

# Join us

## Biomedical Scientist – Blood Sciences



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 seeking a motivated individual to join the Clinical Laboratory Service as a Biomedical Scientist within our multidisciplinary Blood Sciences team.

The post holder will play a key role in delivering high-quality diagnostic services across haematology, transfusion medicine, and biochemistry. Working initially under supervision, they will rotate through all laboratory areas, undertake specimen reception duties, validate and interpret results, perform equipment maintenance and contribute to service continuity. The role involves independent decision-making within competence, prioritising workload in a busy, multidisciplinary environment, and ensuring high standards of accuracy, safety, and patient confidentiality. They will be accountable to Advanced Biomedical Scientists within the Team and the Laboratory Manager.

The post holder will be expected to participate in the multidisciplinary out-of-hours and weekend rota after appropriate training.

### **The Candidate:**

Applicants must be registered with the Health and Care Professions Council as a Biomedical Scientist and hold an Honours degree in Biomedical Science or equivalent qualification and possess the training and practical experience required for the IBMS Certificate of Competence. They will bring post-registration experience in laboratory techniques, along with an understanding of NHS systems and procedures.

Excellent communication and interpersonal skills are essential for effective collaboration within a multidisciplinary team and for liaising with clinical staff. Applicants must be computer literate, with experience of standard office software and preferably use of Laboratory Information Management Systems. The successful candidate should be self-motivated, capable of working independently, and adaptable to flexible working hours, including extended days, in response to service demands.

### **Location, Working Pattern and Contract Duration:**

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

The successful candidate will work: **37 hours per week** - NHS Scotland is reducing their full time working week from 37 to 36 hours per week from 1 April 2026 but with no change in pay. This reduction will also be applied pro rata for part time staff.

This post is **Permanent**

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 5** 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](mailto: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 Lorna Wilson, Laboratory Manager, on 01856 888952 or via email at [lorna.wilson8@nhs.scot](mailto:lorna.wilson8@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.***

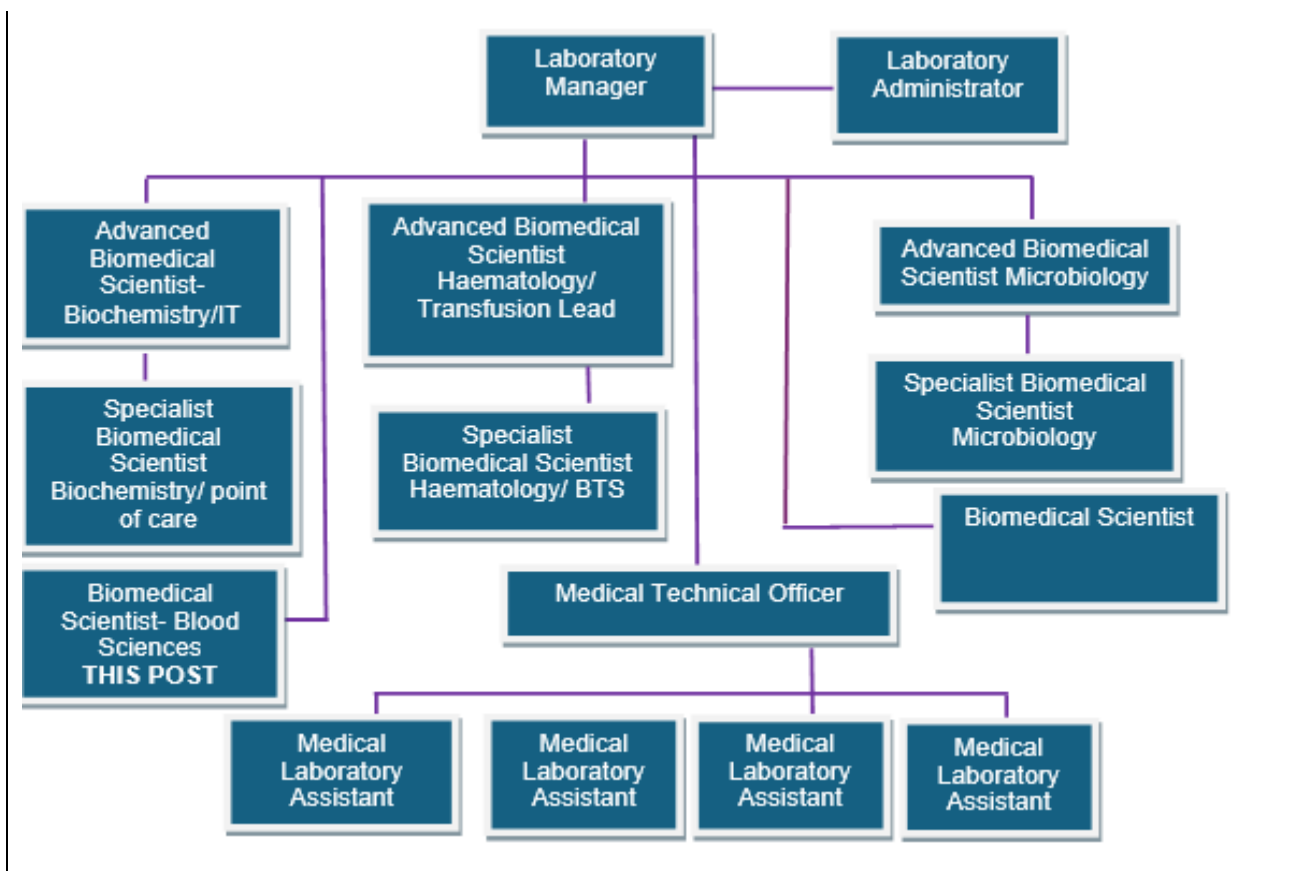
# Job Description

<b>1. JOB DETAILS</b>	
<b>JOB TITLE</b>	Biomedical Scientist – Blood Sciences
<b>SERVICE</b>	NHS Orkney
<b>DEPARTMENT</b>	Laboratory
<b>GRADE</b>	Band 5
<b>LOCATION</b>	The Balfour
<b>REPORTING TO</b>	Laboratory Manager

<b>2. JOB PURPOSE</b>
<p>The post holder will practice as a healthcare professional in a multi-professional team, and work within the quality management system of the Clinical Laboratory Services. The Biomedical Scientist will have completed the IBMS Certificate of Competency and be registered with the Health and Care Professions Council.</p> <p>They will deploy their knowledge, skills and experience to participate in the delivery of a broad range of complex and specialised analyses in both the routine and non-routine (urgent) context to facilitate and inform clinical decision making and thereby to aid in the diagnosis and management of patients. They will do this predominantly under supervision until competence is gained and signed off.</p>

<b>3. DIMENSIONS</b>
<p>The laboratory has a staff establishment of up to seven Biomedical Scientists and up to four Healthcare support staff. Professional support is provided by the Laboratory Services Clinical Director, Scottish National Blood Transfusion Service in Aberdeen, nominated clinical consultant pathologists within NHS Grampian and by the laboratory services Clinical Director.</p> <p>Total annual workload is in the region of 90,000 samples growing at a rate of 5-7% pa. Haematology workload is currently 25,000, biochemistry 50,000 and microbiology 15,000 specimens pa. All cross-matching of blood transfusion samples takes place at Scottish National Blood Transfusion Service in Aberdeen.</p> <p>More specialised testing (e.g. Immunology) is sent to Aberdeen Royal Infirmary or supra-regional laboratories as appropriate.</p>

<b>4. ORGANISATIONAL POSITION</b>
<p>This chart represents the job family and line management structure within the laboratory.</p>



## 5. ROLE OF DEPARTMENT

The Laboratory processes and analyses clinical samples in four main areas (Haematology, Clinical Chemistry, Blood Transfusion, Microbiology) to aid diagnosis and care of patients within NHS Orkney, both in the hospital and the community.

Much of the haematology and biochemistry workload is carried out using automated techniques. In addition, manual investigations are performed for Infectious Mononucleosis and rapid diagnostic Malarial testing.

Much of the Microbiology work is carried out using manual methods augmented by some analysers. In addition, there is a small molecular workstream for COVID and respiratory virus testing.

Requests may be urgent or routine in nature. The service must be able to treat requests according to their degree of urgency and in a way that is appropriate to the sample type. For example, some samples deteriorate faster than others and must be processed more quickly.

The laboratory uses a variety of complex analytical methods which are both automated, and manual. These methods are documented in written standard operating procedures under document control. Procedures are reviewed regularly to ensure they are up to date.

In addition, the department works closely with Scottish National Blood Transfusion Service to provide a Blood Transfusion service.

The laboratory also registers, prepares, and sends away samples that cannot be analysed in NHS Orkney to regional and supra-regional laboratories and records results of referred tests

## **6. KEY RESULT AREAS**

- The Biomedical Scientist in this post performs activities in Laboratory. They are responsible as a Health and Care Professions Council registered Biomedical Scientist for providing a high standard of patient care and are required to work independently and as part of a team.
- A record of staff competences is maintained and reviewed on a regular basis.

### **Policies and Procedures**

Adhere to policies and procedures relevant to all areas of work in accordance with Laboratory, Hospital and regulatory requirements:

- All Standard Operating Procedures.
- Quality management policies
- External Quality Assessment and internal Quality Control procedures.
- Health & Safety and risk management procedures
- Patient confidentiality policies and current data protection legislation.

### **Professional and Scientific**

- The post holder will be in training to attain theoretical knowledge and practical competency in the following areas:

Undertake all aspects of the pre-analytical phase and Specimen Reception procedures which includes:

- specimen acceptance and rejection criteria,
- accurate entry of data onto Laboratory Information Management System
- ensuring correct patient and specimen identification
- dealing with urgent and routine samples
- identification and follow up of errors
- assist in the management of specimens and aliquots or specimens in storage
- Rotate through all areas of the laboratory to undertake the wide range of complex, specialised analytical systems and manual techniques deployed within the Laboratory.
- Evaluate and interpret results, flags and error messages to assess the performance of assays and identify incorrect or invalid results and take appropriate remedial action. e.g. repeat analysis in appropriate dilution
- Validate results for reporting to a level commensurate with training and competence and carry out any follow up action, such as telephoning results to clinical colleagues.
- Refer results to more senior staff /Consultant as appropriate.
- Maintain and apply competence in the use of the Laboratory IT systems and architecture to carry out the analytical work and report results.
- Following completion of the appropriate competencies, participate in current and future 24-hour service delivery.

- Ensure the continuity of the service is maintained by monitoring stocks of reagents and consumables materials and highlighting deficiencies to the section supervisor.
- Conform to Standards of Conduct defined by the Health and Care Professions Council and NHS Orkney.
- Maintain up to date scientific and technical knowledge relevant to their scope of practice and demonstrate appropriate commitment to Continuing Professional Development and by maintaining appropriate records of development activities to satisfy Health and Care Professions Council requirements and those of external accrediting agencies.
- Participate in Annual appraisal and Personal Development Review and will highlight through the review process any training requirements, deficiencies in knowledge, experience or competency which require to be addressed.
- Maintain patient confidentiality at all times.
- Provide advice and information to service users within the scope of practice of a Biomedical Scientist
- Contribute to prioritising and managing workload to achieve the required turnaround times for the relevant category or type of sample.

#### **Quality Control and Quality Management**

- Daily instrument testing, first line maintenance, repair, technical fault finding and performance of quality control on a daily basis for equipment that will be operated by the post holder and other staff.
- Responsible for reporting incidents and non-conformities.
- Processing of external quality assurance samples
- Participates in departmental audit as part of the Quality Management System
- Carries out COSHH and risk assessments as part of the Quality Management System

#### **Research and Development**

- Participates in the evaluation and implementation of new equipment and analytical procedures.
- Participates in the production of data for internal and external audit.
- Keeps up to date in scientific, technical and theoretical developments in laboratory medicine.

#### **7a. EQUIPMENT AND MACHINERY**

- Be confident in daily use of specialised equipment such as microscopes and analysers.
- Keep equipment in optimal condition for use, making adjustments where necessary.
- Maintain daily equipment maintenance and calibration logs.
- Daily use of everyday office and communication equipment – Computers, email and printers.

#### **7b. SYSTEMS**

- Ensures the integrity of the patient database within the laboratory computer system by accurate registration of patient demographics and request detail.

- Input laboratory results generated via self and others e.g. samples sent to other hospital laboratories.
- Uses laboratory information management, system to access patient information and validate laboratory results and reports.
- Proprietary software packages such as Microsoft office, iPassport, Datix, and laboratory information management system.

## **8. ASSIGNMENT AND REVIEW OF WORK**

- Work is carried out according to laboratory procedures.
- Follows all related laboratory and NHS Orkney Policies and Procedures
- Assignment of sample processing work is determined by the demand led nature of the work. Biomedical Scientists are expected to use their initiative to prioritise workload, guided by turnaround times stated in the Laboratory Handbook. Advanced and Specialist Biomedical Scientists would also be expected to assign work.
- When required, works independently and autonomously while complying with departmental policies and procedures.
- Operates independently in any distinct functional area of the department but, when necessary, refers unexplained results or other problems to a more senior staff.
- Biomedical Scientists are expected to have a knowledge of and participate in tasks related to the quality management system and health and safety e.g. audit and writing and review of laboratory procedures. These tasks are usually delegated through the Advanced Biomedical Scientist within the area in which the biomedical scientist is working.
- The post will be subject to formal appraisal not less than annually.

## **9. DECISIONS AND JUDGEMENTS**

- Operates within department's procedure and policies
- Operates within competency and own scope of practice.
- Prioritise and organise their own work in coordination with other team members, as allocated by senior staff.
- Assesses sample/ patient identification integrity for analysis.
- Selects tests on basis of clinical information and departmental standard operating procedures.
- Makes decisions on the acceptance/rejection of the quality of own and other qualified practitioners' work.
- Decides on whether a request requires further add on tests which have not been requested by the clinician.
- Judges the criticality of results and decides to telephone the clinician within pre-defined action limits.
- Within competency, validates results, makes clinical comments on reports, refers results to clinicians according to department criteria.

- Uses own judgment to solve problems within the laboratory e.g. dealing with spurious results, basic technical troubleshooting in automation, lost sample or results, dealing with telephone enquiries. Will refer more complex issues onward to senior staff.

#### **10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB**

- Producing accurate analytical results at all times while dealing with competing pressures, which includes maintaining the technical excellence of results and the equipment, used to produce those results.
- Working in a multi departmental laboratory environment with a commitment to work in more than one laboratory discipline.
- Maintaining continuing professional development.
- Prioritising time to ensure that training and development needs are met.
- Maintaining a high level of accuracy, precision and safety in the process of sample handling and testing.
- Maintaining concentration and accuracy for long periods of time, throughout the working day.
- Maintaining quality standards.
- Prioritisation of urgent requests, particularly when lone working out of hours.

#### **11. COMMUNICATIONS AND RELATIONSHIPS**

The post holder will be accountable to the Laboratory Manager and responsible to more senior Biomedical Scientist in their team. They will also be mentored by the Training Officer and by Specialist Biomedical Scientists.

They will communicate directly with:

- Senior members of staff and the Laboratory Manager.
- NHS Orkney clinical staff regarding test results and sample selection commensurate with their training status.
- External agencies undertaking business communications with the department.
- Laboratory colleagues.
- Members of the public.
- With the Senior biomedical staff to ensure the smooth running of the departments
- With the Training Officers and senior staff regarding training, competence, personal development plans and the knowledge and skills framework.
- The professional bodies; the Institute of Biomedical Science and the Health and Care Professions Council for professional issues and continuous professional development.
- They will facilitate and contribute to effective communication within the departments through attendance at department meetings and maintain awareness of relevant information through use of e-mail, minutes.

The post holder must:

- Treat all colleagues, patients and others with respect, courtesy, and consideration.
- Maintain a professional relationship and communicate effectively with all members of staff and external agencies.
- Adhere to the strict rules governing the maintenance of confidentiality and data protection.

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

### **Physical:**

- Need for good hand-eye co-ordination during frequent manipulation and aliquoting of samples or control materials
- Sitting working at computer workstations for prolonged periods daily.
- Standing for short periods of time whilst working on analysers or carrying out work in safety cabinets.
- Some manual handling may be undertaken, such as moving of bulk reagents or clinical waste.
- Walking to blood gas analysers located in ward areas, carrying a maintenance kit.

### **Mental:**

- High level of concentration required while performing and interpreting specialist tests under supervision.
- Involved in maintaining a service in the presence of possible adverse events including equipment failure and staff shortages.
- Required to multi-task on the coordination of some tests, prioritise workload and deal with interruptions from phone calls and technical queries.

### **Emotional:**

- Sometimes working under pressure to ensure all clinical specimens are correctly examined within established turnaround times in the knowledge that incorrect and delayed results directly affect the patient and their management
- Frequent requirement to communicate with members of the public, and staff about complex scientific and clinical issues that may be unwelcome or contentious and invoke a degree of resistance and antagonism.
- Participation in Trauma Situations or Acute Surgical Situations is extremely stressful, particularly when they occur whilst the Biomedical Scientist is working independently. The post holder may occasionally come under extreme pressure to make blood or test results available immediately for patients whilst fielding telephone calls and other interruptions.

### **Environmental:**

- Daily contact with potentially infectious samples or hazardous reagents and waste materials.
- Daily controlled risk of exposure to, or spillage of reagents, chemicals, solvents during test analysis, some of these substances are potentially hazardous.

- Regular preparation of biological waste material for disposal e.g. changing orange biological waste bags and sealing with laboratory tag and the sealing of incineration bins containing biological material.

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

- Must have an Institute of Biomedical Scientist Accredited BSc Honours degree in Biomedical Science or equivalent.
- Understanding of modern laboratory techniques and a good knowledge of current professional issues.
- Training and experience in Laboratory investigations commensurate with completion of the Certificate of General Competence.
- Knowledge of COSHH legislation, risk assessments, fire regulations, Data Protection Act and postal regulations required.
- Ability to prioritise workload and work to deadlines
- Good communication and interpersonal skills.
- Computer literate – capable of utilising complex proprietary Laboratory information systems and generic software.
- Ability to work autonomously and as part of a team.
- Be self-motivated and able to use initiative.
- Be prepared to work flexibly on an extended day in response to operational needs
- Must be knowledgeable about both laboratory and hospital policies and procedures and work within them.

### **Job Description Agreement**

Job Holder's Signature

Date:

Head of Department Signature

Date:

## Person Specification

**Job Title:** Biomedical Scientist – Blood Sciences

**Department:** Laboratory

**Location:** The Balfour

FACTOR	ESSENTIAL	DESIRABLE
<b>EXPERIENCE</b>	<p>Training and experience in laboratory investigations required for an Institute of Biomedical Scientists Certificate of General Competence.</p> <p>Post registration practical experience in routine and special techniques.</p> <p>Requires experience and understanding of the use of NHS systems and procedures.</p>	
<b>QUALIFICATIONS TRAINING RESEARCH PUBLICATIONS</b>	<p>HCPC registration.</p> <p>Institute of Biomedical Scientist accredited degree in Biomedical Science or equivalent</p>	<p>Working towards Institute of Biomedical Scientists Specialist skills diploma.</p> <p>Evidence of further professional or personal development.</p>
<b>KNOWLEDGE AND SKILLS</b>	<p>Knowledge of COSHH legislation, risk assessments, fire regulations, Data Protection Act and postal regulations required.</p> <p>Ability to prioritise workload and work to deadlines</p> <p>Basic to intermediate level IT skills.</p> <p>Excellent communication skills, written and verbal</p> <p>Ability to adhere to Policies and Procedures</p>	
<b>DISPOSITION</b>	<p>Good communication and interpersonal skills.</p>	

	<p>Ability to work autonomously and as part of a team.</p> <p>Evidence of enthusiasm, self-motivation and use of initiative.</p> <p>Prepared to work flexibly on an extended day in response to operational needs</p>	<p>Sensitivity in dealings with people</p> <p>Keen to develop own personal skills and experience.</p>
<b>OTHER</b>	<p>Ability to deal with medical confidential information in the context of the Data Protection Act</p>	

## 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](http://www.orkney.com) or [www.orkneycommunities.co.uk](http://www.orkneycommunities.co.uk) and learn more about NHS Orkney at [www.ohb.scot.nhs.uk](http://www.ohb.scot.nhs.uk).



## 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](mailto: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>