

Join us

Highly Specialist Speech and Language Therapist - Adults



Where
compassion
meets
adventure



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Welcome from James Goodyear, Interim Chief Executive

Thank you for your interest in this exciting position.

Orkney is a really great place to live and work. We strive to look after our community, provide excellent care and grow local talent. We are also excited by the increasing diversity that our colleagues from elsewhere in the UK and the world bring to Orkney. If it's a move you are considering, like I did, you will no doubt have a lot of questions going through your mind about what it's really like to live and work on an island and you can find out more about living and working here in our *Introduction to Orkney and NHS Orkney* section.



Below is some helpful information about working here to help you as you do your own research. I hope that you find this pack useful, and that it helps you come to the conclusion that you should apply to work here.

We are proud to employ 800 staff across our community, primary and secondary care services. We call this team, Team Orkney, recognising we are one team, all pulling in the same direction.

NHS Orkney is on an exciting journey of improvement and has a bright future. Our Promise (vision) is: 'Looking after our community and providing excellent care.' Our Corporate Strategy - called "Delivering what matters to our community: 2024-2028" is our compass and sets out our year-on-year priorities.

Our values, aligned to those of NHS Scotland, are:

- **Open and honest**
- **Respect**
- **Kindness**

Our five strategic objectives, are:

1. **Place** – by 2028 we will be a key partner in leading the delivery of place-based care which improves health outcomes and reduces health inequalities for our community
2. **People** – by 2028 we will ensure NHS Orkney is a great place to work
3. **Patient safety** – by 2028 we will consistently deliver safe and high quality care to our community
4. **Performance** – by 2028 we will within our budget, ensure our patients receive timely and equitable access to care and services and use our resources effectively
5. **Potential** – by 2028 we will ensure innovation, transformation, education and learning are at the forefront of our continuous improvement

You can read more about our Corporate Strategy on our website: <https://www.ohb.scot.nhs.uk/nhs-orkney-corporate-strategy-2024-delivering-what-matters-our-community-2024-2028>

I believe in compassionate and visible leadership and creating an open, honest and transparent culture that supports staff to innovate, feel empowered to lead and to fulfil their true potential.

I want us to have a listening and learning culture here, where staff feel supported, valued, looked after and safe speaking up when they have concerns, including those about safety, and confident knowing they will be listened to and their feedback acted on.

It is important that we consistently listen to and respond to patient and staff feedback so that we can learn and continuously improve what we do.

It is also important to me that we have an inclusive culture and one where difference is celebrated, and where staff feel comfortable bringing their whole selves to work.

The final thing I would like to say to any prospective applicant who may be considering a move to Orkney is that the islands occupy an enviable location at the North of Scotland with breath taking beaches, hills, and rolling countryside right on our doorstep. Orkney has consistently come out top in national lifestyle and happiness surveys, and with an open and vibrant community, it is the perfect location to call home within a safe and welcoming community.

This, along with Orkney's direct flight connections to other major cities in Scotland and now further afield including London, means the area can offer staff so many rewarding opportunities for those in pursuit of finding the right work-life balance. If you'd like to discuss any opportunity, please get in touch with us and we'd be pleased to discuss further.

We recognise you will have many questions for us to help you to reach the right decision about your future. I look forward to hearing from you, and I hope meeting and working with you.

We are on an exciting improvement journey – and you could be part of this.

James Goodyear

Interim Chief Executive

NHS Orkney





Job Advert



About the Organisation:

NHS Orkney is committed to delivering excellent care to our 22,000 residents. Whether you're new to the NHS or bringing experience from elsewhere, your skills will make a real difference.

Our modern healthcare facility, The Balfour, brings together inpatient care, emergency services, outpatient clinics, diagnostics, GP practices and the Scottish Ambulance Service. We're also investing in services across our outer isles, ensuring high-quality care reaches every corner of Orkney.

We are guided by our core values that shape everything we do – Open and honest, Respect and Kindness – from how we care for our patients to how we support each other as colleagues.

About Orkney:

With over 70 islands – 20 of them inhabited – Orkney offers a unique blend of natural beauty, close-knit community and an opportunity for adventure. From dramatic coastlines and rare wildlife to rich cultural traditions and active lifestyles, it's a place where compassion thrives and every day brings something new. Regularly named one of the UK's best places to live, Orkney offers a lifestyle that's both fulfilling and inspiring.

The Position:

This post is the Highly Specialist Speech and Language Therapist for the adult population in Orkney. The post holder is responsible for leading, developing, and delivering a Highly Specialist Speech and Language Therapy service. There are established links with Grampian SLT and other services for management of specific conditions and clinical pathways.

The post holder is required to work across a number of different settings including The Balfour, care homes, patient homes, and other community settings. Developing and delivering training is expected in both acute and community settings.

The Speech and Language Therapy Team in Orkney has 5.35 WTE SLT staff for adults and children. The post holder works collaboratively with the Lead Children and Young People's Speech and Language Therapist, to lead and manage the Speech and Language Therapy department. You will be supported in your role by the Lead AHP for Adults.

The Candidate:

The role requires highly specialist knowledge of complex dysphagia and communication difficulties across a variety of conditions including stroke, progressive neurological conditions, dementia and voice disorders.

The successful candidate will have a degree or equivalent in Speech and Language Therapy/Pathology, master's level post registration training and/or qualifications in dysphagia management and a minimum of three years' experience working at a senior level.

Excellent communication skills and the ability to work autonomously and flexibly are essential for this post. The post requires frequent travel within mainland Orkney as well as travel to the smaller isles.

It is essential that the post holder has access to transport and if driving themselves, should hold a full driving licence. If by virtue of a disablement, an applicant has the qualifications to perform the post but cannot drive, then the possibility of adjustments to arrange transport will be considered.

Experience of working with Augmentative and Alternative Communication is also desirable.

Location, Working Pattern and Contract Duration:

This post will be based at **The Balfour**

The successful candidate will work: **Full Time 36 hours per week**

This post is **Permanent (Fixed Term, Secondment or hybrid working arrangements may be considered)**

It is a condition of this employment that you must live and remain a resident within the UK for the post in which you will be employed with NHS Orkney.

Benefits and Salary:

Did you know NHS Scotland salaries are higher than those in England, Wales, and Northern Ireland?

The salary for this post is **Band 7** and if residing on Orkney, you'll also receive a **Distant Islands Allowance of £1,719** pro rata per annum, adding extra value to your rewarding career with us.

NHS Orkney also offers an attractive pension scheme, wide range of work life balance policies, employee assistance programme and various discounts to both local and national retailers.

Further Information:

If you share our vision and are ready to be part of Team Orkney, we'd love to hear from you. Your rewarding career starts here!

We are happy to consider any reasonable adjustments that candidates may need during the recruitment process, and you will be asked whether you require any during your application. If there are additional requirements you would like to request, please contact ork.recruitment@nhs.scot

For further guidance on the recruitment process and tips for creating a strong application, please refer to our Candidate Application Pack.

To find out more about this opportunity please contact Fay Morrice, Lead Adult Speech and Language Therapist on (01856) 888329 or email: fay.morrice@nhs.scot

This post is subject to a Disclosure Scotland check.

NHS Orkney is an equal opportunities employer committed to advancing equality and particularly welcomes applications from groups of people currently underrepresented within the workforce. We are a committed participant in the Disability Confident Leader Scheme and guarantee to interview all disabled applicants who meet the minimum essential criteria for our vacancies.

Artificial Intelligence (AI) - Candidates should provide original and authentic responses to all questions within the application form. The use of artificial intelligence (AI), automated tools, or other third-party assistance to generate, draft, or significantly modify responses is strongly discouraged. By submitting your application, you confirm that all answers are your own work, reflect your personal knowledge, skills and experience, and have not been solely produced or altered by AI or similar technologies.

Failure to comply with this requirement may result in your application being withdrawn from the application process.

Please note this advert may close early if sufficient applications are received.

This post is eligible for relocation assistance.

Job Description

1. JOB DETAILS	
JOB TITLE	Highly Specialist Speech and Language Therapist - Adults
SERVICE	NHS Orkney
DEPARTMENT	Speech and Language
GRADE	Band 7
LOCATION	The Balfour
REPORTING TO	Lead Allied Health Professional – Adult Services

2. JOB PURPOSE

To act as a highly specialist Speech and Language Therapist for adults requiring a variety of communication and swallowing disorder interventions. To lead, develop and deliver a Highly Specialist Speech and Language Therapy service for the adult population for a wide variety of communication and swallowing disorders both in hospital and the community. To provide clinical supervision and line management for Band 6 staff. To work collaboratively with the Lead Paediatric Speech and Language Therapist to lead and manage the SLT department and provide line management to designated therapists. To advise and inform line managers senior to this post of professional matters and risks.

3. DIMENSIONS

Provide an expert SLT (Speech and Language Therapy) service to adults with a range of conditions who are based within the Orkney community and within the hospital environment including neurological conditions, degenerative conditions, dementia, acquired brain injury, oncology/Head and neck cancer, care of the elderly/continuing care, Autism Spectrum Condition.

Oversee the SLT service to Adults with Learning Disabilities, providing direct clinical input and supervision to the Band 6 SLT with ALD caseload.

Assess and treat own caseload of patients with a diverse range of speech, language, voice, communication and swallowing needs, as an autonomous and independent practitioner for patients who may have acute, chronic and/or complex conditions and maintain appropriate patient records and statistics.

4. ORGANISATIONAL POSITION



5. ROLE OF DEPARTMENT

Provide a comprehensive Speech and Language Therapy Service to the population of Orkney.

The Speech and Language Therapy Team is one of the Services provided by Orkney Health and Care established in April 2010, a Community Health and Social Care Partnership between NHS Orkney and Orkney Islands Council.

The main functions of the Speech and Language Therapy Team (Adult and Paediatric) are:

- Work independently as well as collaboratively with partners at Universal, Targeted and Specialist Levels across the full range of ages, stages and client groups in order to support the population of Orkney.
- At specialist level, to provide assessment, diagnosis and appropriate intervention for adults and children based on clinical risk and need throughout Orkney.
- Work within a robust clinical governance framework in line with local and national policy.
- Raise awareness and understanding in the public and other professions of the Services available from the Speech and Language Therapy Department.
- Implement National Strategic Frameworks and ambitions within the SLT remit.

6. KEY RESULT AREAS

- Supervise, line manage, and support more junior members of the team including qualified SLTs, students and rehab assistants as well as being involved in teaching of other multidisciplinary team (MDT) and multiagency staff. This will involve allocation of work, undertaking appraisals and agreeing Personal Development plans.
- Lead on recruitment, management of performance and management of complaints.
- Deliver specialist care to people diagnosed with a range of neurological conditions including Dementia and Parkinson's Disease.

- Oversee the SLT service to Adults with Learning Disabilities, providing direct clinical input and supervision to the Band 6 SLT with ALD caseload.
- Leads on the interpretation and application of standards and related frameworks as published by HCPC, RCSLT and relevant others.
- Leads on the development and implementation of professional and departmental processes and standards of practice within own clinical area.
- Lead on clinical & service improvement projects and departmental audits including production of data and outcomes to senior managers to evidence and inform future service development.
- Has responsibility and accountability for the day-to-day service delivery of Adult SLT, promote the review and planning of the service with support from the Operational Manager.
- Develop and establish strong communication links and liaison with external organisations as appropriate to the needs of people with neurogenic and degenerative communication and swallowing difficulties.
- Translate highly complex scientific, medical, biochemical and therapeutic information into simple and easily understood practical information and advice for patients, their carers and families.
- Set goals in partnership with clients/patients, monitor and review the progress and modify goals as appropriate.
- Reflect on clinical practice both individually and with peers identifying strengths and needs and providing evidence of sound clinical judgements based on research and evidence based practice.
- Act as a patient advocate, highlighting patients' concerns or issues to the wider team and recommending changes to the clinical treatment plan if appropriate.
- Facilitate the production of clear and evidence-based resources for patients and carers which are suitable for use.
- Provide specialist advice to multidisciplinary and multiagency team on the appropriate therapy management of patients at home and within the community setting.
- Provide expert advice to all members of the multidisciplinary team in a range of forums such as ward rounds and multidisciplinary meetings and case conferences.
- Establish clinical priority, determine needs and initiate a specialist treatment plan for patients referred for SLT using judgement of highly complex facts or situations, which require the analysis, interpretation, and comparison of a range of options, often creating unique solutions to multi-faceted complex presentations.
- Lead the use of identified outcome measures as recommended within SLT and MDT practice.
- Accept clinical responsibility and accountability for own caseload and the SLT adult team caseload; organising this effectively and efficiently with regard to clinical priorities and use of time.
- To propose and review changes in practice that impact service in own area of work.
- Manage risk associated with autonomous community working, following the NHS Orkney lone-working policy.

- Applies a high level of understanding of complex disability issues and provides highly specialised advice, training, support and information to patients, carers and the wider multidisciplinary team.
- Respects the individuality, values, cultural and religious diversity of the population as well as referred patients and contributes to the provision of a service sensitive to their needs.
- To record all clinical interventions in accordance with departmental and professional guidelines.
- Network with NHS Grampian Mental Health and Learning Disabilities Sector within existing Service Level Agreement.
- Collaboration with national AAC experts (SCTCI), oversight of adult referrals; applying for finance for equipment via Operational Manager; developing AAC Pathways and outcomes, contributing to contract arrangements

7a. EQUIPMENT AND MACHINERY

- Knowledge of and ability to use a broad range of communication and dysphagia assessments.
- Knowledge of and ability to use therapy equipment, including specialist equipment for dysphagia.
- Knowledge of and ability to use high and low tech AAC equipment.
- Knowledge of and ability to use computer, laptop, iPads, VDUs and relevant programmes.

7b. SYSTEMS

- Knowledge of referral, caseload and discharge procedures
- Patient management system (Trakcare)
- Client record systems (paper and electronic)
- Appraisal system
- Systems and procedures for SLT assessments and care planning
- Statistical informatics
- Internal clinical database (Microsoft Excel)

8. ASSIGNMENT AN REVIEW OF WORK

- The Service Manager will agree key objectives and service priorities.
- The post holder will have responsibility for managing and prioritising a complex and highly specialist caseload on a day to day basis.
- The post holder will have responsibility and accountability for leading and prioritising the whole of the adult speech and language therapy service workload.
- The post holder will engage in the annual appraisal, objective setting and development review process of themselves and others.
- The post holder will demonstrate the ability to reflect on practice individually and with the team and lead and engage in clinical, professional and operational line management supervision for junior staff.

9. DECISIONS AND JUDGEMENTS

- Record and progress own Continuing Professional Development by keeping up to date with key trends and developments and maintaining a CPD portfolio to HCPC standards.
- Lead the development of the SLT adult team as a whole, ensuring evidence based practice and identifying, informing, implementing, monitoring and evolving appropriate service development plans.
- Identify the need for, attend, lead and actively participate in any relevant professional / staff meetings as required.
- Demonstrate a sound understanding of Clinical Governance, including Risk Management and implement into own work situation in line with NHS Orkney and NHS Scotland's risk management strategies, policies and procedures.
- Maintain accurate, comprehensive and timely documentation, in line with professional, legal, and departmental requirements.
- Comply with Health and Safety policies and implement into own work, reporting and escalating any new risks as these emerge.
- Lead on improvement activity and projects for the SLT adult service including collaboration with the wider cross sector / agency / NHS board area team(s) when appropriate.
- Identify the need for, plan and undertake audit and outcome measures either for individuals or clinical groups and implement change where required, reporting findings and acting on results in order to deliver service improvements.
- Lead clinical and professional supervision and appraisal for designated staff. To ensure CPD requirements of individuals and the service are identified and addressed, using the agreed route for escalation when needs cannot be managed within the team.
- Identify the need for, design, plan and undertake education and training activities with SLT staff and wider MDT across agencies and sectors, such as joint sessions with patients, sharing specialist clinical knowledge to aid individual and service development.
- Be an active member of departmental in-service teaching, training sessions and external courses, where required.
- Inform service review and development by carrying out data collection and analysis, in order to promote evidence-based practice.
- Maintain and extend a specialised knowledge and skills base in management of neurologically impaired adults, adults with learning disabilities and other communication disorders such as ASD.

10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

- Time constraints of managing a highly complex caseload across a range of specialisms.
- Highly complex nature of individual cases.
- Balancing the needs of individual patients with wider caseload demands within the context of the required professional standards.

- Maintenance and development of highly specialist skills whilst working in a remote and rural setting.
- Variety and complexity of different client conditions.
- Keeping up to date with new techniques and developments and technology.
- Generalist nature of the post, size of the team and remote location requiring proactive links with regional and national networks and specialist services for clinical support and advice. Ensuring delivery of best possible services with confines of work time and diversity of caseload.
- Balancing and prioritising service lead responsibilities and workload, highly specialist clinical workload, line management responsibilities.

11. COMMUNICATIONS AND RELATIONSHIPS

- Communicate effectively with patients and carers to maximise potential and ensure understanding. This often includes identifying the need for, developing and using strategies to overcome barriers to communication such as dysphasia; altered perception and cognition; language and cultural barriers etc.
- Support the SLT adult team and MDT within complex cases, for example Adults with Incapacity.
- Communicate effectively and work collaboratively within the multidisciplinary team to ensure delivery of a co-ordinated MDT service. This will include attendance at case conferences and service development meetings. This information can be highly complex and sensitive and requires the SLT to have highly developed communication skills and advanced negotiating skills in order to secure appropriate care and /or equipment for individual patients.
- Communicate clinical risk and need including assessment and treatment results when required, to relevant disciplines and external agencies in the form of detailed reports and letters including for legal and statutory purposes.
- Liaise appropriately with health, social care and voluntary agencies regarding patients care. Responsible for establishing and/or maintaining effective communication systems across complex multi-agency networks including hospital multidisciplinary teams, senior colleagues and managers, Local Authority, and voluntary organisations.

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

- Required to demonstrate highly developed auditory and perceptual skills for regular, frequent sustained periods of time for a range of purposes including assessment, diagnosis and treatment of clients.
- Frequently sitting in a restricted position while delivering therapy.
- Safe positioning of self and others.
- Ability to manage adults with challenging behaviours including the application of appropriate management strategies.
- To work within infection control and health and safety guidelines in order to deal appropriately with unpleasant conditions relating to client contact as they arise, for

example exposure to bodily fluids, infectious conditions encountered on a regular basis.

- To employ appropriate strategies to manage aggressive behaviour within the workplace.
- To be flexible to the demands of the environment including unpredictable work patterns, deadlines, and frequent interruptions.
- Maintaining intense concentration in all aspects of patient management for prolonged periods. In particular to monitor auditory, visual and kinaesthetic aspects of a client's communication, adapting and facilitating according to needs.
- Driving skills.
- Extensive travelling throughout the county, including air and ferry travel.
- Ability to transport materials and equipment necessary for individual clients on a regular basis.
- Ability to use AAC tools and skills requiring highly developed fine motor and eye gaze skills.

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

- Speech and Language Therapy Degree.
- Current HCPC registration to practice as a Speech and Language Therapist with no active conditions of practice or sanctions in place.
- Registered member of the Royal College of Speech and Language Therapists.
- Membership of relevant CENs.
- Evidence of completion of specialist short courses.
- Masters-Level post registration training and/or qualifications in dysphagia assessment, intervention and management.
- Ability to make autonomous clinical decisions based on assessment procedures.
- Significant experience and clinical expertise to enable the provision of peer support, mentoring and coaching.
- To have the clinical expertise and autonomy to manage a specialist caseload independently.
- Experience of developing and delivering specialist training to others.
- Excellent analytical and critical appraisal skills.
- Excellent interpersonal skills including observation, listening and empathy.
- Highly developed negotiation and problem solving skills where barriers to communication are routinely part of the dynamic.
- Well-established knowledge of a broad range of assessment tools and appropriate evidence based therapeutic interventions.

- Ability to source, understand and interpret national policies and procedures, from a diverse range of relevant agencies and advising NHS Orkney and Orkney Health and Care on the implications and implementation requirements in the local context.
- Understanding of importance of clinical governance and audit.
- Working knowledge at an expert level of the full range of conditions that may affect adults and how these relate to communication and potential barriers to communication.

Job Description Agreement	
Job Holder's Signature	Date:
Head of Department Signature	Date:

Person Specification

Job Title: Highly Specialist Speech and Language Therapist - Adults
Department: Speech and Language
Location: The Balfour

FACTOR	ESSENTIAL	DESIRABLE
EXPERIENCE	<p>Substantial clinical experience as a SLT</p> <p>Experience of working with adults in all settings with physical disabilities, learning disabilities, long term neurological conditions and neuro-rehabilitation</p> <p>Experience in assessment and support for both low and high-tech AAC devices</p> <p>Experience of and involvement in department and/or service development</p> <p>Experience of working as part of a multidisciplinary team</p>	<p>Experience of working as a Highly Specialist Speech and Language Therapist at Band 7</p>
QUALIFICATIONS TRAINING RESEARCH PUBLICATIONS	<p>Degree or equivalent in Speech and Language Therapy</p> <p>Current registration to practice as a Speech and Language Therapist by HCPC with no active conditions of practice or other sanctions.</p> <p>Evidence of post graduate training or experience at Masters level</p> <p>Post graduate qualification or experience at Masters level in dysphagia</p>	<p>Evidence of involvement in research and development</p> <p>Other relevant post graduate training and experience</p> <p>Registered LSVT clinician Post Graduate qualification in voice therapy</p> <p>Member of RCSLT</p>
KNOWLEDGE AND SKILLS	<p>Well-developed teaching and education skills.</p> <p>Excellent analytical, presentation and organisational skills particularly with regards to lone working</p> <p>Excellent interpersonal skills including observation, listening and empathy</p>	

	<p>Highly developed negotiation and problem-solving skills</p> <p>Well-developed concentration skills</p> <p>Excellent team building and team working skills</p> <p>Highly specialist knowledge and application of current best and evidence based practice to include neurological assessment and evidence based treatment approaches with progressive and non-progressive neurological conditions, as well as the use of standardised and non-standardised assessments</p> <p>Knowledge of national policies and procedures relevant to client group</p> <p>Well-developed understanding of and participation in clinical governance and audit</p> <p>Highly specialist knowledge of range of conditions that may affect client group and how these relate to communication and potential barriers</p> <p>Evidence of relevant CPD</p>	
DISPOSITION	<p>Commitment to professional development of self and others</p> <p>Enthusiastic</p> <p>Resilience to cope with working in a stressful and isolated environment</p> <p>Friendly approachable manner</p> <p>Confident and assertive</p> <p>Excellent team member</p> <p>Leadership skills</p>	

OTHER	Car Driver	
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Introduction to Orkney and NHS Orkney



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 of 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 or www.orkneycommunities.co.uk and learn more about NHS Orkney at www.ohb.scot.nhs.uk.



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>