

Consultant Physician

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Welcome from Anna Lamont, Medical Director

Thank you for considering the Consultant position at The Balfour, our modern Rural General Hospital in Orkney.

Choosing to work in a rural hospital offers a distinctive and rewarding path, blending professional development with the wealth of activities and community here on the islands. We at NHS Orkney are dedicated to delivering exceptional, individualised care from our contemporary healthcare facilities.

Collaboration is a fundamental aspect of our work in Orkney. We establish meaningful connections with our patients, the local community, our staff, Orkney Islands Council, the third sector, and other Health Boards. These partnerships have been pivotal as we have advanced our healthcare delivery, integrating innovative and collaborative practices to serve our community better.

Since its inauguration in June 2019, The Balfour has been at the forefront of enhancing multidisciplinary collaboration, bringing together a wide range of services under one roof. This consolidation has been invaluable in providing comprehensive care to our patients. Through working towards more services being available on the islands, and the opportunities from digitally enabled care, we are continuing our journey of improvement and excellence in healthcare.

In the unique setting of Orkney, adaptability and versatility are essential. We highly value our staff and offer a variety of working arrangements to accommodate different needs and lifestyles, including support with relocation and accommodation.

If you are inspired by the prospect of joining our team and contributing to healthcare in Orkney, I encourage you to get in touch. We welcome your interest and are excited about the possibility of working together.

Warm Regards,

Dr Anna Lamont
Medical Director
NHS Orkney



Introduction to the Appointment

The values of NHS Orkney are:

- Open and honest
- Respect
- Kindness

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. A Day Unit has 10 trolleys and 2 consulting/treatment rooms.

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. The Oncology Specialist Nurses coordinate care between Aberdeen Oncologists, Physicians, Surgeons and Radiologists with the services provided locally wherever possible, including 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.

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

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 generalists 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. 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.

Physician Medical Staff

The Consultant Physician posts are supported by 1 Speciality Doctor mainly based in the Emergency Department and a GP with additional training mainly managing the rehabilitation ward. A High Dependency Unit manages patients requiring higher levels of care or monitoring.

The consultant-led services are supported by a non-Consultant rota of Specialty Doctors and GP Speciality Trainees. Visiting Consultants from other Health Boards provide a wide range of additional specialist out-patient clinics. 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.

GP recruitment and retention has been strong over the last decade and for many years there has been a commitment to GP training on Orkney. This has resulted in a healthy mixture of long-established GPs alongside a wide range of individuals at different stages of their careers. As rural and island GPs, many have very broad skills and there is an appetite for innovation to improve the care and services provided to their patients. Most live within the same communities they work in, which brings an added dimension to their commitment, whilst around a third of the Orkney Mainland GPs were brought up and educated in Orkney.



Job Advert



Consultant Physician – NHS Orkney

Location: The Balfour, Kirkwall, Orkney

Contract: Flexible – Full time, part time or annualised

Salary: Consultant £111,430 – £148,064 including Distant Islands Allowance pro rata per annum

Have you ever imagined what it would be like to practise medicine in a place where your work truly matters – and your life outside of work is just as fulfilling?

In Orkney, we're offering more than just a job. We're offering a lifestyle – one where you can enjoy a meaningful and varied medical role in a modern, well-equipped hospital, while living in one of the most beautiful and welcoming communities in the UK.

We're looking for an experienced Consultant Physician to join our small, dedicated team at The Balfour, our 44-bed Rural General Hospital serving a population of around 22,000 across 20 inhabited islands. This is a role that offers clinical variety, autonomy, and the opportunity to make a real difference in a unique healthcare setting.

We are also open to hearing from candidates who are within 6 months of completing CCT.

You'll work at the heart of a close-knit, adaptable clinical team, collaborating with colleagues across NHS Orkney, NHS Grampian, and national emergency retrieval services. Your voice will be heard, your expertise valued, and your impact visible.

We understand that flexibility is key, and we're open to shaping the role around the right candidate. Whether you're looking for full-time, part-time, or annualised hours, we can offer a contract that fits your lifestyle. You might choose to live locally or commute from elsewhere – either way, we'll support you. We also encourage and facilitate regular placements in larger centres to help you maintain and develop your clinical skills, alongside study leave and CPD opportunities.

And then there's Orkney itself. Regularly ranked one of the best places to live in the UK, it offers excellent schools, a strong sense of community, and a rich cultural life. From sea kayaking and birdwatching to world-class archaeology and internationally renowned music festivals, there's always something to explore. With excellent ferry and air links to the Scottish mainland and beyond, you're never far from where you need to be – but you might just find you never want to leave.

If this sounds like the kind of change you've been looking for, we'd love to hear from you.

For an informal discussion, please contact:

Dr Kevin Fox, Consultant Physician – kevin.fox@nhs.scot or

Dr Alasdair Miller, Consultant Physician – alasdair.miller@nhs.scot or

Anna Lamont, Executive Medical Director – anna.lamont@nhs.scot

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.

This post is subject to a PVG Scheme Record check.

Job Description

1. JOB DETAILS	
JOB TITLE	Consultant General Physician
SERVICE	NHS Orkney
DEPARTMENT	Medical Acute
LOCATION	The Balfour
REPORTING TO	Director of Acute Services / Medical Director

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.

The posts require a broad spectrum of clinical skills to manage the full range of general medical presentations.

3. Principal duties

The main duties and responsibilities of the posts include:

- Providing General Medical services in accordance with modern evidence-based practice and current guidelines to the people of Orkney. The post is based in The Balfour, Orkney, delivering acute and elective medical services, providing specialist advice and clinical intervention where required.
- While the volume of work is proportionate to our population the full spectrum of medical presentations is seen. Patients presenting with STEMI are thrombolysed pre-hospital or at the Balfour and then urgently transferred to ARI, if appropriate. Thrombolysis decisions for patients presenting with stroke symptoms are primarily managed remotely by Aberdeen Royal Infirmary (ARI) stroke consultants in conjunction with the ED
- A broad range of General Medical skills are essential for this post.
- Skills in managing medical subspecialities are highly desirable, as well as a commitment to our plans to develop integrated care.
- Patients who have received treatment elsewhere in Scotland are followed-up locally, where appropriate.

- The service is provided on a 24/7 basis and will normally include a 1:4 on-call rota. The frequency of on-call for a full-time post is between 1 in 3 and 1 in 4. There is an 8% allowance for this level of on-call. We have a 'Physician of the Week' model during which time other clinical activities are minimised.
- Under normal circumstances, leave will not be granted to more than one Consultant Physician at a time.
- 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.
- 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. It is expected that the post holders will 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 medical 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.
- Working to ensure future Government elective, cancer and urgent waiting time targets are met.
- 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 medical 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.
- Appointees will 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.
- Appointees will be expected to build clinical networks with colleagues in NHS Grampian.

4. Special Interests and Skills

As the immediate management of adult and paediatric patients is an integral part of the emergency workload, the post holder will be expected to be competent to manage such cases in conjunction with other senior clinical colleagues. This includes experience in acute medicine and training in initial paediatric care which is always undertaken with guidance from colleagues at the Royal Aberdeen Children's Hospital. Support and training will be provided if needed including EPALS.

5. Consultant Work Programme

The weekly timetable of fixed commitments for this post will be dependent on the work programmes of colleagues and arrangements for visiting services. 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.

6. 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 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. There are regular

inter-departmental meetings to capitalise on local expertise and to enhance cross-transference of knowledge.

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. Videoconference clinical meetings with other Rural General Hospital occur regularly.

7. 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.

Job Description Agreement

Job Holder's Signature

Date:

Head of Department Signature

Date:

Person Specification

Job Title: Consultant Physician

Department: Consultants

Location: The Balfour

FACTOR	ESSENTIAL	DESIRABLE
EDUCATION AND TRAINING	<p>Primary Medical Degree.</p> <p>MRCP or equivalent.</p> <p>Higher Specialist Training in Medicine</p> <p>Entry on the GMC Specialist Register for Physicians.</p>	<p>Higher degree by examination or thesis.</p> <p>ALS and EPALS</p>
CLINICAL EXPERIENCE, EFFECTIVENESS AND TRAINING	<p>A broad spectrum of clinical skills in the management of general medical presentations and evidence of an ability to develop new skills.</p> <p>Experience of successful supervision and training of junior doctors and other professionals</p> <p>Awareness of national recommendations and frameworks</p> <p>Evidence of annual appraisal</p>	<p>Evidence of having developed learning opportunities for others</p>
MANAGEMENT AND ADMINISTRATION EXPERIENCE	<p>Able to work effectively within a team of Medical, Nursing and Allied Health Professional colleagues</p> <p>Thorough understanding of the principles of medical audit.</p>	<p>Evidence of developing and delivering change</p> <p>Participation in research or clinical audit to improve clinical care.</p>
DISPOSITION	<p>Leadership qualities</p>	<p>Willingness to undertake additional professional responsibilities</p>

	<p>Effective communicator, able to work in a multi-disciplinary team</p> <p>Ability to create and sustain relationships and to motivate and influence others through their enthusiasm.</p> <p>Good interpersonal skills</p> <p>Ability to work under pressure</p> <p>Flexibility in working pattern</p> <p>Commitment to CPD</p> <p>Familiarity with information technology</p> <p>Evidence of good time management</p>	
OTHER	Willingness to participate in the on-call rota.	

Indicative Job Plan

Consultant General Medicine Indicative Job Plan

Contract: Full Time (Part time and Annualised Contracts can be discussed)
Programmed Activities: 10 PAs, (Additional 2 EPAs by negotiation)
Availability Supplement: Level 1
Premium Rate Payment Received: 8%
Managerially Accountable to: Director of Acute Services

Physician of the Week (POW) Timetable

HOSPITAL/ LOCATION	DAY/TIME	TYPE OF WORK
The Balfour	Monday 08:30 - 09:00 09:00 - 13.00 13:30 - 14:00 14:00 – 17:00	Handover/Multidisciplinary Medical Meeting Ward round IP1 MDT Meeting Ongoing support to IP1 and assessment of emergency medical referrals (supported by junior staff)
The Balfour	Tuesday 08:30 - 09:00 09:00 - 13.00 13:30 - 14:00 14:00 – 17:00	Handover/Multidisciplinary Medical Meeting Ward Round IP1 MDT Meeting Ongoing support to IP1 and assessment of emergency medical referrals (supported by junior staff)
The Balfour	Wednesday 08:00 - 09:00 09:00 - 13.00 13:30 - 14:00 14:00 – 17:00	Education meeting inc. Governance / M and M plus Handover/Multidisciplinary Medical Meeting Ward round IP1 MDT Meeting Ongoing support to IP1 and assessment of emergency medical referrals (supported by junior staff)

The Balfour	Thursday 08:30 - 09:00 09:00 - 13.00 13:30 - 14:00 14:00 – 17:00	Handover/Multidisciplinary Medical Meeting Ward round IP1 MDT Meeting Ongoing support to IP1 and assessment of emergency medical referrals (supported by junior staff)
The Balfour	Friday 08:30 - 09:00 09:00 - 13.00 13:30 - 14:00 14:00 – 17:00	Handover/Multidisciplinary Medical Meeting Ward round IP1 MDT Meeting Ongoing support to IP1 Assessment of emergency medical referrals (supported by junior staff)

Non-Physician of the Week (non-POW) Timetable

HOSPITAL/ LOCATION	DAY/TIME	TYPE OF WORK
The Balfour	Monday 08:30 - 09:00 09:00 - 13.00 13:30 – 17:00	Handover/Multidisciplinary Medical Meeting Admin and support to ED if POW busy on IP1 SPA
The Balfour	Tuesday 08:30 - 09:00 09:00 - 13.00 13:30 – 17:00	Handover/Multidisciplinary Medical Meeting Gen Medical OPD Specialty duties
The Balfour	Wednesday 08:00 - 09:00 09:00 - 13.00 13:30 – 17:00	Education meeting inc. Governance / M and M plus Handover/Multidisciplinary Medical Meeting Specialty OPD

		Referrals / Results / Patient related admin
The Balfour	Thursday 08:30 - 09:00 09:00 - 13.00 13:30 – 17:00	Handover/Multidisciplinary Medical Meeting Specialty OPD / Specialty procedures Referrals / Results / Patient related admin
The Balfour	Friday 08:30 - 09:00 09:00 - 13.00 13:30 – 17:00	Handover/Multidisciplinary Medical Meeting Specialty OPD / Specialty procedures SPA

On – Call Duties

Saturday and Sunday handover at 08:30 followed by review of patients on IP1 and support for any medical referrals from IP2 / Macmillan.

Other times:

- Responding to requests from the ED and from GPs for advice with direct review as needed
- On-site review of paediatric cases unwell or being considered for admission

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 2021 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>