

# Join us

**Advanced Nurse Practitioner (Rousay)**



Where  
**compassion**  
meets  
adventure



## **Contents**

Welcome from James Goodyear, Interim Chief Executive.....	3
Job Advert.....	5
Job Description .....	7
Person Specification .....	18
Introduction to Orkney and NHS Orkney .....	20
Recruitment Process.....	22

## 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:**

As Scotland's smallest health board, 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:**

Are you an Advanced Nurse Practitioner ready to expand and develop new generalist skills and build on your experience?

Could your nursing skills and experience help us to achieve NHS Orkney's vision of becoming a centre of excellence in remote and rural healthcare?

This exciting opportunity may well be for you. A post has arisen for suitably qualified, experienced and forward-thinking Nurse to work in a supported environment on the Island of Rousay, Orkney, which also covers the islands Egilsay, Wyre and Gairsay. The successful applicant will be able to evidence up to date clinical knowledge and skills and have an interest in working in a remote and rural setting, working autonomously with support of GP visits from the Dounby Practice twice a week and peer support from the wider Isles Network of Care. The Advanced Nurse Practitioner post holder will be the lead Practitioner in providing emergency care on the island.

The Isles Network of Care was set up in 2010 to provide a system of support to practitioners working on the smaller islands of Orkney. Practitioners meet weekly via videoconferencing to discuss clinical and administrative issues, review cases, share good practice and undertake significant event analysis etc. Rousay has a population of approximately 240, with a further 40 patients located across Egilsay, Wyre and Gairsay taking the total practice population to approximately 280. The larger island practices are staffed by GPs and the smaller islands by Advanced Nurse Practitioners with visiting GPs. The Isles of Orkney offer a wonderful opportunity to provide personalised care to the population and primary care with continuity while working as part of a mutually supportive team.

### **The Candidate:**

The successful candidates will be willing to be flexible, resourceful and confident working without a hospital or GP at hand and be responsible for assessing, planning, implementing and reviewing the health care needs of patients and families. Other duties will include monitoring and audit, treatment room and community nursing activities. We welcome applications from people interested in residing or commuting to work on the Islands.

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

This post will be based at **Rousa GP Practice**

The successful candidate will work: **Full Time 37 hours per week**

This post is **Fixed-Term for 12 months whilst an ongoing service review takes place**

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

### **Benefits and Salary:**

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

The salary for this post is **Band 7** and if residing on Orkney, you'll also receive a **Distant Islands Allowance of £1,657** 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 Laura Highley, Interim Clinical Nurse Manager on [laura.highley@nhs.scot](mailto:laura.highley@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>	Advanced Nurse Practitioner
<b>SERVICE</b>	NHS Orkney
<b>DEPARTMENT</b>	Isles Network of Care
<b>GRADE</b>	Band 7
<b>LOCATION</b>	Rousay GP Practice
<b>REPORTING TO</b>	Isles Network of Care Manager

## **2. JOB PURPOSE**

To provide and lead primary health care, unscheduled/out of hours care and community nursing across the lifespan to remote island populations without a resident General Practitioner.

## **3. DIMENSIONS**

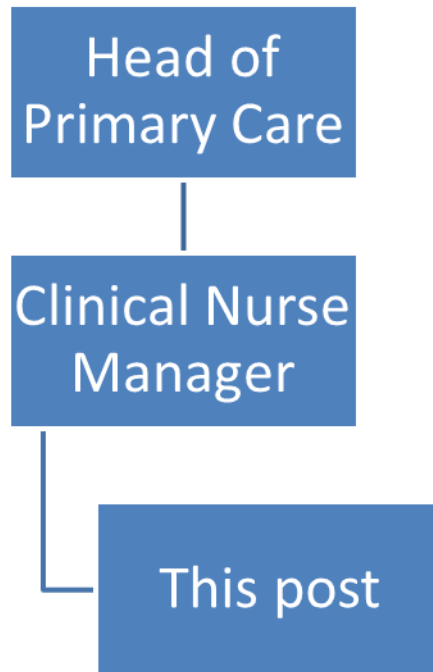
To practice autonomously, at an advanced clinical level, as an autonomous practitioner in a remote setting.

To provide 24 hour health care cover to the island population whilst on duty.

To work collaboratively with the affiliated GP practice, the Out of Hours service, Community Nursing and wider multidisciplinary team based on the mainland in order to provide appropriate evidenced based and patient centred care to the island population.

To contribute to the ongoing role development and evaluation of the Advanced Nurse Practitioner with advanced skills within islands without resident GP's.

#### 4. ORGANISATIONAL CHART



#### 5. ROLE OF DEPARTMENT

- The ANP will be line managed by the Clinical Nurse Manager. Supervision and support will be sourced from GPs aligned to the practice and through peer and wider team members as agreed.
- The workload is determined by the needs of the service and as a lone health professional the ANP will collaborate with other health professionals to ensure safe and effective health care provision to the island population.
- Mutual support is provided between multidisciplinary team members in both the Isles Network of Care (INOC) and the wider team.

##### The ANP

- Will regularly discuss all aspects of department management with the Clinical Nurse Manager, attending and participating in relevant meetings.
- Is expected to anticipate problems and take steps to resolve them, involving appropriate colleagues e.g. GP, Clinical Nurse Manager, Consultants, INOC Manager.
- In conjunction with the INOC Manager / GP / Clinical Nurse Manager, ensures policies are initiated / revised, developed, implemented and reviewed regularly.
- When undertaking triage, will manage patients within their own sphere of competence, discussing with appropriate medical colleagues as required.
- In conjunction with the supervising GP / Clinical Nurse Manager / INOC Manager, will identify own education, training and support needs via a Personal Development Plan as part of the appraisal and revalidation process and action this plan. The ANP will attend education opportunities and access clinical supervision when appropriate.

- Is accountable for own actions without direct supervision.

## **6. KEY RESULT AREAS**

The provision of safe, effective and evidence based nursing and primary care to the island community.

Engagement in the day to day running of INOC and participating in its development.

Participation in the INOC educational programme, delivering teaching and supervision as appropriate.

The development of the role in Orkney in line with the Transforming Roles agenda through Scottish Government Chief Nurse Office and NHS Education for Scotland themes of:

- Advanced clinical practice
- Leadership
- Education/Facilitating learning
- Research

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

The post holder is expected to have a working knowledge of equipment required within scope of practice and is responsible for ensuring that systems/policies/procedures are adhered to and communicated to staff to ensure safe usage and maintenance of equipment and machinery: Emergency equipment etc.

### **Assessment/equipment/charts**

Doppler, urinalysis, blood sugar monitor, auroscope, digital camera, height/weight measurement, Sphygmomanometer, bladder scanner etc.

### **Aids and adaptations**

Mobile/tracking hoists, beds, rails, wheelchairs, pressure relieving/reducing equipment, commodes etc.

### **Treatment Equipment**

Needles and syringes drivers /walk med, Hickman lines, PICC lines, Negative Pressure Wound Therapy (Vacuum assisted closure), catheterisation equipment, PEG feeding equipment, propulse etc.

## **7b. SYSTEMS**

- Community assessment tools and records in paper and/or electronic systems.
- Joint assessment tools and records with social work and other partners.
- Report writing and collation of information to feedback to strategic level.
- Activity recording systems – statistical input/audit systems
- Workload/off-duty/on-call rota's.
- Appraisal profiles.

- Clinical and staff governance audit tools.
- Patient Group Directions.
- E-Library and databases of clinical evidence, guidelines and protocols.
- Scotland's' Public Health website etc.
- Intranet
- Teams
- IT systems – PC, Lap-top, Mobile devices, mobile phones, Video conferencing, Vision etc

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

### **Advanced Clinical Practice includes:**

- Conducting nurse led primary health clinics for patients with minor illnesses, minor injuries, long-term conditions, chronic disease management and other health related needs.
- Undertaking age appropriate advanced physical and psychosocial assessment, interpreting clinical and diagnostic findings in order to determine a diagnosis and develop an evidence based management plan of care.
- Ordering, performing and interpreting laboratory tests, investigations and other measures of function to formulate a diagnosis.
- Instigating therapeutic interventions and treatments aimed at improving health outcomes and promoting self care, evaluating the effectiveness of interventions and modifying plans for optimal outcomes in partnership with the patient and their carers.
- Undertaking medicine management; prescribing, reviewing and adjusting treatments (as an independent nurse prescriber), facilitating understanding and concordance of patients and their families in accordance with the legal framework of prescribing, national and local policies.
- Providing high level anticipatory care through the early identification of disease exacerbation in order to reduce the likelihood of acute illness and risks to prevent hospital admission.
- Establishing and agreeing follow-up plans with patients and/or carers, including contact details in the event of worsening symptoms and undertaking review appointments to evaluate the patient's progress, when indicated.
- Liaising and collaborating with the patient's GP or other appropriate clinicians, when indicated.
- Referring to other health professionals, statutory or voluntary agencies if indicated.
- Developing an extensive knowledge of disease processes and providing expert clinical advice to individuals, families, communities and colleagues.
- Providing Unscheduled Care/Out of Hours cover to the island population – including telephone triage/advice and the clinical assessment and immediate management of acute physical and mental illness for both adults and children. This will be undertaken in liaison with the attached practice GP, OOH GP, The Balfour teams, NHS24 (if applicable), Community Nursing or medical services out with Orkney.
- Transferring patients off the island when indicated in collaboration with emergency service providers and mainland clinicians.

- Maintaining and conducting regular checks on equipment and drugs required for medical emergencies.
- Maintaining the knowledge and skills required for the management of medical emergencies in the remote setting.
- Providing community nursing care; including holistic patient and family assessment, carer's assessment, wound care, tissue viability, continence care, nutritional assessment, falls assessment, moving and handling, palliative and end of life care.
- Liaising and collaborating with affiliated community nursing teams as indicated.

In providing the above clinical services, the ANP, working as an autonomous practitioner in a remote setting, also assumes the following clinical duties and responsibilities:

- Uses sound judgement in assessing conflicting priorities and needs.
- Undertakes clinical risk assessments when managing complex situations.
- Demonstrates critical thinking and analytical skills incorporating critical reflection.
- Makes use of computer technology in order to support decision making and improve the quality and co-ordination of care and services.
- Maintains accurate records, including practice computer records and community nursing paper notes according to the Guidelines for Records and Record keeping (NMC).
- Practices within the boundaries of agreed local policies.

### **Leadership/Management**

#### **The ANP will:**

- Participate in Appraisal and Revalidation Process and ensure the Personal Development Plan is updated and appropriate to the nursing role.
- Compile and update Health and Social Needs profiles for specific island populations and use data to inform planning of service, training and development needs for self and others as appropriate.
- Engage in clinical supervision and self-evaluation in order to improve clinical practice and service provision.
- Evaluate aspects of work using the audit cycle to report on services and standards of care in order to positively influence decision-making and planning.
- Participate in the effective management of resources (financial, human and physical) to ensure best value, patient centred, safe and effective care at all times. · Manage change in response to altered dynamics within the work environment as influenced by political, social and economic factors.
- Participate in professional organisations.
- Participate actively in the planning, development and implementation of policy which influences advanced nursing practice and primary care.
- Ensure effective briefing and handover with nursing and GP colleagues.
- Follow Policies and Procedures and contributes to the clinical governance agenda.

**Educational:**

- Facilitate the education of patients and their carers regarding health matters and treatment options where appropriate.
- Identify and undertake on-going professional and educational development in accord with the needs of the service and the developing role of the ANP.
- Contribute and participate in the educational development of the nursing team.
- Participate in teaching and mentoring students and other clinicians as appropriate.

**Research**

- Utilise an evidenced-based approach applying research findings pertinent to patient care and service development to critically evaluate outcomes, patient management and service development.
- Initiate/participate formally and informally in nursing research in order to improve or evaluate care and service delivery.

**Professional:**

- Demonstrate respect for the dignity of all human beings whatever their age, gender, religion, socio-economic class, sexual orientation and ethnic or cultural group.
- Provide a high standard of care at all times in accordance with The Code: Professional standards of practice and behaviour for nurses and midwives (NMC). · Promote the role and services of the Advanced Nurse Practitioner.
- Maintain professional competency and an awareness of organisational developments by attending relevant meetings, courses, conferences and seminars disseminating principals of best practice and relevant information to colleagues.
- Collaborate and liaise effectively with other clinical and non-clinical colleagues.
- Ensure patient confidentiality at all times in accordance with The Code: Professional standards of practice and behaviour for nurses and midwives (NMC).
- Adhere to the requirements of the Data Protection Act, Adult Support and Protection (Scotland) Act and Child Protection Legislation.

**Health and Safety:**

- Health and Safety Assist in Health and Safety policies and procedures being maintained and accurate and up to date records are kept e.g. Completion of Risk assessments, Moving and Handling, Control of Substances Hazardous to Health, Mandatory training needs, and completion of Datix incident forms.

**9. DECISIONS AND JUDGEMENTS**

- Assessment of complex patient conditions and clinical decision making.
- Autonomous responsibility for the triage, assessment and prioritisation of the health care management including discharge and follow on care.
- Make clinical decisions in planning and prioritising patient care.

- Refer / seek further medical decision making support and advice as required and within scope of practice.
- Recognise own limitations in the provision of clinical care and urgency of patient needs making prompt decisions and referral to other health care professionals regarding emergency treatment in the absence of a medical professional.
- Make suggestions, contribute ideas to the operational management of INOC e.g. clinical guidelines and policies.

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

- Working as a lone health professional in a remote island setting.
- Providing 24 hour cover for the population of the island whilst on duty.
- Working variable shift patterns which include providing 24 hour health care cover for the island population.
- Working across diverse clinical contexts with an unpredictable workload.
- Accountability whilst working as an autonomous Nurse Practitioner.
- In urgent or emergency situations, being able to deliver quality, spiritually sensitive and culturally appropriate care to patients with communication problems e.g. non-English speaking, deaf, have learning difficulties, unidentified unconscious people.
- Managing the demands of the service within existing resources, whilst responding to and satisfying the varying needs of the patients and staff.
- Ability to give consistent quality care to all patients, prioritising and re-prioritising in the face of changing demands.
- Potential of dealing with violence and aggression and disruptive / challenging behaviour, both verbal and physical from patients or visitors.
- Establishing and maintaining effective communication including de-escalation techniques, with various individuals on complex potentially stressful issues.
- Dealing with angry patients / relatives if there are unavoidable delays e.g. transport
- Delivering care in patient's homes with varying facilities and conditions.
- Involved in the implementation of change.
- Negotiating packages of care with other disciplines / agencies who work within different cultures, different response times and budgetary constraints.
- Managing unrealistic expectations of colleagues and patients.
- Maintaining up to date clinical knowledge and competences in a wide range of presenting conditions across primary care, unscheduled and Out of Hours care and community nursing.
- Participating in Child Protection and Vulnerable Adults cases in a small, remote community.

## **11. COMMUNICATIONS AND RELATIONSHIPS**

- Utilise highly developed communication, negotiation and interpersonal skills.

- Communicate the patient's health status using appropriate terminology, format and technology. The course of this communication process involves the discussion of complicated issues and the sharing of delicate information on a regular basis.
- Assess patients', carers' and relatives' on-going and changing learning needs and communicate health advice, instruction and counselling appropriately.
- Act as an advocate by working in partnership with patients and carers at all levels of care delivery through empowerment and enablement strategies.
- Attend adult and child protection case conferences as required.
- Communicate across language and cultural barriers within particular client groups in partnership with the available agencies and interpretation services.
- Develop robust communication networks for the purpose of sharing relevant information in a safe and appropriate manner. This includes regular communication with patients and their families/carers, members of Primary and Secondary Care teams, Social Services, Allied Health Professionals and Voluntary Agencies face-to-face, by telephone, letters/referrals and by email.
- Review patient and public experience/feedback and complaints and ensure that outcomes of suggestions and recommendations inform the development of a quality evidence based nursing service.

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

### **Physical**

- Risk assess department and be inventive to create a safe working environment for staff and patients – daily.
- Risk assess other environments (including patient's homes, outdoors locations) to create a safe working environment whilst being sensitive to patient's environment and property – regularly.
- Car driving and ensuring maintenance and safety of vehicle.
- Hand washing / cleansing between each patient.
- Frequent need to walk, stand and bend during shift to undertake clinical and administrative duties.
- Regular moving and handling of equipment e.g. Sandpiper bag, Defib, ECG machine, spinal board, RedVac mattress, oxygen cylinders as a lone worker.
- Moving and handling of physically disabled/ill patient and equipment e.g. hoist, beds, wheelchairs as a lone worker – variable regularity.
- Regular collection of supplies and equipment from pier or other location.
- Regular transportation of clinical samples/clinical waste to pier/plane.
- Fine motor skills and dexterity to e.g. take blood samples, administer injections, suture insertion and removal, insertion of venflon devices to set up IV access, calibrate equipment, use computer keyboard.
- Adequate hearing – listening to chest/heart sounds, telephone contacts.

- Need to verbally communicate regularly with patients/carers and other staff.
- Assessing the risk of violent / aggressive / challenging behaviour of patients and visitors and deal with it appropriately.
- Removing full outdoor clothing from unconscious / incontinent / uncooperative patients as a lone worker.
- Exposure to hazardous substances.

### **MENTAL EFFORT**

- Lone working in a remote setting, with the potential to be away from home for varying periods of time.
- Regular on-call commitment.
- Autonomous clinical practice as a lone worker - recognising patients urgent health care needs and making rapid decisions to provide appropriate emergency clinical management – regularly.
- Concentration, decision-making and organisational skills to cope with competing demands.
- Dealing with emotional effects of caring for patients and their families who may be distressed anxious or worried.
- Dealing with emotional effects on patients, family and oneself when breaking bad news.
- Giving police statements / attending court as required
- Attending Child Protection/Adult Protection Case Conferences.
- Concentration required whilst completing and checking documentation / patient notes and calculating drug dosages whilst subject to interruptions from patients, relatives, telephone calls and pager.
- Concentration, decisions making and organisational skills to cope with competing demands, (dynamic changes in patients conditions, personnel issues with staff, sudden staff absences, unpredictable nature of service demand, contracts from within and out with the organisation – managers, other departments, other agencies) regularly.
- Negotiation and influencing skills to co-ordinate complex packages of care with a wide range of people and agencies.

### **EMOTIONAL EFFORT**

- Emotional demands related to the implementation of change.
- Impact of colleague's stressful personal circumstances e.g. family crisis, bereavement, illness, that impact on the individual's ability to carry out expected role.
- Emotional demands of involvement in patients complaints.
- Emotional demands of coping with colleagues diverse personalities.
- Emotional demands of working unsupervised in island surgery or patients' homes
- Emotional demands of patients and relatives spiritual needs.
- Emotional demands of working in a small close knit community, particularly with regard to confidentiality.

- Emotional demand in relation to family and human dynamics, dealing with people in distress or crisis such as dying and death.

### **WORKING CONDITIONS**

- Remote island location – delays in receiving equipment, drugs, and supplies possible.
- Logistical challenges in transferring unwell/emergency patients off the island.
- Impact of bad weather conditions when travelling by ferry/air to and from island, when taking clinical samples/clinical waste to pier for transportation off the island or collecting supplies from the pier delivered to island.
- Impact of bad weather when driving or carrying clinical equipment outdoors.
- Impact of bad weather on electricity supply.
- Being called out for an emergency at night or in the dark in winter – carrying emergency clinical bags/equipment/oxygen/entonox etc.
- Possibility of exposure to infections e.g. MRSA, Airborne germs, communicable problems e.g. lice, scabies
- Exposure to blood borne infections e.g. Hepatitis, HIV
- Coping with unpleasant materials and smells – bodily fluids, excreta, and infected wounds.

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

- RGN
- UK NMC Registered
- Master's level qualification in advanced practice
- Be recorded as Non-medical prescriber with the NMC
- A well maintained portfolio of evidence reflecting practice experience and professional requirements
- Ability to demonstrate competency in autonomous practice
- Capable in a wide range of clinical skills
- Capable to undertake advanced level assessment in order to address complex health care needs by using expert knowledge and clinical judgement to diagnose, initiating interventions and refer appropriately
- Knowledge and skill in providing proactive health education and health promotion across the lifespan.
- Ability to direct and co-ordinate programmes of care working collaboratively and autonomously.
- Knowledge and ability to interpret and apply public health agenda and research based evidence in all aspects of nursing practice.
- Knowledge and understanding of policy and guideline implementation, review, monitoring and evaluation.

- Knowledge and understanding of involvement of patient and public in service delivery, development and design.
- Proactive and an effective change agent with critical thinking and leadership skills
- IT knowledge and skills.
- Ability to demonstrate excellent communication and interpersonal skills.
- Analytical thinker with the capability to reflect and evaluate.
- Decision making and prioritisation.
- Clinical audit and risk management.
- Teaching, supervising, mentoring and supporting colleagues.

<b>Job Description Agreement</b>	
Job Holder's Signature	Date:
Head of Department Signature	Date:

## Person Specification

**Job Title:** Advanced Nurse Practitioner  
**Department:** Isles Network of Care  
**Location:** Rousay GP Practice

FACTOR	ESSENTIAL	DESIRABLE
<b>EXPERIENCE</b>	<p>Minimum 3 years experience working within a Primary Care/community nursing care setting across the lifespan</p> <p>Chronic disease management experience</p> <p>Minor illness/triage experience</p> <p>Experience of profiling health and social needs and using information to improve and target appropriate service needs</p>	<p>Experience of developing innovative practice</p> <p>Experience nursing in a remote setting</p> <p>Research/clinical audit experience</p> <p>Experience of teaching and mentoring</p>
<b>QUALIFICATIONS TRAINING RESEARCH PUBLICATIONS</b>	<p>RGN</p> <p>Current UK NMC Registration</p> <p>Masters level qualification in advanced practice</p> <p>NMC registered Non Medical Independent Nurse Prescribing qualification</p> <p>Emergency care experience such as Advanced Life Support, BASICS (and/or willingness to train)</p> <p>A well maintained portfolio of evidence reflecting practice experience and professional requirements</p>	<p>MSc Nurse Practitioner (Primary Health Care) or Advanced Nursing Practice</p> <p>Pre hospital care training</p>
<b>KNOWLEDGE AND SKILLS</b>	<p>Ability to demonstrate competency in autonomous practice.</p> <p>Excellent verbal and written communication skills</p> <p>Advanced clinical examination skills</p>	<p>Knowledge and experience in telehealth care</p> <p>Knowledge and experience of single shared assessment.</p>

	<p>IT skills</p> <p>Analytical thinker with the capability to reflect and evaluate</p> <p>Knowledge and skill in providing proactive health education and health promotion across the lifespan</p> <p>Ability to work across professional boundaries</p> <p>Confident networking skills both locally and nationally in order to promote and extend the role</p> <p>Proactive and an effective change agent with critical thinking and leadership skills</p> <p>Experience of working on own initiative and as part of a multi-agency team.</p>	
<b>DISPOSITION</b>	<p>Excellent interpersonal skills</p> <p>Emotionally intelligent, self motivated, adaptable and enthusiastic.</p> <p>Reliability and flexibility to work in a variety of island locations as and when required.</p> <p>Capability to build strong relationships based on mutual trust and respect with communities and multi-agency colleagues</p> <p>Able to prioritise conflicting demands and work effectively under pressure</p>	
<b>OTHER</b>	<p>Ability to carry out on-call duties and be resident over night on islands for a designated period of time.</p> <p>Current Driving Licence</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>