Area Clinical Forum Chair. Board philosophy is to involve and integrate senior clinicians into all relevant major aspects of health care management and strategy.

Primary Care

There is a strong Primary Care Service across Orkney with five GP surgeries on the Orkney Mainland; two within The Balfour and the others in Stromness, Dounby and St Margaret’s Hope.

The Isles Network of Care (INOC) was set up in 2010 to provide a system of support to practitioners working on the outer islands of Orkney which consists of Westray, Stronsay, Sanday, Hoy, Flotta, Rousay, Shapinsay, North Ronaldsay, Eday and Papa Westray. The Orcades Practice was then formed in 2015 merging 6 single-handed island practices with GPs and nurses providing 24/7 healthcare to the smaller islands of Orkney which consists of Westray, Stronsay, Sanday, Hoy, Eday and Papa Westray.
Consultant General Anaesthetist

The Balfour, Kirkwall, Orkney

Would you enjoy the unique challenge of being a General Anaesthetist who would like to deliver care out of a state-of-the-art healthcare facility? We are looking for a Consultant Anaesthetist with a passion for high quality, patient-centred care, and a desire to help develop our medical service supporting our vibrant community of 22,000.

You should possess strong general skills in your specialty practice. Team working is crucial to the effective delivery of care and strong interpersonal skills are essential. NHS Orkney is a collaborative organisation, and you will be supported to undertake this highly rewarding work by colleagues from across NHS Scotland, including close liaison with colleagues in NHS Grampian and our national emergency retrieval teams.

What can we offer you?
- We are open to working flexibly with the right candidate and can offer full-time, part-time, or annualised hours meaning you have the flexibility to commute to our islands
- Stunning place with beautiful nature and a rich culture to enjoy
- Appropriate study leave
- Possibility of spending time in larger centres to maintain and/or develop skills

Orkney is a wonderful place to live and work and has been voted the happiest place to live in the UK, offering excellent schools, good leisure facilities, unique wildlife and amazing scenery. The excellent ferry and air connections make travel to the Scottish mainland, Shetland, and even Norway quite easy.

There is a rich archaeological history to be explored, as well as many outdoor pursuits, including diving in Scapa Flow, kayaking, walking, cycling, bird watching, and many more. Orcadian culture is rich, with music and arts and crafts well represented, and the St Magnus Music Festival in June is internationally renowned.

To find out more about working for NHS Orkney please visit: https://www.ohb.scot.nhs.uk/ and for living in Orkney: https://www.orkney.com/

If we have piqued your interest, contact Dr Monique Sterrenburg to discuss this exciting position: monique.sterrenburg@nhs.scot

Closing Date: Sunday 6th August 2023
Interview Date: Friday 25th August 2023
1. JOB DETAILS

<table>
<thead>
<tr>
<th>JOB TITLE</th>
<th>Consultant Anaesthetist</th>
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<tbody>
<tr>
<td>SERVICE</td>
<td>NHS Orkney</td>
</tr>
<tr>
<td>DEPARTMENT</td>
<td>Medical Acute</td>
</tr>
<tr>
<td>LOCATION</td>
<td>The Balfour</td>
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<tr>
<td>REPORTING TO</td>
<td>Director of Acute Services / Medical Director</td>
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</table>

2. Introduction

NHS Orkney is at the forefront of developing sustainable and cost-effective care in a remote and rural environment. Successful candidates will have the opportunity to significantly contribute to our evolving service and be linked into a network of clinical service delivery, support and ongoing professional development, principally from NHS Grampian.

The posts are based at The Balfour in Kirkwall, which serves the population of circa 22,000 across the Orkney Islands. We have strong clinical links with NHS Grampian, NHS Tayside, NHS Highland and the other two islands Health Boards of NHS Shetland and NHS Western Isles.

3. Principal duties

The main duties and responsibilities of the posts include:

- Providing General Anaesthesia Services in accordance with modern evidence-based practice and current guidelines to the people of Orkney. The post is based in The Balfour, Orkney supporting acute and elective surgical services, providing specialist advice and clinical support where required.

- A broad range of General Anaesthesia and Resuscitation skills are essential for this post.

- The service is provided on a 24/7 hour basis and will normally include a 1:4 on-call rota. There is an 8% allowance for this level of on-call.

- A full-time contract will be for 10 PA sessions. Clinical Governance, Patient Safety, Clinical Reviews, Leadership and Audit activity will be part of the job plan. The post holder will fully participate in the management of the department. (We are open to working flexibly with the right candidate and can offer full-time, part-time or annualised hours contracts.)
- Two Extra Programmed Activity sessions are available by negotiation and will be included in the Job Plan, if agreed.
- Responsibility for the supervision and education of multi-disciplinary colleagues; including trainee doctors and medical students. This will include both formal educational programmes and fostering by example an atmosphere within the hospital which encourages engagement, learning and continuous improvement. We would support, where possible the post holders to complete appropriate training to enable compliance with GMC requirements for Clinical Supervisors.
- Participation in annual appraisal, revalidation, and licensing, with Continuous Professional Development (CPD) to maintain skills and competencies is required.
- A requirement to undertake other appropriate clinical work on behalf of NHS Orkney, such as participation in Major Incident Planning and supporting future service design is required.
- Appointees will be expected to participate in medical audit and other aspects of clinical governance, patient safety and continuing medical education, as well as help establish clinical effectiveness systems, taking action to improve the quality of service, and to report any significant deficiencies so that joint remedial action can be taken. Active participation in documented regular Mortality and Morbidity meetings is mandatory. Appointees are required to work with local managers and professional colleagues in the efficient running of services and to manage local waiting times and other service delivery targets and guarantees to ensure the quality delivery of surgical services. Adherence to national and local guidelines such as infection control, hand hygiene, dress code, antibiotic usage, DVT prophylaxis, data protection and information governance, the protection of vulnerable adults and children is mandatory.
- Working with Consultant colleagues in the management of the service and leading on policy/protocol development and implementation.
- To be aware of National recommendations and frameworks which impact on services, making recommendations as to which need to be considered for local implementation.
- Establishing effective working relationship and communication links with colleagues across Scotland, especially in NHS Grampian, NHS Highland and other Health Boards working in similar environments e.g. NHS Shetland and NHS Western Isles.
- Subject to the provisions of Terms and Conditions of Service, there is a requirement to observe the Board’s agreed Policies and Procedures to follow the standing orders and financial instructions of the NHS Orkney Board. In particular, in formally managing employees of the Board, there is a requirement to follow the local and national employment and personnel policies and procedures.
- A requirement to respond positively to appropriate requests for assistance whenever possible in the event of a major incident or other events where surgical or professional expertise is felt to be advantageous.
• A requirement to work within the strategy developed by NHS Orkney promoting closer integration of services and closer working relationships, both between disciplines and with partner agencies, to ensure patient-centred care.

• The candidate may be expected to take part in the activities of various committees, such as the Resuscitation Committee, the Drug and Therapeutics Committee, the Area Medical Committee and others.

4. Consultant Work Programme

The weekly timetable of fixed commitments for this post will be dependent on the work programmes of colleagues. Job planning will be negotiated accordingly, and is dependent on an annual documented job diary. Prospective cover for annual and study leave will be included in the Job Plan. Consultants will be expected to submit an annual diary of activity to assist in job and service planning.

5. Continuing Professional Development (CPD)

The Board recognises CPD to be a crucial aspect of the appointment to ensure the provision of high-quality health care and strong clinical governance. CPD is undertaken not only in line with individual Personal Development Plans but also as part of departmental service requirements. Study leave requests are considered flexibly to allow for off-island travel and videoconference technology is also used to support remote learning.

In recognition of the potential difficulties of professional isolation, the Board also looks favourably on short secondments to other units, especially those designed to update clinical skills or to further develop clinical networks. The Board recognises the need to maintain a wide range of skills.

Medical audit is regarded as an integral part of the CPD package. Assistance and guidance in performing medical audit is available from the Clinical Governance Department. Regular inter-departmental meetings to capitalise on local expertise and to enhance cross-transference of knowledge, and videoconferencing is being explored to link into the regular departmental meetings.

There is an active postgraduate training programme for hospital and primary care staff and all are encouraged to participate. In addition, mainland experts are invited at intervals to lecture both to this group and at local symposia.

6. Other information

To participate in the on-call rota, Consultant’s should be no more than 10 miles or 30 minutes travel time from The Balfour during their on-call period, unless the Board grants an exemption.
## Person Specification

**Essential Criteria** - these are attributes without which a candidate would not be able to undertake the full remit of the role. Applicants who do not clearly demonstrate in their application that they possess the essential requirements will normally be eliminated at the short-listing stage.

**Desirable Criteria** - these are attributes which would be useful for the candidate to hold. When short listing, these criteria will be considered when more than one applicant meets the essential criteria.

<table>
<thead>
<tr>
<th>FACTOR</th>
<th>ESSENTIAL</th>
<th>DESIRABLE</th>
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<tbody>
<tr>
<td>EDUCATION AND TRAINING</td>
<td>Primary Medical Degree.</td>
<td>Higher Degree e.g. MSc, MD, MBA.</td>
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<td></td>
<td>GMC Registration with Licence to Practice.</td>
<td>Subspeciality qualifications e.g. FFPMRCA, FICM.</td>
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<td>Entry on the GMC Specialist Register via relevant CCT or via CESR Route.</td>
<td>ALS, ATLS.</td>
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<td>FRCA or equivalent.</td>
<td>Paediatric emergency competencies e.g. EPALS, PILS.</td>
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<td>Experience in Chronic Pain management.</td>
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<tr>
<td>CLINICAL EXPERIENCE, EFFECTIVENESS</td>
<td>Ability to undertake the clinical work expected of a Consultant Anaesthetist in NHS practice in Scotland.</td>
<td>UK/NHS experience at a senior level.</td>
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<tr>
<td>AND TRAINING</td>
<td>Ability to independently manage a wide range of emergency situations.</td>
<td>Experience and understanding of the issues in remote and rural medicine.</td>
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<td></td>
<td>Recent experience of Obstetric Anaesthesia, Paediatric Anaesthesia and Critical Care.</td>
<td>Experience of supervision and training of junior doctors and other professionals.</td>
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<td></td>
<td>A broad spectrum of clinical skills and evidence of an ability to develop new skills.</td>
<td>Awareness of national recommendations and frameworks.</td>
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<td></td>
<td>Willingness to comply with Annual Appraisal requirements.</td>
<td>Membership of relevant specialist societies.</td>
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<td></td>
<td>Relevant research publications.</td>
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<tr>
<td>MANAGEMENT AND ADMINISTRATION EXPERIENCE</td>
<td>Able to work effectively within a team of Medical, Nursing and Allied Health Professional colleagues. Understanding of principles of Clinical Governance and Medical Audit.</td>
<td>Evidence of developing and delivering change. Participation in research or clinical audit.</td>
</tr>
<tr>
<td>DISPOSITION</td>
<td>Leadership qualities. Effective communicator. Fluency in English. Good interpersonal skills. Ability to work under pressure. Flexibility in work pattern. Commitment to CPD. Evidence of good time management. Computer and Information Technology competency.</td>
<td>Willingness to undertake additional professional responsibilities.</td>
</tr>
<tr>
<td>OTHER</td>
<td>Willingness to participate in the on-call rota. Willingness to undertake periods in larger units to maintain skills. Must be within 30 minutes from hospital on Mainland Orkney while on call. Candidates need not relocate to Orkney, but on condition, that the practical aspects of this will be managed within a framework that will safely guard the interests of NHS Orkney. Driving licence.</td>
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Example Job Plan

Consultant General Anaesthetist Example Job Plan

**Contract:**
10PAs (full time, part time and annualised contracts)

**Programmed Activities:**
10 PA’s, (Additional 2 EPA’s by negotiation)

**Availability Supplement:**
Level 1

**Premium Rate Payment Received:** 8%

**Managerially Accountable to:**
Director of Acute Services

Note – The post is likely to be 3 full clinical days / week plus on-call and SPAs

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<thead>
<tr>
<th>HOSPITAL/LOCATION</th>
<th>DAY/TIME</th>
<th>TYPE OF WORK</th>
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</thead>
<tbody>
<tr>
<td>The Balfour</td>
<td>Monday 08:30 - 09:00</td>
<td>Handover/Multidisciplinary Medical meeting</td>
</tr>
<tr>
<td></td>
<td>09:00 – 17:00</td>
<td>HDU or Theatre or Pre-assessment Clinic</td>
</tr>
<tr>
<td></td>
<td>Tuesday 08:30 - 09:00</td>
<td>Handover/Multidisciplinary Medical Meeting</td>
</tr>
<tr>
<td></td>
<td>09:00 - 17:00</td>
<td>HDU/Theatre/Pre-assessment clinic</td>
</tr>
<tr>
<td></td>
<td>Wednesday 08:00 - 9:00</td>
<td>Handover/Multidisciplinary Medical Meeting</td>
</tr>
<tr>
<td></td>
<td>09:00 – 17:00</td>
<td>HDU/Theatre/Pre-assessment clinic</td>
</tr>
<tr>
<td></td>
<td>Thursday 08:30 - 09:00</td>
<td>Handover/Multidisciplinary Medical Meeting</td>
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<tr>
<td></td>
<td>09:00 – 17:00</td>
<td>HDU/Theatre/Pre-assessment clinic</td>
</tr>
<tr>
<td></td>
<td>Friday 08:30 - 09:00</td>
<td>Handover/Multidisciplinary Medical Meeting</td>
</tr>
<tr>
<td></td>
<td>09:00 – 17:00</td>
<td>HDU/Theatre/Pre-assessment clinic</td>
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Flexibility is to be expected and is reflected in the above template; there is no fixed commitments and responsibilities are allocated depending on availability and service requirements. Start and end times may also vary depending on service needs.

On-call duties typically are 1 in 4 and will include evenings and weekends.

When on-call on a Saturday / Sunday / Bank Holiday this includes daily review of HDU cases

**Responsible for:** Anaesthetics Services in Orkney
Terms and Conditions of Service

This appointment is offered on the terms and conditions of service of the Consultant Contract in accordance with the Hospital Medical & Dental Staff (Scotland) and current General Whitley Council. Further information can be found here: [http://www.msg.scot.nhs.uk/pay/medical](http://www.msg.scot.nhs.uk/pay/medical)

<table>
<thead>
<tr>
<th>JOB TITLE</th>
<th>Consultant Anaesthetist</th>
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<tbody>
<tr>
<td>TYPE OF CONTRACT</td>
<td>Permanent</td>
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<tr>
<td>HOURS OF WORK</td>
<td>Number of PAs to be negotiated</td>
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<tr>
<td></td>
<td>Full Time</td>
</tr>
<tr>
<td>LOCATION</td>
<td>The Balfour, Kirkwall</td>
</tr>
<tr>
<td>SALARY</td>
<td>£91,474 - £121,548 pro rata per annum.</td>
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<td></td>
<td>A Distant Islands Allowance, currently £1,506, is also payable for those that live in Orkney.</td>
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<td></td>
<td>Placing on the salary scale will be on the minimum point unless the successful applicant has previous experience in an NHS Consultant post or previous non-NHS experience equivalent to that gained in an NHS Consultant post.</td>
</tr>
<tr>
<td>ARRANGMENT OF DUTIES</td>
<td>To be organised through Job Planning after appointment.</td>
</tr>
<tr>
<td>SUPERANNUATION</td>
<td>New entrants to NHS Orkney who are aged sixteen but under seventy-five will be enrolled automatically into membership of the NHS Pension Scheme. Should you choose to &quot;opt out&quot; arrangements can be made to do this via: <a href="http://www.sppa.gov.uk">www.sppa.gov.uk</a></td>
</tr>
<tr>
<td>REMOVAL EXPENSES</td>
<td>Assistance with removal expenses will be given in accordance with the NHS Orkney Relocation Policy.</td>
</tr>
<tr>
<td>EXPENSES OF CANDIDATE FOR APPOINTMENT</td>
<td>Candidates who are requested to attend an interview will be given assistance with appropriate travelling expenses. Re-imbursement shall not normally be made to employees who withdraw their application or refuse an offer of appointment</td>
</tr>
<tr>
<td>SMOKEFREE POLICY</td>
<td>NHS Orkney operate a No Smoking Policy in all premises and grounds.</td>
</tr>
<tr>
<td>DISCLOSURE SCOTLAND</td>
<td>This post is considered to be in the category of “Regulated Work” and therefore requires a Disclosure Scotland Protection of Vulnerable Groups Scheme (PVG) Membership.</td>
</tr>
</tbody>
</table>
**CONFIRMATION OF ELIGIBILITY TO WORK IN THE UK**

NHS Orkney has a legal obligation to ensure that its employees, both EEA and non-EEA nationals are legally entitled to work in the United Kingdom. Before any person can commence employment within NHS Orkney, they will need to provide documentation to prove that they are eligible to work in the UK. Non-EEA nationals will be required to show evidence that either Entry Clearance or Leave to Remain in the UK has been granted for the work which they are applying to do. Where an individual is subject to immigration control under no circumstances will they be allowed to commence until the right to work in the UK has been verified. You will be required to provide appropriate documentation prior to any appointment being made.

**REHABILITATION OF OFFENDERS ACT 1974**

The rehabilitation of Offenders act 1974 allows people who have been convicted of certain criminal offences to regard their convictions as “spent” after the lapse of a period of years. However, due to the nature of work for which you are applying this post is exempt from the provisions of Section 4 of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions Orders 1975 and 1986). Therefore, applicants are required to disclose information about convictions which for other purposes are “spent” under the provision of the act in the event of employment, failure to disclose such convictions could result in dismissal or disciplinary action by NHS Orkney. Any information given will be completely confidential.

**MEDICAL NEGLIGENCE**

In terms of NHS Circular 1989 (PCS) 32 dealing with Medical Negligence the Health Board does not require you to subscribe to a Medical Defence Organisation. Health Board indemnity will cover only Health Board responsibilities. It may, however, be in your interest to subscribe to a defence organisation in order to ensure you are covered for any work, which does not fall within the scope of the indemnity scheme.

**NOTICE**

The employment is subject to three months’ notice on either side, subject to appeal against dismissal.

**EQUAL OPPORTUNITIES**

The postholder will undertake their duties in strict accordance with NHS Orkney’s Equal Opportunities Policy.

**DISABLED APPLICANTS**

Job Interview Guarantee Scheme

As a Disability Symbol user, we recognise the contribution all individuals can make to the organisation regardless of their abilities. As part of our ongoing commitment to extending employment opportunities, all applicants who are disabled and who meet the minimum criteria expressed in the job description will be guaranteed
an interview. A disability or health problems does not preclude full consideration for the job and applications from people with disabilities are welcome. All information will be treated as confidential. You will note on our application form that we ask for relevant information with regard to your disability. This is simply to ensure that we can assist you, if you are called for interview, to have every opportunity to present your application in full. We may call you to discuss your needs in more detail if you are selected for interview.
Lying off the northern coast of Scotland, between John O’Groats and the Shetland Isles, Orkney is an archipelago of over 70 beautiful islands; 17 of which are inhabited. The total population is approximately 22,000, with most people living on the Orkney Mainland. Kirkwall, the capital with its spectacular red sandstone 12th-century cathedral and a population of 7,500, is the administrative centre of Orkney with a good mixture of shops, supermarkets, and businesses.

Orkney is a wonderful place to live and offers excellent schools and leisure facilities, low pollution, low crime, unique wildlife, and amazing scenery. Although remote, there are excellent transport connections with numerous flights to Aberdeen, Glasgow, Edinburgh, and Inverness every day. There are ferry services to Aberdeen, Scrabster, and Gills Bay, and of course to the smaller isles in Orkney.

Orkney's economy is based on agriculture, generating some £30 million per year. Farmers breed and rear beef cattle, dairy cows, and sheep of the highest standard. Orkney has international recognition for its food, with cheese, beef, lamb, and fish produce becoming well known; not to mention whiskey, beer, and gin. Tourism, oil, and the renewable energy sectors are increasingly important. Orkney is at the forefront of the renewable wave and tidal energy drive in the UK.
Kirkwall is a great place for children and a wonderful environment for a family. There is a very strong community spirit with a wide range of cultural and sporting activities for adults and children. Schools in Orkney are very good, with no private fees. Imagine all of this within walking distance of your home and workplace. For residents and visitors there is so much to see and do: playing a round of golf, fishing, kayaking, walking, cycling, diving, wind surfing and horse riding are but a few. The Pickaquoy Centre provides a modern well-equipped sports facility, swimming pool and entertainment centre. There are many cultural activities, with annual music, jazz and science festivals attended by internationally renowned artists and scientists. There is an extremely wide variety of activities for children and young people. Homes are very affordable and with little traffic, travelling around the islands is easy.

According to the 2020 Bank of Scotland quality of life survey, for eight years in a row Orkney was crowned the best place to live in Scotland. The island took the top prize due to high employment levels, low crime rates, smaller primary class sizes along with good health and happiness scores. With its strong sense of community, picturesque landscape and rich archaeological treasures, the archipelago frequently wins the hearts of visitors.

Not only is Orkney one of the most affordable places to live in the UK, it also has one the highest employment rates, with 88 per cent of residents between 16 and 64 currently in work. The low crime rate means that many people do not even lock their front doors to allow the postie to place the post and packages inside the door. As for overall wellbeing, more than nine in 10 Orkney residents report good or fairly good health.

To find out more about living and working in Orkney go to [www.orkney.com](http://www.orkney.com) or [www.orkneycommunities.co.uk](http://www.orkneycommunities.co.uk) and learn more about NHS Orkney at [www.ohb.scot.nhs.uk](http://www.ohb.scot.nhs.uk).
General Information for Candidates

Regulatory Body: General Medical Council & General Dental Council.

In the UK, the General Medical Council (GMC) and the General Dental Council (GDC) are the public bodies that maintain the official register of medical and dental practitioners within the United Kingdom. Their chief responsibility is to “protect, promote and maintain the health and safety of the public” by controlling entry to the register, and suspending or removing members when necessary. It also sets the standards for medical schools in the UK.

To practice medicine and dentistry in Scotland, you must have a valid GMC Registration with a Licence to Practice or a GDC Registration. To find out more about the main types of registration which allow doctors to work in different posts click here https://careers.nhs.scot/careers/find-your-career/international-recruitment/regulatory-bodies

For medical consultant posts the post holder on commencement of the post must have full registration with the General Medical Council (GMC), a licence to practice and be eligible for inclusion in the GMC Specialist Register. Those applicants trained in the UK should have evidence of higher specialist training leading to Certificate of Completion of Training (CCT) or eligibility for specialist registration Certificate of Eligibility for Specialist Registration (CESR). Non-UK applicants must demonstrate equivalent training.

If you are unsure of your eligibility to join the Specialty Register, then find out more at: https://www.gmc-uk.org/registration-and-licensing/the-medical-register/a-guide-to-the-medical-register/specialist-and-gp-application-types

NHS Orkney encourages applications from all sections of the community. We promote a culture of inclusion across the organisation and are proud of the diverse workforce we have. Applications from UK, EU and non-EU candidates will be welcomed.

Right to work in the United Kingdom

Anyone from outside of the United Kingdom (UK), excluding from the Republic of Ireland will need permission from UK Visas and Immigration (UKVI) to work in the UK and may also need entry clearance before travelling here. The Home Office (of which UKVI is a part) is responsible for governing the way individuals from outside the UK and Republic of Ireland can work, train or study in the UK.

To obtain a visa or entry clearance, you will need to meet certain requirements and demonstrate you have the right to work in the UK via:

• the points-based immigration system
• the EU settlement scheme
• a biometric residence permit
A new points-based immigration system was introduced in January 2021 with parts of it in place towards the end of 2020. The system provides a route for both European Union and non-European Union nationals to work, train or study in the UK if they meet the eligibility criteria. It applies to everyone from outside of the UK who wishes to live and work here, apart from people from the Republic of Ireland and European Union nationals who were already in the UK by 31 December 2020. European Union nationals in the UK prior to 31 December 2020 should apply to the EU settlement scheme.

If you are an international Doctor from outside of the UK and Republic of Ireland, you can apply for, and take up employment in medical posts that may qualify for sponsorship under a skilled worker visa. A Health and Care Worker visa allows health and care professionals to come to or stay in the UK to do an eligible job with the NHS, an NHS supplier or in adult social care.

**EU settlement scheme**

Free movement with the European Union (EU) ended on 31 December 2020 and there are new arrangements for EU citizens.

The EU settlement scheme provides EU nationals with a route to residency in the UK. EU nationals who arrived in the UK by 11pm on 31 December 2020 have until 30 June 2021 to apply to the scheme. If you are an EU, EEA or Swiss citizen and don’t already have temporary or permanent leave to remain, you and your family can apply to the EU settlement scheme to continue living in the UK after 30 June 2021. If your application is successful, you will receive either pre-settled status or settled status.

**Data Protection Legislation**

The information supplied by your application will only be processed by authorised NHS Orkney personnel involved in relevant stages of the recruitment process. Applications submitted via the online NHS Scotland Application form will be imported into the Orkney recruitment system. The information you provide will be retained by NHS Orkney and will be used for the purpose of processing your application and for statistical and audit purposes. NHS Orkney will process the information for the stated purposes in regards your application for employment. If your application is unsuccessful your information will be retained securely for 12 months from the completion of the recruitment process and then confidentially destroyed.

**Counter Fraud**

NHS Orkney is under a duty to protect the public funds it administers, and to this end will use the information you have provided on your application form for the prevention and detection of fraud. It will also share this information with other bodies responsible for auditing or administering public funds for these purposes. More detail on this responsibility is on the NHS Orkney intranet (Counter-Fraud and Theft page) and further information is available at http://www_audit-scotland.gov.uk/work/nfi.php.
References
Jobs are only offered following receipt of two satisfactory written references. At least one reference must be from your current/most recent employer. If you have not been employed or have been out of employment for a considerable period of time, you may give the name of someone who knows you well enough to confirm information given and to comment on your ability to do the job.

Disclosure Scotland
Where a Disclosure or Protection of Vulnerable Groups Check is deemed necessary for a post the successful candidate will be required to undergo an appropriate check. Further details on the Recruitment of Ex-Offenders are available from the recruitment centre.

Overseas Registration and Qualifications
NHS Orkney will check you have the necessary professional registration and qualifications for this role. You will need to provide an official translation of qualifications, notarised by a lawyer of your overseas qualifications to be checked by the recruiting panel. Please ensure that this is available before applying for the post.

Workforce Equality Monitoring
NHS Orkney is committed to supporting and promoting dignity at work by creating an inclusive working environment. We believe that all staff should be able to fulfil their potential in a workplace free from discrimination and harassment where diverse skills, perspectives and backgrounds are valued.

To measure and monitor our performance as an equal opportunities’ employer, it is important that we collect, store and analyse data about staff. Personal, confidential information will be collected and used to help us understand the make-up of our workforce and enable us to make comparisons locally, regionally and nationally.

Occupational Health Check
In addition to the above, all appointments will be made subject to the receipt of a satisfactory Pre-Employment Occupational Health Check.
Recruitment Process

The NHS Scotland Everyone Matters 2020 Workforce Vision outlines the commitment the Scottish Government has in putting people at the centre of everything the NHS in Scotland does. Working to a common set of values, the vision will continue to modernise the way we work, embracing technology and digital transformation.

All vacancies will be advertised on NHS Scotland’s recruitment website:
https://apply.jobs.scot.nhs.uk/

Internal vacancies will be advertised on NHS Scotland’s internal recruitment website:
https://apply.jobs.scot.nhs.uk/internal/

CVs are not accepted as a form of application; NHS Scotland’s electronic application form must be used on the above links.

All adverts will close at midnight on the advertised closing date.

Our selection process will consist of the following assessments:

- **Application short listing** – application forms are reviewed and those meeting the role requirements will be invited to a competency-based interview

- **Interview/Assessment** – competency-based interviews have a focus on NHS Orkney’s core values and the candidate’s technical expertise. The interview may also include a role specific test or a presentation topic.

Any job offer will be subject to meeting the conditions of NHS Orkney’s safer pre- and post-employment checks policy:

- **Employment references** - references should include current and previous employers covering the last 3 years of your employment history

- **Evidence of qualifications** – candidates will be required to provide evidence of their qualifications, including proof of professional registration if required

- **Medical assessment** – the Occupational Health service will make an assessment on your fitness to carry out the information provided in a questionnaire. In certain circumstances further information is required and Occupational Health may contact you by telephone or request that you attend for an appointment

- **Criminal conviction check** – all applicants who apply for posts which are exempt from the Rehabilitation of Offenders Act 1974 and who will have access to patients during their employment will be required to consent to a Disclosure Scotland Criminal Records Check or join the Protection of Vulnerable Groups Scheme.

- **Immigration, Asylum and Nationality Act 2007 – Prevention of illegal working** – candidates must be eligible to work in the UK, evidence of this must be provided.
For any queries relating to this vacancy, or our Recruitment Process, please email ork.recruitment@nhs.scot

Equality and Diversity

NHS Orkney is committed to Equality & Diversity https://www.ohb.scot.nhs.uk/about-us/equality-and-diversity