

Advanced Nurse
Practitioner - North
Ronaldsay

Twitter
Facebook
Web

@NHSOrkney
facebook.com/NHSOrkney
ohb.scot.nhs.uk

Contents

Welcome from Michael Dickson, Chief Executive.....	3
Job Advert.....	4
Job Description	6
Person Specification	18
Introduction to Orkney and NHS Orkney	20
Recruitment Process.....	22

Welcome from Michael Dickson, Chief Executive

Thank you for your interest in this position.

Considering a move to somewhere like Orkney can feel like a daunting decision, what will it be like? Where will I live? What about Schools and childcare? Why should I come to Orkney?

We have tried to answer some of these questions and give you some information about living and working in Orkney and further details about NHS Orkney. I hope that you find this pack useful and it helps you come to the conclusion that you should apply to work with us.



NHS Orkney is committed to the delivery of high-quality, safe, and effective care for all that need us. We are proud to employ about 700 staff across our community, primary and secondary care services.

NHS Orkney has seen significant changes in how we deliver services to our community with a real focus on providing care in Orkney and ideally in their own home. The pace of change will continue to accelerate driven by the committed staff who are keen to adopt new and innovative ways of working without losing what is special to working in Orkney, our community. I am committed to working in an open, honest and transparent way that supports staff to innovate, be bold and be brave knowing that not everything we do turns out as we intended, and it is important that we learn from these events so we can continue to improve what we do. NHS Orkney has a clear set of core values and these drive all we do:

- Care and Compassion
- Dignity and Respect
- Quality and Teamwork
- Openness, Honesty and Responsibility

The final thing I would like to say to any prospective applicant is that Orkney occupies an enviable location at the north of Scotland with breath taking beaches, hills, mountains and rolling countryside right on our doorstep. Orkney has consistently come out top in national lifestyle and happiness surveys, with an open and vibrant community it is the perfect location to provide a safe and welcoming home. This, along with Orkney's direct flight connections to other major cities in Scotland, means the area can offer employees plenty of opportunities for those in pursuit of finding the right work-life balance.

Michael Dickson
Chief Executive
NHS Orkney



Job Advert



Advanced Nurse Practitioner
Primary Care Department - Isles Network of Care
North Ronaldsay
Band 7 £42,186 - £49,160 including Distant Islands Allowance pro rata per annum
Two weeks on two weeks off on a rotational basis
Permanent

An Advanced Nurse Practitioner post has arisen for suitably qualified, experienced, and forward-thinking individual to work in a supported environment on the Island of North Ronaldsay, Orkney. 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 weekly GP visits from the Heilendi Practice and peer support from the wider Isles Network of Care.

The community of North Ronaldsay would particularly like to extend a warm welcome to any applicants from Practitioners interested in relocating to North Ronaldsay. The North Ronaldsay Trust, a community organisation, has a dedicated house available for rent. We likewise are willing to accept applications from Practitioners who would wish to commute to work on the island and we have Heath Board accommodation available in this scenario. The Landlord for both properties will sit with NHS Orkney and relocation costs are also available from NHS Orkney.

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.

NHS Orkney is working hard to be the best remote and rural care provider in the UK, do you want to play a part in helping us achieve our vision?

With views as far as the eyes can see, stunning beaches and miles-upon-miles of coastline, you'll always find your own space in Orkney. Lying off the northern coast of Scotland, between John O'Groats and the Shetland Isles, these enchanting islands await you. With this, it is no surprise that Orkney has been voted the best place to live in Scotland for eight years running.

Orkney is an archipelago of islands with the majority of the 22,000-population living on the Orkney Mainland and approximately 2,200 people live on the outer islands. NHS Orkney has 10 practices on the outer islands serving communities that range in size from 55 to 600, North Ronaldsay has approximately 55. 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 successful candidate will be adaptable, 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. The post holder will be the lead practitioner in providing emergency care on the island.

Rise to the challenge and enjoy the opportunity - As a genuinely wonderful place to live, Orkney offers unique wildlife, amazing scenery and real opportunity to experience a wide range of cultural and sporting activities. There is something for everyone; state-of-the-art leisure facilities, various clubs and societies, and an excellent education system creates our strong community spirit.

To find out more about living and working as an ANP in North Ronaldsay go to <https://www.youtube.com/watch?v=siCh8hURRLY>

There is an accompanying brochure to view and it can be accessed through https://www.northronaldsay.co.uk/documents/5812_Nurse_Practitioner_North_Ronaldsay_Leaflet_Final.pdf which also has more information about the island of North Ronaldsay.

For an informal conversation about the island community of North Ronaldsay, and the North Ronaldsay Trust accommodation please contact Heather Woodbridge on 01857 633333 or email hwoodbridge@northronaldsaytrust.com

For an informal discussion regarding the post, please contact Angela Colborn-Veitch on 07468470908 or email angela.colborn-veitch@nhs.scot

This post is subject to a PVG Scheme Record check.

Shortlisted candidates will be invited to visit North Ronaldsay on the 4th of October 2021 with virtual interviews taking place on the 5th of October 2021.

Job Description

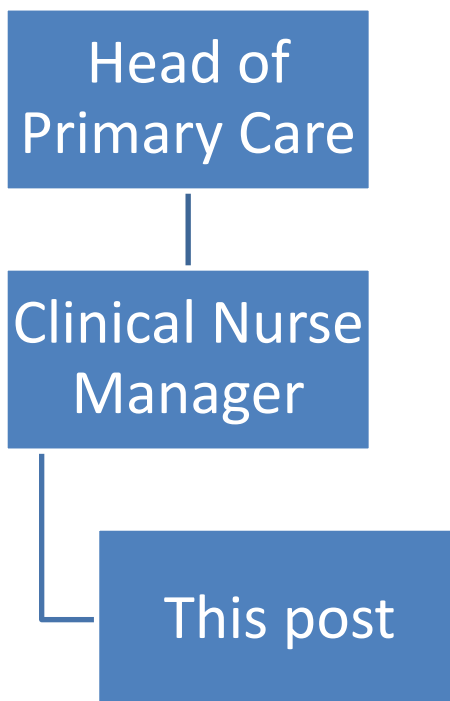
1. JOB DETAILS

JOB TITLE	Advanced Nurse Practitioner
SERVICE	Orkney Health and Care
DEPARTMENT	Primary Care
GRADE	Band 7
LOCATION	North Ronaldsay
REPORTING TO	Clinical Nurse 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. ORGANISATIONAL CHART



4. 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

5. DEPARTMENTAL INTERACTIONS

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 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

7. 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.

Communication

- 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.

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.

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.

8. COMMUNICATIONS AND WORKING RELATIONSHIPS

The role involves effective communication with many potential areas, including:

- Primary Care Team: GPs, Reception staff, Community Nurses, Health Visitors, School Nurses, Community Psychiatric Nurses, Midwives, Out of Hours Team.
- Orkney Health and Care, Community Social Services.
- Voluntary Agencies.
- Patients and their advocates/ representatives.
- Community Council and Scottish Health Council members.
- Secondary Care.
- NHS24.
- Board employees.

9. MOST CHALLENGING PART 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.

10. SYSTEMS

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 rotas.
- 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.
- IT systems – PC, Lap-top, Mobile devices, mobile phones, Video conferencing, Vision etc.

Equipment

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.

11. QUALIFICATIONS AND/OR EXPERIENCE SPECIFIED FOR THE POST

- RGN.
- 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.

12. PHYSICAL EFFORT

- 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.

13. 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.

14. 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.

15. 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.

Job Description Agreement

Job Holder's Signature

Date:

Head of Department Signature

Date:

Person Specification

Job Title: Advanced Nurse Practitioner
Department: Primary Care
Location: North Ronaldsay

FACTOR	ESSENTIAL	DESIRABLE
EXPERIENCE	<p>RGN</p> <p>Current NMC Registration 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>Prehospital care training</p>
QUALIFICATIONS TRAINING RESEARCH PUBLICATIONS	<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>
KNOWLEDGE AND SKILLS	<p>Ability to demonstrate competency in autonomous practice.</p> <p>Excellent verbal and written communication skills.</p> <p>Advanced clinical examination skills 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>Knowledge and experience in telehealth care</p> <p>Knowledge and experience of single shared assessment.</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>	
DISPOSITION	<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>	
OTHER	<p>Ability to carry out on-call duties and be resident overnight 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 Kirkwall 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>