

Join us

Therapy Assistant Practitioner



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:

We are looking for a Therapy Assistant Practitioner who to join our integrated team which works across the health and social care partnership.

The postholder will work as part of a multidisciplinary therapy team which works in the Balfour, in intermediate care (homefirst, ageing well and ICT) in the community and in outpatients. The role will include to support service user discharge from hospital or prevent admission to hospital and to facilitate packages of rehabilitation to the Community of Orkney.

The Candidate:

Successful candidates will have:

SVQ III in Health and Social Care or equivalent experience/qualification

Minimum of 2 years in a health or social care setting working directly with patients/ service users

Understanding the role of rehabilitation and appropriate experience which can support the ethos of the team.

Evidence of participation in education/training relevant to rehabilitation and enablement working.

Good standard of education

Hold a full current UK driving licence - 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.

Location, Working Pattern and Contract Duration:

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

The successful candidate will work: **Relief**

This post is **on a Relief Basis**.

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 4** and if residing on Orkney, you'll also receive a **Distant Islands Allowance of £1,657** 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 Rona Harcus, Interim Lead Occupational Therapist – Adult Services on 07776570561 extension: 6041 or email: Rona.harcus@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.

Job Description

1. JOB DETAILS	
JOB TITLE	Therapy Assistant Practitioner
SERVICE	NHS Orkney
DEPARTMENT	Physiotherapy/Occupational Therapy
GRADE	Band 4
LOCATION	The Balfour
REPORTING TO	Uniprofessional Therapy Leads (Physio/OT)

2. JOB PURPOSE

Therapy Assistant practitioners are an integral part of therapy teams who all support discharges from hospital, prevent admission to hospital and to facilitate packages of rehabilitation to the community of Orkney.

To facilitate service users to return home from hospital as early as possible by providing short term therapeutic care support and functional rehabilitation in the service users own home.

To prevent admission to hospital by providing timely therapeutic functional support to assist restoration of prior level without requiring an inpatient stay under direction of qualified therapists.

Maximise independence using a holistic therapy-based model with the aim of reducing the needs for ongoing long-term care.

The post holder will help empower the service users and their Next of Kin (NOK) to promote maximal independence.

Service users may be seen as inpatients with the Balfour, at home or other homely settings within the community A proportion of the role requires in-reaching to the inpatient hospital setting to provide an amount of therapy input to service users on hospital wards identified as appropriate by qualified therapy staff to access the service.

3. DIMENSIONS

Therapy Assistant Practitioners work independently without direct supervision but under the direction of qualified staff from both Physiotherapy and Occupational Therapy and other AHPs where appropriate (e.g. Speech and Language therapy) within therapy teams.

To attend to the physical, emotional, spiritual, intellectual, cultural and social care needs of the service user within the care of the team.

The post holder will be expected to exercise initiative when providing rehabilitation to the service user but also work within their own competencies and capabilities and know when to seek further guidance when appropriate.

Be able to recognise acute and chronic deterioration and seek qualified support for this situation.

Therapy Assistant Practitioners provide assistance and support in the planning, implementation, evaluation and delivery of rehabilitation to the multidisciplinary team, service user and their families/carers.

Conduct prescribed therapeutic rehabilitation of the service user in their own homes, in the hospital and/or in a supported accommodation environment.

To effectively plan and signpost service users to the most appropriate services they may require longer term.

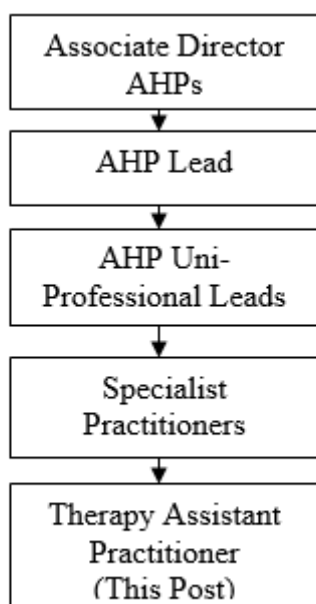
Therapy Assistant Practitioners should review and reflect on their own practice and performance through formal/informal participation in supervision, appraisal and peer support, in line with departmental guidelines.

Flexible working between post holder and the qualified clinicians in order to deliver the service effectively

Seven day working and a shift pattern may on occasion be required

This role does not require any financial responsibilities for the postholder.

4. ORGANISATIONAL CHART



5. ROLE OF DEPARTMENT

The Therapy Assistant Practitioner role is to work as part of a multidisciplinary therapy team which works in the Balfour, in intermediate care (homefirst, ageing well and ICT) in the community and in outpatients, The role will include to support service user discharge from hospital or prevent admission to hospital and to facilitate packages of rehabilitation to the Community of Orkney.

6. KEY RESULT AREAS

- Actively participate in the team approach of planning, developing and evaluation of the service user rehabilitation.

- Use specific skills and functional therapeutic activities (e.g. washing/dressing, food preparation, mobility, transfers and communication) to promote independence and well-being.
- Following direction from the therapy clinicians assist/support service users to achieve their identified goals/rehabilitation programmes.
- Assess service users response to activities and report regularly to members of the team on the patient/service users condition and progress
- Assess for and prescribe community equipment within agreed parameters as a trusted assessor
- Recognise own limitations and seek advice from qualified colleagues as required.
- Report regularly to the team on the service users condition and progress.
- Communicate effectively with the service user, their families and carers in a way that respects their views, culture, religion and autonomy.
- Correspond with external agencies on clinical matters as agreed by qualified ICT clinicians in respect of service users needs.
- Empathise, reassure and support service users, families/carers throughout the rehabilitation process.
- Ensure that up-to-date written/electronic records and statistical data are maintained in accordance with professional and organisational standards. Participate in departmental notes audit.
- Share and disseminate information with all members of the multi-disciplinary team, promoting effective service user care/multi agency working.
- Attend and participate in departmental meetings.
- Comply with relevant NHS Orkney and OIC local Standards, Policies, Procedures, and Legislation.
- Demonstrate personal development through the personal development planning and review process, and by participation in internal and external development opportunities.
- Contribute to patient/service improvements and the overall experience of service users and their families/carers.
- Undertake general administrative duties such as record keeping, stock control, and clerical duties.
- Exercise efficient time management, punctuality and reliable attendance.
- Regularly drive to community visits to support service users with their rehabilitation programmes.
- The above duties and responsibilities are intended to represent current priorities and are not meant to be a conclusive list.
- The post holder may from time to time be asked to undertake other reasonable duties.
- Any changes will be made in discussion with the post holder in the light of service needs

7a. EQUIPMENT AND MACHINERY

Therapy Equipment

Use a wide selection of specialised equipment to increase service users functional independence with everyday tasks e.g. bath lifts, hoists, walking aids etc.

Be competent in the safe use, installation and demonstration of the above equipment to service users, carers / family.

Maintain and ensure cleanliness and safety of specialised equipment used for service user care in accordance with national and departmental policies.

Daily use of computer hardware and software

Daily use of office equipment e.g. laminator, telephone with answering machine, photocopier and printer, mobile phones and person safe fobs.

7b. SYSTEMS

Comply with the data protection, IT policy and security.

Record individual activity and statistics in line with local and national guidelines.

Monitor and maintain stock levels.

Documentation of service user related information in treatment plans as appropriate.

Be competent and use both OIC systems e.g. Paris and NHS systems e.g. Trakcare, SSTS, Optima

8. ASSIGNMENT AND REVIEW OF WORK

Participate in daily morning handovers and contribute to decisions regarding prioritisation of caseload and allocation of daily coordination service user plan.

Follow direction of qualified clinicians and more experienced members of staff. Out of therapy clinician working hours this may involve contacting the on call community nurse.

Therapy Assistant Practitioners should review and reflect on own practice and performance through formal/informal participation in professional supervision, appraisal and peer support, in line with departmental guidelines.

9. DECISIONS AND JUDGEMENTS

Recognise changes in service users general condition that affect suitability for ongoing treatment and discontinue / modify session and refer back to appropriate qualified clinicians.

Schedule workload according to time requirements and the level of priority.

Undertake basic risk assessments re: service user's condition/ environment and equipment to ensure patient and staff safety. Ensure timely communication to qualified staff and Team regarding outcome of these assessments.

10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

Adapting to different therapists and professional work practices.

Undertake a physically and mentally demanding job whilst taking care to safeguard own health and safety as well as that of patients and colleagues.

Participate in multi-professional agency and cross boundary workings.

Communicate effectively with patients/ carers of varying ages, abilities and cultures/ diversity.

Daily requirement for multi-tasking e.g. home visits, note writing, communicating with patient, telephone calls etc

11. COMMUNICATIONS AND RELATIONSHIPS

Patients, relatives and carers

- Provide information to service users and relatives / carers with regards to rehabilitation programme as directed by clinicians.
- Under direction, use the most appropriate communication method depending on individual requirements e.g. patients with a hearing aid or other sensory impairments.
- Encourage and motivate service users to maximise outcome, recognising those who are in pain, are afraid or reluctant and require reassuring, motivating and persuading to comply with treatment.
- Convey basic clinical information appropriately to service users and their families/carers using empathy when discussing this.
- Receive sensitive, distressing and complex information regarding patients' previous history and current mental / physical status. Communicate this to registered practitioner.
- Display a sensitive diplomatic approach when dealing with patients with poor prognosis, bereavement or life changing disabilities / situations.
- Report effectively to the nominated therapist on patients' progress pertaining to their personal and domestic activities of daily living.
- Provide relevant information, written and oral, for documents relating to the patient's progress.

Multi-disciplinary Team

- Under guidance of clinician, communicate with other wider members of the MDT.
- Participate in In-Service Training and other relevant therapy training programmes.
- Participate in departmental clinical meetings and use reflective practice as part of the development process.
- Promote awareness of the role of Therapies within the Organisation and contribute to active Team development.
- Be aware of and communicate about any Health and Safety issues.

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

Physical

- Frequent

- Manual and therapeutic handling of service users for prolonged periods. This may include patients with decreased mobility, obesity, unpredictable and non-compliant behaviour – (often from lying to sitting position, sitting to standing position and transfer onto chair and back in one session.)
- May adopt static postures whilst intervening with dependent service users and regularly working within confined and awkward spaces.
- Transporting light to heavy equipment, of varying size i.e. bath lift, toilet frame, trolley, wheelchairs.
- Gait and balance re-education and stair practice – this may include sudden and unpredictable changes in direction of movement or faints/falls which require physical support and lowering to the floor and ensuring safety of service users.
- Carrying clinical equipment i.e. specimens, BP machines.
- Use of computer equipment e.g. keyboard
- Use of equipment such as hoists, walking aids, kitchen trolley which require manipulation, dexterity and strength often manoeuvring within confined or awkward spaces.

Mental

- Frequent
- Concentration required when undertaking rehabilitation programme in home environment, frequent interruptions by television, radio, relatives, carers, visitors.
- Responding to frequent and unpredictable changes in patients' condition and feeding back to qualified practitioner.
- Fluctuations and unpredictability in workload.
- Potentially supporting service users for long periods on a daily basis
- Driving to/from a service user location potentially 3 to 4 times a day

Occasional

- Dealing with aggressive patient/carers.
- Post holder may be required to respond in crisis situation.

Emotional

Frequent

- Exposure to a variety of extreme emotions when dealing with distressed, anxious, worried service users families/carers.
- Exercise discretion regarding sensitive issues e.g. level of personal hygiene and difficult behaviours /circumstances.
- Demonstrate discretion with regards to sensitive information.

Occasional

- Dealing with patient's/carers unrealistic expectations of service provision.

- Dealing with confrontation and differing professional/ethical opinions regarding case management.
- Dealing with complaints and reporting in line with NHS Orkney/ organisational policies and procedures.
- Requirement to use de-escalation techniques.
- Dealing with patients who have long-term conditions, are terminally ill or sustained severe injury.
- Bereavement

Environmental

Frequent

- Daily driving to and from service user residence throughout Orkney mainland.
- Attending to service users in their own homes with potential exposure to body fluids.
- Working in isolation.

Occasional

- May involve difficult access to properties and working in inclement weather conditions.
- Occasional risk of exposure to contagious conditions e.g. diarrhoea and vomiting.
- Exposure to variable personal and home hygiene, body fluids such as blood, substance misuse equipment, pets, fleas, lice.
- Working in conditions where PPE may be required.

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

- Relevant experience in a healthcare or social care environment working directly with service users.
- SVQ 3 in Health and Social Care or equivalent higher qualification.
- Full UK driving licence. Access to own vehicle.
- Experience of working as part of a team.
- Working knowledge of basic IT.
- Willingness to develop a CPD portfolio.
- Effective written and verbal communication skills.

Job Description Agreement

Job Holder's Signature

Date:

Head of Department Signature

Date:

Person Specification

Job Title: Job title
Department: Department
Location: Location

FACTOR	ESSENTIAL	DESIRABLE
EXPERIENCE	<p>Minimum of 2 years in a health or social care setting working directly with patients/ service users</p> <p>Understanding the role of rehabilitation and appropriate experience which can support the ethos of the team.</p>	<p>Experience of working in a setting that embraces rehabilitation and enablement</p> <p>Have participated in group work.</p>
QUALIFICATIONS TRAINING RESEARCH PUBLICATIONS	<p>Good standard of education</p> <p>SVQ III in Health and Social Care and equivalent experience</p> <p>Hold a full current UK driving licence</p> <p>Evidence of participation in education/training relevant to rehabilitation and enablement working.</p>	
KNOWLEDGE AND SKILLS	<p>Proven literacy and numeracy skills</p> <p>Evidence of good communication skills</p> <p>Evidence of accurate and legible note writing.</p> <p>Awareness and examples of confidentiality</p> <p>Experience of working individually and as part of a team</p> <p>Good planning and organisational skills.</p> <p>Able to work independently under the supervision of Therapy clinicians and demonstrate ability to seek assistance if not feeling competent</p>	<p>Computer Literate – use of Microsoft Packages</p> <p>Use of PARIS (shared computerised patient/ client database)</p> <p>Knowledge and understanding of medical terminology</p> <p>Experience of working with therapy equipment including moving and handling equipment.</p>

	Able to work under pressure	
OTHER	<p>Ability to work and cope with rotating shift patterns over 7 days a week from 0800 to 2030 including weekends</p> <p>Able to undertake moving and handling with patients and moving equipment.</p> <p>Driving in different weather conditions and different times of the day, night driving involved.</p> <p>May involve direct contact with body fluids and products.</p> <p>May involve exposure to variable environmental conditions including hospital and peoples own home setting.</p> <p>May involve difficult access to properties and working in different weather conditions.</p>	Occasional assistance with other service areas may be required, e.g Ageing Well Classes

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>