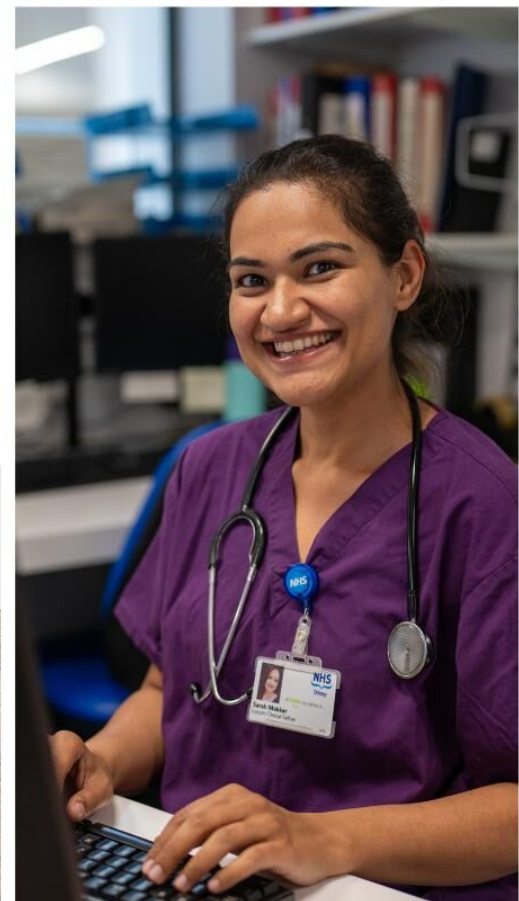


Join us

Clinical Fellow



Where
compassion
meets
adventure



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Welcome from Anna Lamont, Medical Director

Thank you for considering the Clinical Fellow 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.



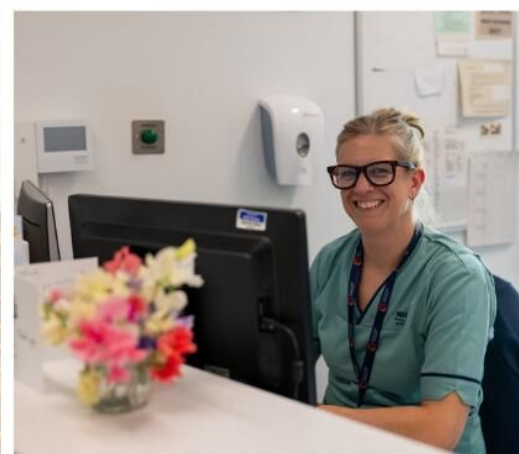
Collaboration is a fundamental aspect of our work in Orkney. We establish meaningful connections with our patients, the local community, our staff, Orkney Islands Council, the third sector, and other Health Boards. These partnerships have been pivotal as we have advanced our healthcare delivery, integrating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

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.

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





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:

Clinical Fellow Vacancy

Have you ever considered working in one of Scotland's most attractive NHS Island Boards? NHS Orkney is working hard to be the best remote and rural health care provider in the UK – do you want to help us achieve our ambition?

In common with other NHS Boards in Scotland, NHS Orkney is required to provide routine and urgent care for patients of all ages. We have the infrastructure to be able to respond to life threatening emergencies, and are able to triage, treat and stabilise whilst waiting for emergency retrieval services to transport patients to a more appropriate care setting on the mainland.

We are looking for enthusiastic SHOs, who are keen to experience the rewards and challenges of Remote and Rural Medicine in an island setting. It is an opportunity to work as part of a small and friendly clinical team in our modern, newly built healthcare facility. We have a Consultant led service, providing inpatient care for medical, surgical and a small number of paediatric patients. We also have an Assessment and Rehabilitation ward, a Maternity Unit and Macmillan House in addition to Day Surgery/theatre. Our Emergency Department sees a broad spectrum of both minor and major casualties and also acts as our assessment unit for all GP referrals. Presentations are extremely varied and provide excellent experience in holistic and realistic medicine.

This is an opportunity to further develop clinical skills and independent working in a supportive environment.

Educational Opportunities

- Weekly Mortality and Morbidity/Clinical educational meeting.
- Weekly Simulated Scenario Training throughout the hospital.
- ALS course on island February and September each year.

Additional Benefits

- Single shared Accommodation Available
- Opportunity to undertake QIA/audit for annual appraisal.

- Annual appraisal provided on island

We have a compliant 9 week rolling rota which includes nights and weekends.

Location, Working Pattern and Contract Duration:

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

The successful candidate will work: **Full Time 40 hours per week**

This post is **Fixed Term for 6-12 months due to service requirement**

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 **Clinical Fellow** 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:

As part of your application you will be asked some additional assessment questions. Please note these will be used for short listing purposes.

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.

For further information on the posts please contact Dr Wendy Corstorphine, Speciality Doctor in Acute Medicine/ Medical Education Lead on email: wendy.corstorphine@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.

Introduction to the Appointment

NHS Scotland

The values of NHS Scotland and NHS Orkney are:

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

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

The Balfour Healthcare Facility

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

There are two operating theatres and a minor procedure room which is used for endoscopies, cystoscopies and other surgical procedures. The Day Unit has 10 trolleys and 2 consulting/treatment rooms. One room has ensuite facilities so that the room can provide additional privacy for procedures such as termination of pregnancy. The Unit undertakes a wide variety of surgical procedures, as well as transfusions and infusions. Over the last year the Day Unit has been reduced to 4 trolleys, allowing a ventilation unit to be created in response to the COVID-19 pandemic.

Although numbers vary and have been affected by the pandemic, typical annual workload includes

Colonoscopies	300
Upper GI endoscopy	350
Sigmoidoscopy	150
Emergency theatre cases	120
Lower GI surgery	60
Cholecystectomy	40
Cystoscopy	150
Hernias and Vasectomies	60

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

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

The five Consultant-led departments of Surgery, Medicine, Anaesthetics, Obstetrics & Gynaecology and Public Health are supported by a team of non-consultant doctors, including Specialty Doctors, hospital-based GPs, GP Specialty Trainees and Career Development Fellows. 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 generalist across all age groups and deliver services that in urban centres are delivered by specialists. Strong professional networks with specialist colleagues, mainly in Aberdeen, are essential to ensure high quality, up to date care and we are fortunate to have excellent support to facilitate this. To maintain skills and deepen knowledge there is ample provision for study leave, as well as for regularly spending time in larger units.

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

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

Medical Staff

The Consultant Surgeon posts are supported by 1 Speciality Doctor. The majority of the elective workload is day-case surgery, with upper and lower GI endoscopy being a major component. A High Dependency Unit manages patients requiring higher levels of care or monitoring.

We currently have two part-time Orthopaedic Surgeons locums who perform a range of orthopaedic procedures appropriate to a remote and rural setting. When they are not available, the Consultant Surgeons are required to manage orthopaedic emergencies, with cases that cannot be managed on island being transported to Aberdeen.

The consultant-led services are supported by a Non-Consultant rota of Specialty Doctors and GP Specialty Trainees. Visiting Consultants from other Health Boards provide a wide range of additional specialist out-patient clinics and some elective theatre lists (ENT, Oral Surgery, Ophthalmology).

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.

Job Description

1. JOB DETAILS	
JOB TITLE	Clinical Fellow
LOCATION	The Balfour
REPORTING TO	Director of Acute Services / Medical Director

2. DUTIES OF POST HOLDER
<ul style="list-style-type: none">• Day to day management of patients in the ward setting. This is flexible across the specialities of medicine, surgery, gynaecology, and orthopaedics. This also includes providing medical cover to our Assessment and Rehabilitation ward and Macmillan Unit. Duties include taking part in daily Consultant led ward rounds, review of patients and discharge planning. This often involves liaising with specialists in other hospitals and the air ambulance/retrieval service• Assessment of any casualties and unwell patients in our Emergency Department. This includes paediatric patients and liaising with Paediatric colleagues in Aberdeen.• Supporting Outpatient clinics if required, including VC clinics with Specialists.

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

Person Specification

Job Title: Clinical Fellow

Location: The Balfour

FACTOR	ESSENTIAL	DESIRABLE
EXPERIENCE	<p>Relevant medical experience equivalent to a minimum of two years following professional registration</p> <p>Foundation Year Training in Surgery/Medicine or equivalent</p>	<p>Experience in Emergency Medicine</p> <p>Experience in Trauma & Orthopaedics</p> <p>Experience in Paediatrics</p>
QUALIFICATIONS TRAINING RESEARCH PUBLICATIONS	<p>Primary Medical Degree</p> <p>Full GMC Registration</p> <p>ALS Certificate</p>	<p>ATLS Certificate or ETC Certificate</p> <p>EPALS Certificate</p>
KNOWLEDGE AND SKILLS	<p>Effective management of patients in Secondary Care</p> <p>Computer literate</p> <p>Excellent communication skills</p> <p>Commitment to multi-disciplinary team working</p> <p>Ability to prioritise conflicting demands</p> <p>Ability to build strong relationships based on mutual trust and respect</p> <p>Understanding of Healthcare issues common to rural communities</p>	
DISPOSITION		
OTHER		

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>