



**Consultant
Psychiatrist (CAMHS)**

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Welcome from Mark Henry, Medical Director

Thank you for your interest in our CAMHS consultant Psychiatrist vacancy based at The Balfour Rural General Hospital, Orkney.

Working in a rural hospital can be tremendously rewarding, both professionally and personally. We pride ourselves in providing high-quality care that is person-centred, safe, and effective and are fortunate to have a new hospital and healthcare facility to deliver it from.

Partnership working is central to NHS Orkney; partnership with our patients, community, our staff and their teams, with Orkney Islands Council, the third sector and other Health Boards that provide us with specialist services. Over recent years NHS Orkney has made significant changes in our delivery of healthcare. We continue to innovate using new collaborative ways of working and technologies to provide exemplary services for our community.

The Balfour opened in June 2019, with the inpatient wards, emergency department, outpatients, diagnostic services, Dentistry, the two Kirkwall GP practices and the Scottish Ambulance Service all on one site. This provides excellent opportunities for close multidisciplinary working to the benefit of our patients. We are now working towards further investment in our outer island facilities. These developments allow us to drive forward service improvement with confidence.

To function in a Remote and Rural setting, our staff need to be adaptable to deliver the wide range of conditions that we need to manage. We value our staff and are flexible in our contractual employment possibilities; being able to offer full or part-time working, annualised hours and can provide support with travel and accommodation. Come and speak to us and explore the possibilities of how working in NHS Orkney could be an enjoyable and rewarding experience for you.

If you are enthused by what we have to offer, share our values and believe you can fulfil this role, we at NHS Orkney look forward to receiving your application.

Yours Sincerely,

Mark Henry
Medical Director
NHS Orkney



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. A Day Unit has 10 trolleys and 2 consulting/treatment rooms.

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. The Oncology Specialist Nurses coordinate care between Aberdeen Oncologists, Physicians, Surgeons and Radiologists with the services provided locally wherever possible including 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 generalists 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.

CAMHS provision in Orkney.

The CAMHS service is currently managed within the Community Mental Health Team, although has close links with Social Work and Education. Significant funding has been received this year and the staffing complement will therefore increase substantially from the current position; our Clinical Director has been appointed and this post is one of a number of posts to be advertised with the aim of bringing the staffing complement up to a critical floor of 14 individuals. We have a Service Level Agreement (SLA) with NHS Grampian which is currently under review. We have close links with the tier 4 network and North of Scotland regional network. In-patient service provision will be delivered by Young Persons Unit, Dundee and National Children's in-patient unit in Glasgow.

As CAMHS currently sits within the Community Mental Health Service, the Service and Operational Managers for the service are responsible for the daily administrative running of the services. The leadership responsibility will sit with the clinical director.

The Head of Health and Community Care takes overall senior management responsibility for the service. The Service Manager, Operational Manager and clinical director who report to the Head of Health and Community Care, who in turn reports to the Chief Officer of the IJB (who for health reports to the CEO of the NHS Orkney Health Board).

On call commitment is currently not a requirement of this post. The CAMHS CPNs will contribute to the out of hours cover and receive guidance where necessary from the OOH Duty Psychiatrist in Royal Cornhill Hospital. Plans are being developed however for regional on call support which Orkney aspires to be a contributing partner.

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

Integration Joint Board

Community Mental Health services in Orkney are provided under the remit of the Integration Joint Board (IJB), our local health and social care partnership between NHS Orkney and Orkney Islands Council. One fortunate aspect of being an island setting is that our boundaries are co-terminous. The Integration Joint Board is responsible for the strategic planning of the functions delegated to it and for ensuring the delivery of those functions through the directions issued by it. The Integration Joint Board also has an operational role as described in the locally agreed operational arrangements set out within the integration scheme of delegation.

The IJB comprises of 18 Members:

3 Elected Members from Orkney Islands Council

3 NHS Non-Executive members

Chief Officer

Chief Finance Officer

Chief Social Work Officer

Medical representative – not a GP

Nursing and AHP representative

GP representative

Third Sector representative

Carer representative

Service user representative

2 Staff representatives

Housing representative



Job Advert



Consultant Psychiatrist (CAMHS)

Salary £91,474 - £121,548 plus Distant Islands Allowance pro rata per annum

Up to 3 sessions (12 hours) per week

Permanent

Make a Difference to Young Lives in the Best Place in Scotland to Live!

NHS Orkney is looking to recruit a CAMHS Consultant Psychiatrist to join our team here in the Orkney Islands.

The Child and Adolescent Mental Health Service (CAMHS) in Orkney is currently a small team. A significant investment from the Scottish government has helped CAMHS undergo redesign and a number of new posts will be advertised, substantially increasing the strength of the workforce, thus increasing the scope of services available locally to our children and young people. We work collaboratively with other local services and North of Scotland regional network. You would be an integral member of the specialist CAMHS services providing excellent patient-centred care for children with mental health problems and families in our community. If you feel you can contribute to this critical agenda, we want to hear from you.

Orkney is an archipelago of beautiful islands with a deep cultural heritage, a gentle warm welcome and a resourceful community. The islands have excellent schools, leisure facilities and a wide range of activities (currently restricted by the pandemic) including sport (Orkney is planning to host the Islands Games in 2025) music, art, drama; with a range of festivals spread across the year. Stunning wildlife and history, ranging from World Heritage Neolithic sites to World War 2, is all around. In 2020, Orkney was rated the best place to live in Britain for 8 years running.

Come and live an unparalleled lifestyle in Orkney and make a real difference to our young people.

The candidate should have evidence of higher specialist training in CAMHS leading to CCT and on the GMC Specialist Register. It is essential that applicants have experience of working with children and young person from 0-18 years of age with mental health problems and experience of working with children who have learning disabilities and autism.

Remote and hybrid working will be considered.

For informal discussion please contact Dr Chetana Patil, Consultant Child Psychiatrist and CAMHS Clinical Director via 01856 888280 or Lynda Bradford, Head of Health and Community Care on 01856873535

This post is subject to a PVG Scheme Record check

Closing date for applications: Sunday 27th November 2022

Interview date for applications: Wednesday 7th December 2022

Job Description

1. JOB DETAILS	
JOB TITLE	Consultant Psychiatrist (CAMHS)
SERVICE	Mental Health
DEPARTMENT	CAMHS
GRADE	Consultant
LOCATION	Vaenta
REPORTING TO	Clinical Director

2. INTRODUCTION

This is a position for a part time post providing additional CAMHS Consultant services to the population of Orkney Islands. Up to 3 sessions per week are available. The post is located in Orkney's main town of Kirkwall within the Community Mental Health Service in Vaenta near Balfour Hospital however remote working will also be considered. The post holder will be responsible to the Chief Executive via the Clinical Director and the Head of Community Health and Social Care.

3. NHS ORKNEY

NHS Orkney has approx. 620 employees. There are 5 main general practices on the mainland as well as a number of islands staffed by a combination of GPs and Community nurses.

Mental health services are delegated to the Health and Social Care Partnership, which is directed by an Integration Joint Board.

Secondary care services are provided from the Balfour Hospital. Facilities include an Accident & Emergency Department, a 4 bedded High Dependency Unit, a Day Surgery Unit, a Theatre Suite, a 2 inpatient wards, a Maternity Department, an Out-Patients Department, McMillan ward and support services including a full range of laboratory and radiological services.

The senior medical staff establishment consists of 3 Consultant Surgeons, 4 Consultant Anaesthetists, 4 Consultant Physicians, and 1 Consultant Psychiatrist. Junior medical and surgical staff are based in the hospital. Over 24 visiting consultants provide more specialised services through out-patient clinics and surgical sessions on island. The consultant staff, including this post holder, meet regularly as a Consultants Group (which includes Public Health Consultants), with representation into the Local Medical Committee, and the Medical Director represents the consultants on Orkney NHS Board.

Orkney has an innovative Third Sector that promotes positive partnership working with the Health Board and Local Authority.

4. ORKNEY MENTAL HEALTH SERVICE PROVISION: CAMHS

CAMHS services are part of the Board's Community Mental Health Team (CMHT) which is based in the mental health department in Vaenta, and is part of the Orkney Health and Care Partnership.

Although the Service and Operational Managers for the service are responsible for the daily administrative running of the services; the Team is led by a CAMHS Clinical Director. We have close links with other agencies like social work, education and third sector organisations.

Significant funding has been received from Scottish Government and CAMHS services in Orkney are undergoing a transformational redesign process. This newly created post in addition to other posts will substantially increase the staffing complement of the team. It is envisaged however that the arrangement of services provided via an SLA with NHS Grampian will continue going forward. We have close links with the tier 4 network and North of Scotland regional network. In-patient service provision will be delivered by Young Persons Unit, Dundee and National Children's in-patient unit in Glasgow.

The Head of Health and Community Care takes overall senior management responsibility for the service. The Service Manager, Operational Manager, Clinical Director report to the Head of Health and Community Care, who in turn reports to the Chief Officer of the IJB (who for health reports to the CEO of the NHS Orkney Health Board).

5. PRINCIPAL DUTIES

Have a responsibility for the diagnosis and management of mental health problems of children and adolescents referred to the Core CAMH 0-18 years' service, and positively contribute to service function and development.

Provide cover for Consultant colleagues during annual leave and/or study leave, or at such other times as agreed with the CAMHS Clinical Director and/or Service Manager

Participate in team, peer and group supervision meetings, and contribute to and support, the Tier 4 network and North of Scotland regional network.

Offer support to other multiagency professionals through supervision, case discussion and consultation.

Undertake duties as an AMP with regard to the Mental Health (Care and Treatment) (Scotland) Act 2003.

Provide day time psychiatric cover and work alongside other clinicians in the CAMHS team to deal with emergencies, urgent referrals and general enquiries.

Comply with the standards of clinical governance in place

Participate fully in Consultant appraisal, revalidation and personal development activities.

Contribute to service audit and research

Contribute to developments within the service as appropriate and as requested

Undertake other clinical activities as agreed with NHS Orkney CAMHS Management.

6. GOVERNANCE

The Consultant Psychiatrist will contribute to the development and maintenance of the clinical standards within the Mental Health team. They will report professional matters to the Clinical Director. Relevant governance matters will be shared with our obligate network partners.

7. PERFORMANCE

Yearly appraisal will formally evaluate performance of the role. Regular discussions will take place with the Clinical Director for professional performance and reviewing the job plan.

8. ON-CALL RESPONSIBILITIES

Currently there are no on call responsibilities. Plans are being developed however for regional on call support which Orkney aspires to be a contributing partner.

9. CONTINUING EDUCATIONAL AND PROFESSIONAL DEVELOPMENT

The Board recognises this to be a crucial aspect of the appointment as part of its provision of high-quality health care and responsibility for clinical governance. CEPD is undertaken not only in line with individual development plans, but also as part of departmental service development.

The appointee will be expected to maintain their standards of knowledge and clinical practice, including undertaking training as an Approved Medical Practitioner in relation to the Mental Health (Care & Treatment) (Scotland) Act 2003. It is expected that the appointee will maintain a Continuing Professional Development Programme to similar standard as expected from the Royal College of Psychiatrists for a consultant Psychiatrists and that they will prepare a Personal Development Plan in consultation with colleagues and participate in annual appraisal.

Arrangements exist to access the extensive medical library at Aberdeen Royal Infirmary for research and study purposes not catered for in Orkney.

CEPD programmes are encouraged and take full advantage of study leave opportunities. Requests are considered flexibly to allow for the difficulties of off-island travel. The Board is at the forefront of video conference use as an innovative tool to support remote learning. In recognition of the potential difficulties of professional isolation the Board also looks favourably on short secondments to other Units, especially should they be designed to update clinical skills or to further develop clinical networks.

10. RESEARCH

Although research is not included as a part of the proposed duties of this post the Board will consider requests for the Post Holder to pursue any personal research interest as it would any area of appropriate professional development.

11. LEAVE

The post-holder will be entitled to 33 Days annual leave per year in addition to the 8 public holidays pro-rotta. Study leave of thirty days per triennium pro-rotta is allowed and there is funding available for approved study. There is recognition of the complexities of travel to educational events in mainland UK and this is taken into account when study leave is requested.

Job Description Agreement

Job Holder's Signature

Date:

Head of Department Signature

Date:

Person Specification

Job Title: Consultant Psychiatrist (CAMHS)
Department: Mental Health
Location: Vaenta

FACTOR	ESSENTIAL	DESIRABLE
EXPERIENCE	<p>Experience at consultant grade in CAMHS psychiatry</p> <p>Experience and evidence of:</p> <ol style="list-style-type: none"> 1) High level of competence in all aspects of child & adolescent psychiatry across the age range of 0-18. 2) Competence in multidisciplinary team work in CAMHS. <p>Competence in teaching and supervision</p>	<p>Experience of relevant other specialties (psychiatric & non psychiatric)</p> <p>Experience of service development</p> <p>Experience of remote and rural working</p>
QUALIFICATIONS TRAINING RESEARCH PUBLICATIONS	<p>GMC registered with a licence to practice</p> <p>Registered on GMC Specialist Register for Child and Adolescent Psychiatry or within 6 months of obtaining CCT in 'Child and Adolescent Psychiatry' includes those with CESR.</p> <p>Applicant should hold Section 22 of the Mental Health (Scotland) Care and Treatment Act 2003 or be willing to gain the approval.</p> <p>Experience of research; understands use of limitations and research.</p>	<p>Higher degree in a relevant subject</p> <p>Training in a number of specific therapeutic approaches</p> <p>Relevant publications</p>
KNOWLEDGE AND SKILLS	<p>Ability to clinically advise and support a multidisciplinary team</p> <p>Wide knowledge of child & adolescent psychiatry, range of diagnostic & assessment/clinical management skills, ability to use evidence base in clinical work.</p> <p>Demonstrate ability to provide clinical leadership and work within a multidisciplinary child and adolescent mental health team.</p>	<p>Experience of working with specific clinical groups e.g. looked after children, LD CAMHS, eating disorders</p>

	Experience of working with neurodiverse children including learning disability and autism	
DISPOSITION	<p>Willingness to be adaptable and flexible. Good time management skills. Effective interpersonal skills. Excellent verbal and written communication. Ability to take a leadership role in services, including audit, clinical governance and service planning.</p>	Previous management experience and evidence of ability to plan services desirable
OTHER	<p>Evidence of appraisal and revalidation Ability to adapt to unpredictable clinical demands Satisfactory fitness for employment</p>	Previous involvement in developing and organising teaching.

Work Programme

A job plan will be agreed between the post holder and the medical director. An example indicative job plan comprising 2.5 Programmed Activities (PA) of direct clinical contact and 0.5PA for supporting professional activities is provided as follows:

Job Plan: Consultant Psychiatrist (CAMHS)

This is open to negotiation to best serve the needs of the team and Orkney Community, taking into consideration the experience, skills and special interests of the post holder. Early job planning will be done after appointment to post to review DCC/SPA requirements which are negotiable.

Direct Clinical Contact	
2.5 sessions per week	<ul style="list-style-type: none">• Clinic session• Tier 4 meetings• MDT clinical meeting- triage of referrals, case discussion and case supervision
Supporting Professional Activities	
0.5 session per week	<ul style="list-style-type: none">• CPD/ revalidation/ appraisal requirements• Attendance and contribution to service development and Consultant Group Meeting

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.



Terms and Conditions of Service

This appointment is offered on the terms and conditions of service of the Consultant Contract in accordance with the Hospital Medical & Dental Staff (Scotland) and current General Whitley Council. Further information can be found here: <http://www.msg.scot.nhs.uk/pay/medical>

JOB TITLE	Consultant Psychiatrist (CAMHS)
TYPE OF CONTRACT	Permanent
HOURS OF WORK	Up to 3 PAs
LOCATION	Vaenta, Kirkwall or remote
SALARY	£91,474 to £121,548 per annum pro rata A Distant Islands Allowance, currently £1,314 is also payable to those who relocate to the island. Placing on the salary scale will be on the minimum point unless the successful applicant has previous experience in a NHS Consultant post or previous non-NHS experience equivalent to that gained in an NHS Consultant post.
ARRANGMENT OF DUTIES	To be organised through Job Planning after appointment.
SUPERANNUATION	New entrants to NHS Orkney who are aged sixteen but under seventy five will be enrolled automatically into membership of the NHS Pension Scheme. Should you choose to "opt out" arrangements can be made to do this via: www.sppa.gov.uk
REMOVAL EXPENSES	Assistance with removal expenses will be given in accordance with the NHS Orkney Relocation Policy.
EXPENSES OF CANDIDATE FOR APPOINTMENT	Candidates who are requested to attend an interview will be given assistance with appropriate travelling expenses. Re-imbursment shall not normally be made to employees who withdraw their application or refuse an offer of appointment
SMOKEFREE POLICY	NHS Orkney operate a No Smoking Policy in all premises and grounds.
DISCLOSURE SCOTLAND	This post is considered to be in the category of "Regulated Work" and therefore requires a Disclosure Scotland Protection of Vulnerable Groups Scheme (PVG) Membership.
CONFIRMATION OF ELIGIBILITY TO WORK IN THE UK	NHS Orkney has a legal obligation to ensure that its employees, both EEA and non-EEA nationals are legally entitled to work in the United Kingdom. Before any person can commence employment within NHS Orkney they will need to provide documentation to

	<p>prove that they are eligible to work in the UK. Non-EEA nationals will be required to show evidence that either Entry Clearance or Leave to Remain in the UK has been granted for the work which they are applying to do. Where an individual is subject to immigration control under no circumstances will they be allowed to commence until the right to work in the UK has been verified. You will be required to provide appropriate documentation prior to any appointment being made.</p>
<p>REHABILITATION OF OFFENDERS ACT 1974</p>	<p>The rehabilitation of Offenders act 1974 allows people who have been convicted of certain criminal offences to regard their convictions as “spent” after the lapse of a period of years. However, due to the nature of work for which you are applying this post is exempt from the provisions of Section 4 of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions Orders 1975 and 1986). Therefore, applicants are required to disclose information about convictions which for other purposes are “spent” under the provision of the act in the event of employment, failure to disclose such convictions could result in dismissal or disciplinary action by NHS Orkney. Any information given will be completely confidential.</p>
<p>MEDICAL NEGLIGENCE</p>	<p>In terms of NHS Circular 1989 (PCS) 32 dealing with Medical Negligence the Health Board does not require you to subscribe to a Medical Defence Organisation. Health Board indemnity will cover only Health Board responsibilities. It may, however, be in your interest to subscribe to a defence organisation in order to ensure you are covered for any work, which does not fall within the scope of the indemnity scheme.</p>
<p>NOTICE</p>	<p>The employment is subject to three months’ notice on either side, subject to appeal against dismissal.</p>
<p>EQUAL OPPORTUNITIES</p>	<p>The postholder will undertake their duties in strict accordance with NHS Orkney’s Equal Opportunities Policy.</p>
<p>DISABLED APPLICANTS</p>	<p><u>Job Interview Guarantee Scheme</u></p> <p>As a Disability Symbol user, we recognise the contribution all individuals can make to the organisation regardless of their abilities. As part of our ongoing commitment to extending employment opportunities, all applicants who are disabled and who meet the minimum criteria expressed in the job description will be guaranteed an interview. A disability or health problems does not preclude full consideration for the job and applications from people with disabilities are welcome. All information will be treated as confidential. You will note on our application form that we ask for relevant information with regard to your disability. This is simply to ensure that we can assist you, if you are called for</p>

interview, to have every opportunity to present your application in full. We may call you to discuss your needs in more detail if you are selected for interview.

General Information for Candidates

Regulatory Body: General Medical Council & General Dental Council.

In the UK, the General Medical Council (GMC) and the General Dental Council (GDC) are the public bodies that maintain the official register of medical and dental practitioners within the United Kingdom. Their chief responsibility is to “protect, promote and maintain the health and safety of the public” by controlling entry to the register, and suspending or removing members when necessary. It also sets the standards for medical schools in the UK.

To practice medicine and dentistry in Scotland, you must have a valid GMC Registration with a Licence to Practice or a GDC Registration. To find out more about the main types of registration which allow doctors to work in different posts click here <https://careers.nhs.scot/careers/find-your-career/international-recruitment/regulatory-bodies>

For medical consultant posts the post holder on commencement of the post must have full registration with the General Medical Council (GMC), a licence to practice and be eligible for inclusion in the GMC Specialist Register. Those applicants trained in the UK should have evidence of higher specialist training leading to Certificate of Completion of Training (CCT) or eligibility for specialist registration Certificate of Eligibility for Specialist Registration (CESR). Non-UK applicants must demonstrate equivalent training.

If you are unsure of your eligibility to join the Specialty Register then find out more at:

<https://www.gmc-uk.org/registration-and-licensing/the-medical-register/a-guide-to-the-medical-register/specialist-and-gp-application-types>

NHS Orkney encourages applications from all sections of the community. We promote a culture of inclusion across the organisation and are proud of the diverse workforce we have. Applications from UK, EU and non-EU candidates will be welcomed.

Right to work in the United Kingdom

Anyone from outside of the United Kingdom (UK), excluding from the Republic of Ireland will need permission from UK Visas and Immigration (UKVI) to work in the UK and may also need entry clearance before travelling here. The Home Office (of which UKVI is a part) is responsible for governing the way individuals from outside the UK and Republic of Ireland can work, train or study in the UK.

To obtain a visa or entry clearance, you will need to meet certain requirements and demonstrate you have the right to work in the UK via:

- the points-based immigration system
- the EU settlement scheme
- a biometric residence permit

A new points-based immigration system was introduced in January 2021 with parts of it in place towards the end of 2020. The system provides a route for both European Union and non-European Union nationals to work, train or study in the UK if they meet the eligibility criteria. It applies to everyone from outside of the UK who wishes to live and work here, apart from people from the Republic of Ireland and European Union nationals who were already in the UK by 31 December 2020. European Union nationals in the UK prior to 31 December 2020 should apply to the EU settlement scheme.

If you are an international Doctor from outside of the UK and Republic of Ireland, you can apply for, and take up employment in medical posts that may qualify for sponsorship under a skilled worker visa. A Health and Care Worker visa allows health and care professionals to come to or stay in the UK to do an eligible job with the NHS, an NHS supplier or in adult social care.

EU settlement scheme

Free movement with the European Union (EU) ended on 31 December 2020 and there are new arrangements for EU citizens.

The EU settlement scheme provides EU nationals with a route to residency in the UK. EU nationals who arrived in the UK by 11pm on 31 December 2020 have until 30 June 2021 to apply to the scheme. If you are an EU, EEA or Swiss citizen and don't already have temporary or permanent leave to remain, you and your family can apply to the EU settlement scheme to continue living in the UK after 30 June 2021. If your application is successful, you will receive either pre-settled status or settled status.

Data Protection Legislation

The information supplied by your application will only be processed by authorised NHS Orkney personnel involved in relevant stages of the recruitment process. Applications submitted via the online NHS Scotland Application form will be imported into the Orkney recruitment system. The information you provide will be retained by NHS Orkney and will be used for the purpose of processing your application and for statistical and audit purposes. NHS Orkney will process the information for the stated purposes in regards your application for employment. If your application is unsuccessful your information will be retained securely for 12 months from the completion of the recruitment process and then confidentially destroyed.

Counter Fraud

NHS Orkney is under a duty to protect the public funds it administers, and to this end will use the information you have provided on your application form for the prevention and detection of fraud. It will also share this information with other bodies responsible for auditing or administering public funds for these purposes. More detail on this responsibility is on the NHS Orkney intranet (Counter-Fraud and Theft page) and further information is available at <http://www.audit-scotland.gov.uk/work/nfi.php>.

References

Jobs are only offered following receipt of two satisfactory written references. At least one reference must be from your current/most recent employer. If you have not been employed or have been out of employment for a considerable period of time, you may give the name of someone who knows you well enough to confirm information given and to comment on your ability to do the job.

Disclosure Scotland

Where a Disclosure or Protection of Vulnerable Groups Check is deemed necessary for a post the successful candidate will be required to undergo an appropriate check. Further details on the Recruitment of Ex-Offenders are available from the recruitment centre.

Overseas Registration and Qualifications

NHS Orkney will check you have the necessary professional registration and qualifications for this role. You will need to provide an official translation of qualifications, notarised by a lawyer of your overseas qualifications to be checked by the recruiting panel. Please ensure that this is available before applying for the post.

Workforce Equality Monitoring

NHS Orkney is committed to supporting and promoting dignity at work by creating an inclusive working environment. We believe that all staff should be able to fulfil their potential in a workplace free from discrimination and harassment where diverse skills, perspectives and backgrounds are valued.

To measure and monitor our performance as an equal opportunities employer, it is important that we collect, store and analyse data about staff. Personal, confidential information will be collected and used to help us understand the make-up of our workforce and enable us to make comparisons locally, regionally and nationally.

Occupational Health Check

In addition to the above, all appointments will be made subject to the receipt of a satisfactory Pre Employment Occupational Health Check.

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>