



**Senior Theatre
Practitioner**

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Job Advert



Senior Theatre Practitioner

The Balfour

Band 6 £39,335 - £47,604 pro rata per annum including Distance Islands Allowance

Full Time 37.5 hours

Permanent

An opportunity has arisen for a Senior Registered Nurse to work with our small Theatre team.

This post offers a unique and exciting opportunity to gain knowledge and skills with a broad range of specialties, and gain new skills assisting in theatre, with the anaesthetic, scrub, circulating and recovery of patients.

The successful candidate will work with a multi-professional team to ensure a high standard of care is given to defined patient groups attending Day Unit and Theatre. An out of hours, on call service is provided by Theatre staff, which the successful candidate will participate in.

You will be required to have evidence of post registration Theatre nursing experience, excellent communication skills and the ability to work as part of a team. NES anaesthetic competency is essential and Advanced Scrub Nurse Practitioner training will be provided to the successful candidate if not already obtained.

With our new Hospital & Healthcare Facilities just open with state-of-the-art technology this is an excellent time to join NHS Orkney

NHS Orkney is the smallest territorial healthcare board with a vision to “Be the best remote and rural care provider in the UK” and a career with us means becoming a vital contributor in protecting the health and lives of Orkney’s residents.

Orkney is an archipelago of over 70 beautiful islands, 17 of which are inhabited, lying off the northern coast of Scotland, between John O’Groats and the Shetland Isles. Orkney is a wonderful place to live and work and offers low pollution, low crime, excellent schools, good leisure facilities, unique wildlife, and amazing scenery, whilst the excellent ferry and air connections make travel to the Scottish mainland, Shetland, and even Norway quite easy. The isles been settled since the Neolithic period providing a rich archaeological history to be explored as well as many outdoor pursuits, including diving in Scapa Flow, kayaking, walking, cycling, bird watching, and many more. Orcadian culture is rich, with music and arts and crafts well represented, and the St Magnus Music Festival in June is internationally renowned.

To find out more about living and working in Orkney go to: www.orkney.com or www.visitorkney.com. Further information on NHS Orkney can be found at www.ohb.scot.nhs.uk.

For more information on this position contact Nancy Faulkner Senior Charge Nurse, by email nancy.faulkner2@nhs.scot

This post is subject to a PVG Scheme Record Check

Job Description

1. JOB DETAILS

JOB TITLE	Senior Theatre Practitioner
SERVICE	Nursing
DEPARTMENT	Theatre
GRADE	Band 6
LOCATION	The Balfour
REPORTING TO	Senior Charge Nurse

2. JOB PURPOSE

1. In the absence of the Charge Nurse the Senior Theatre Practitioner manages, develops and has responsibility for the multi-disciplinary team within the theatre. With experience, knowledge and skill the post holder supports the theatre team, surgical and medical staff and other professional colleagues.
2. In the absence of the Charge Nurse, during out of hours sessions, the post holder is responsible for the management of the theatre team with the aim of delivering a high standard of skill and care. Ensuring the availability, efficiency and safe use of all resources required to carry out emergency procedures and also to ensure a safe environment for both staff and patients.
3. Participating and playing a key role in the change and patient safety agenda.

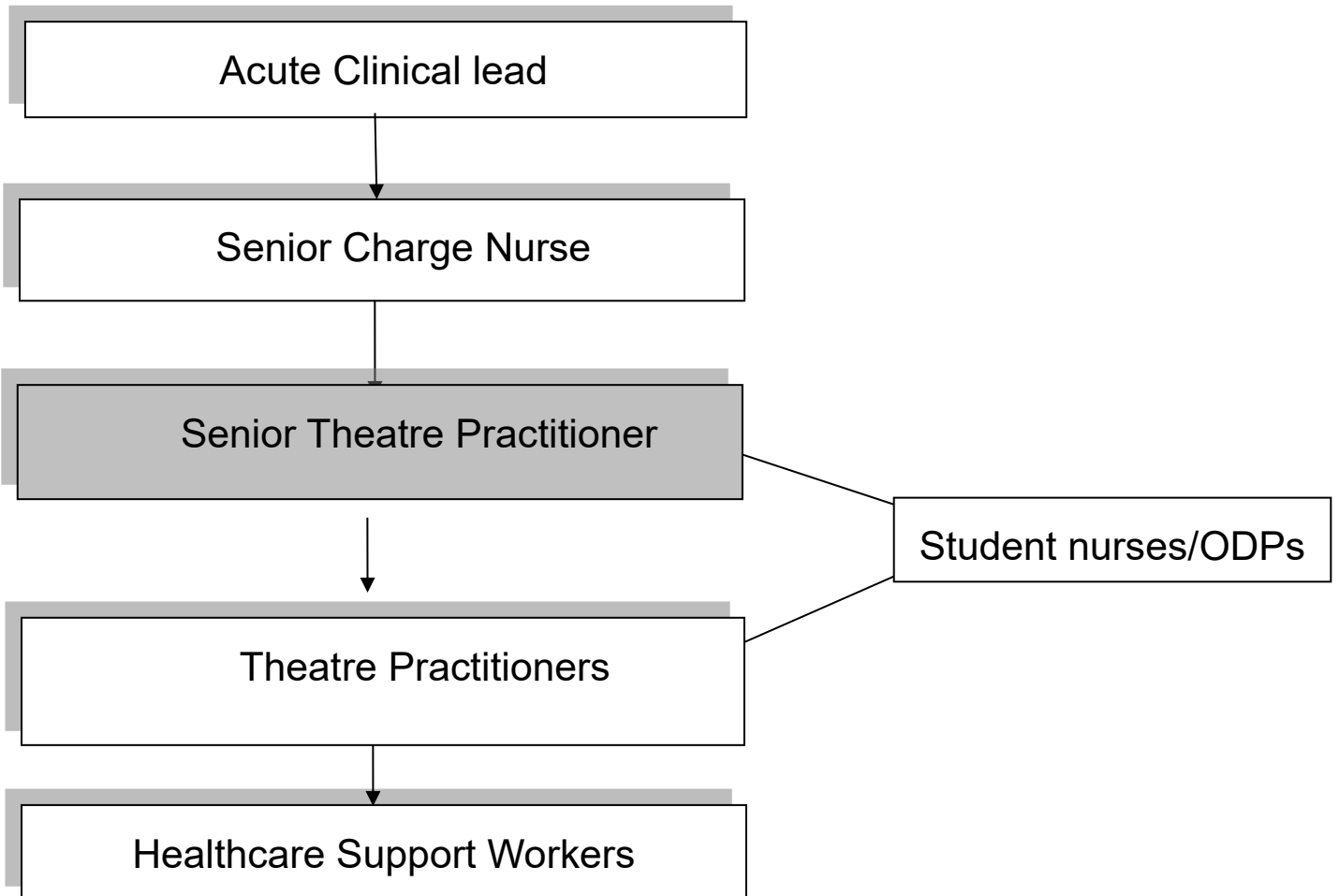
3. DIMENSIONS

In the absence of the Charge Nurse the Senior Theatre Practitioner co-ordinates all aspects of work in the theatre.

The majority of work is Monday to Friday but will include weekend cover and an on call commitment. In-house surgeons undertake most elective and emergency surgery while visiting Consultants undertake ENT, Ophthalmology, Dental and Gynaecology surgery. Endoscopy procedures account for 60% of all cases performed.

Whilst this appointment is attached to these particular departments, it does not exclude the post holder to work in another ward or department as the service demands.

4. Organisational Position



5. ROLE OF DEPARTMENT

1. Theatre is a multidisciplinary environment providing a number of specialised facilities, a wide variety of specialised equipment and the highly skilled professional staff to carry out the numerous anaesthetic and surgical procedures within the various specialities on a 24hr basis.
2. Annually there are between 2000 and 2500 patients attending theatres for procedures of varying complexity and varying anaesthetic requirements and requiring differing levels of post-op recovery care.
3. At present this work load is carried out with elective sessions and a continuous 24hr emergency cover
4. Pre, intra and post operative care is provided for major, intermediate and minor surgery and high & low dependency patients. Providing a safe and supportive environment to deliver a high standard of care for patients within the theatre suite.
5. As a senior member of staff, you would be expected to provide leadership and management for these services.

6. KEY RESULT AREAS

Clinical

1. Works as a registered practitioner within the statutes and guidelines laid down by the Nursing & Midwifery Council or Health Professions Council.
2. As an experienced Senior Theatre Practitioner, sets and maintains high standards of professional practice while using clinical leadership skills.
3. In collaboration with the Senior Charge Nurse and the multidisciplinary team agrees, implements and audits standards of clinical care to promote and apply evidence based practice and the attainment of health care governance requirements.
4. Demonstrates highly developed clinical nursing knowledge and skills in all aspects of nursing within theatre. Is able to perform the role of recovery practitioner, scrub practitioner and anaesthetic assistant. A nationally recognised post registration qualification for Advanced Scrub Practitioner is also desirable.
5. In the absence of the Senior Charge Nurse has responsibility for clinical nursing within the theatre team.
6. In the absence of the Senior Charge Nurse, deputises and has responsibility for the management of the team.
7. Demonstrates strict adherence to Infection Control procedures to prevent infection, cross infection and auto infection of the patient from Theatre, through human and inanimate contact. Acts as a role model in Infection Control to all team members.
8. Preparation of personnel specific to minimising the introduction of micro organisms into the peri operative setting; scrubbing, gowning, gloving and circulating, maintaining aseptic technique and universal precautions as appropriate.
9. Has delegated responsibility for clinical nursing within the team. As senior practitioner has the expert skills and knowledge to co-ordinate the preoperative aspect of various procedures carried out within these theatres. These may include: being able to plan for changes to equipment and skill mix when changes to the operating list occur, preparation of anaesthetic, scrub or recovery rooms and necessary equipment, ensuring that good communication is maintained with the Day Unit, inpatient wards and ED to ensure efficient patient flow.
10. Responsible for ensuring accurate labelling and dispatch of specimens, due to the importance of determining subsequent treatment of the patient.

11. Swabs, needles and instrument count for each procedure to ensure prevention of foreign body retention and subsequent injury to the patient.
12. Tray and equipment preparation for surgical procedures, taking into account the need for urgency in emergency cases and/or the need for minimal anaesthetic time for the patient.
13. When working as an Advanced Scrub Practitioner is able to provide assistance under supervision to the surgeon during operations, within the scope of their training. This could include assistance with tissue retraction, handling and surgical site exposure; applying suction to the surgical site; operating the camera during basic laparoscopic surgery; assisting with surgical haemostasis; assisting with suture and ligature management and other advanced scrub skills.
14. Ongoing involvement in health and safety issues of the team and the theatre dept as a whole, including quarterly workplace assessments, RAG and QUAD audit (risk assessments), incident reports, safety action notices and communicates this to the Senior Charge Nurse and all other staff in the theatre. Ensures all staff adhere to universal precautions.
15. With specialist knowledge and skills encourages others to develop their skills, ensuring all staff are competent to deliver high standards of care through in-service teaching programmes. Facilitates the work of nurses and others through knowledge, support and advice, ensuring standards of care are met, monitored and maintained.
16. Communicates with the theatre stores staff to maintain theatre stock levels, and ensuring the economic use of all resources on a daily basis.
17. Participate in out of hours on call to cover acute and emergency cases.

Managerial

1. Responsible for the management of theatre operating lists on a frequent basis and undertaking further management activity as delegated by the Senior Charge Nurse; for example, off-duty preparation, appraisals, sickness and absence management.
2. Assists the Acute Service Manager and the Senior Charge Nurse in managing and driving change and development through planning, communication and action within the multidisciplinary team to ensure that objectives are met.
3. Is aware of PIN guidelines, National, NHS Orkney and local policies and participates in local service developments through steering/working groups.
4. Facilitates the work of nurses and other theatre practitioners through knowledge, support and advice, ensuring standards of care are met, monitored and maintained.
5. Assists the Senior Charge Nurse in providing leadership and motivation. Through the appraisal

process, assists the Senior Charge Nurse in identifying requirements for development to equip the nursing staff to give optimal care. Participates in the appraisal of junior staff on a yearly basis.

6. Promotes good communication within the theatre team. Ensures staff have access to relevant documented minutes and information and are involved in and informed of all agreed decisions.
7. In the absence of the Senior Charge Nurse ensures effective skill mix and safe staffing levels within the theatre
8. Assists the Senior Charge Nurse with managing supplies budgets to give the most effective service available within agreed resources.
9. Ensures that Health & Safety policies and procedures are maintained and accurate up to date records are kept. For example, regular safety inspections, completion of risk assessments, Moving & Handling policies and Control of Substances Hazardous to Health (CoSHH) requirements.
10. In conjunction with the Senior Charge Nurse assists in the recruitment of theatre staff. Assists in actively managing retention and absence following PIN Guidelines. Liaises with the Senior Charge Nurse on particular issues/difficulties within the immediate team. Follows disciplinary/grievance guidelines in order to resolve problems as delegated by the Senior Charge Nurse or Acute Services Manager.
11. Recognises the importance of people's rights in accordance with legislation, policies and procedures, acknowledges and recognises other's beliefs and preferences and choices, respects diversity, values self and other people as individuals, taking into account our own behaviour and that of others to identify and take action so there is no undermining of equality and diversity.
12. Actively develops and maintains a positive learning environment. Participates in the teaching and mentoring of learners at all levels within the department. In conjunction with company reps & medical staff, assists with organising in-house training for all theatre staff relevant to speciality.
13. Promotes a high standard of cleanliness throughout the all areas. Promotes good standards of hygiene with support from the Infection Control team to ensure infection rates are minimised.
14. Creates an environment for evidence based care, participating in and encouraging others to undertake audit and research to improve local practice
15. Promotes and maintains good relationships within the department and with staff of all disciplines throughout the hospital and NHS Orkney, actively participating in relevant meetings promoting theatre nursing and the nursing profession in general.
16. Is aware of PIN policies and Clinical Governance issues, and is able to advise staff on their implications.
17. In collaboration with the Senior Charge Nurse co-ordinates with manufacturers, company reps and Sterile Services for the long term and short term loan of specialised equipment & instrumentation

within specified guidelines.

7a. EQUIPMENT AND MACHINERY

Use technical clinical equipment on a daily basis, calibrating when required, checking for faults and ensuring regular maintenance is carried out. This will include, but is not limited to, anaesthetic machines, diathermy machines, operating tables, tourniquets and endoscopy stacks.

7b. SYSTEMS

1. Maintains patient records in accordance with NMC or HPC Guidelines and NHS Orkney policy.
2. Ensures correct use of computerised systems. This will include but is not limited to SSTS, e-mail, EMS, OPERA, TrakCare and eESS.
3. In the absence of the Senior Charge Nurse, completes and authorises accurate staff duty rotas. Reorganises rotas for unexpected/unplanned cover requirements, sickness absence, change in workload etc.

4. Assists in the maintenance of Health & Safety management systems.
5. Assists the Senior Charge Nurse and/or has a delegated responsibility for the maintenance of accurate staff records according to NHS Orkney policies.
6. Completion of appraisals for junior staff.
7. Maintenance of stock/non-stock items.
8. Interprets and discusses relevant statistics, such as trends in activity, with the Senior Charge Nurse and other senior members of staff.
9. Maintains accurate written records for all stages of the patient's care, using the Theatre Pathway booklet and other NHS Orkney documentation.

8. ASSIGNMENT AND REVIEW OF WORK

1. In the absence of the Senior Charge Nurse, the post holder has responsibility for the management of the team.
2. In the absence of the Senior Charge Nurse, during out of hours sessions the post holder may have the responsibility for the management and safe operating of the emergency theatre service.
3. Works at all times within the statutes and guidelines of the Nursing & Midwifery Council or the Health Professions Council, National, NHS Orkney and local agreed policies, protocols and procedures.
4. Is expected to anticipate problems and requirements and take steps to resolve them in absence of the Senior Charge Nurse or in conjunction with the Senior Charge Nurse, involving appropriate colleagues such as other senior nurses or the Acute Services Manager.
5. Works with the Senior Charge Nurse to ensure that policies and procedures are initiated/ revised, developed, implemented and reviewed regularly.
6. Regularly discusses all aspects of team management with the Senior Charge Nurse, and attends relevant meetings as required.

9. DECISIONS AND JUDGEMENTS

1. Makes decisions on aspects of theatre management in the absence of the Senior Charge Nurse using comprehensive knowledge, skills and experience of the service and taking into account the guidance of the Nursing & Midwifery Council and National, NHS Orkney and local policies, procedures and protocols.
2. Makes autonomous clinical nursing decisions in planning and prioritising patient care, theatre use and delegation to team members.

3. Recognises own limitations in the provision of clinical care and urgency of patients needs referring to other health care professionals accordingly.
4. Compiles duty rota as delegated by the Senior Charge Nurse to ensure safe levels of staffing for each shift.
5. Through the appraisal process identifies staff development training requirements and ensures staff compliance with Statutory & Mandatory Training.
6. Responds to suggestions from staff and colleagues and helps to drive and implement changes which will lead to improved patient care and staff satisfaction.

10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

1. Ability to adapt to mixed workload of elective and emergency cases incorporating both adult and paediatric patients, which has the potential to expose the post holder to high levels of stress.
2. Further information for this section is given in section 12.

10. COMMUNICATIONS AND RELATIONSHIPS

1. Establishes and maintains professional relationships with nursing colleagues, medical colleagues and other health care professionals provide a planned, co-ordinated service for patients.
2. Communicate with people in an appropriate manner consistent with their needs and culture. This requires the understanding and the use of empathy and reassurance. The post holder will therefore be involved with caring for patients and relatives in circumstances such as trauma, life threatening illness and altered levels of consciousness, modes of communication could be in the form of face to face, telephone, fax or e-mail.
3. Identifies potential and existing challenges in care options for patients, carers and staff, using negotiation skills to achieve the best outcomes for patients.
4. In the absence of the Senior Charge Nurse, ensures that the Senior Theatre Practitioner role is visible and a known individual to all staff to provide the opportunity to discuss issues and provide feedback.
5. Assists the Senior Charge Nurse in ensuring effective communications with all members of the team.

6. In the absence of the Senior Charge Nurse, participates as required in meetings with colleagues for the purpose of:
 - Planning, managing and developing theatre services and improving patient care
 - Discussing policy issues, amending, updating, implementing and evaluating them
 - Discussing challenges in clinical care and offering solutions
7. Assists the Senior Charge Nurse in holding regular team meetings to continually develop the team, manage conflicting views, disseminate information, consult and listen to staff in order to effect change.
8. Practice effective communication across a wide range of specialities and disciplines.
9. Actively participating in the multi-disciplinary team Safety Brief and Surgical Pause on a daily basis.
10. Actively participates in theatre incident de-briefs within the multi-disciplinary team.
11. Required to communicate with patients and relatives in a variety of stressful situations in an understanding and empathetic manner.
12. Works collaboratively with and supports members of the theatre education team to bring forward change and develop staff.

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

Physical

1. On a daily basis, moving and handling of patients from bed/trolley/wheelchair to operating table, and moving and positioning patients on the operating table to facilitate various surgical procedures.
2. On a daily basis, moving of theatre equipment - pushing and pulling trolleys and mobile equipment such as scope stack and microscopes, lifting instrument trays.
3. Daily need to walk throughout the shift to provide patient care, collect and dispose of equipment, answer the bleep and telephone.
4. On a daily basis, standing in a restricted space for prolonged periods of time when scrubbed.
5. Regular wearing of heavy lead aprons when x-ray is in use.
6. On a daily basis, uses fine motor skills, hand eye co-ordination and dexterity necessary to handle

surgical instruments.

7. Daily manoeuvring and lifting of heavy instrument trays.
8. Daily assembling, checking and dismantling of complex equipment such as anaesthetic machines, scope stacks and operating tables.
9. Circulating duties and setting up of equipment in theatre.
10. Movement of video monitoring system, tourniquet machines, large gas cylinders, diathermy machines, headlight equipment and table attachments.
11. Several times during a shift, lifting of limbs for wound site preparation and standing in awkward positions in order to maintain sterile field.
12. Occasional exposure to noxious fumes (polymethyl methacrylate cement, formaldehyde etc)
13. Regular contact with bodily fluids and infectious material/substances.

Mental

1. High level of concentration required daily when completing patient notes, booking patients, answering bleeps with regular interruptions from other team members.
2. Prolonged concentration required daily during surgery.
3. Deal with an unpredictable workload on a daily basis with sudden, unexpected changes to workload.
4. On a daily basis supervising the work of other staff with varying abilities.
5. Frequently need to respond quickly and effectively in a variety of emergency situations.
6. Concentration, decision making, problem solving and organisational skills required frequently to cope with competing demands (clinical workload, personal issues with staff, sudden staff shortages, poor skill mix, unplanned and unpredictable emergency workload)

Emotional

1. Deal on a regular basis with serious illness/injury, some of which are untreatable.
2. Deal regularly with distressed or anxious patients and relatives, and occasionally with the death of patients or a stillbirth.

3. Occasionally have to help other team members deal with highly distressing or emotional circumstances such as the death of a child or a stillbirth.
4. Coping with the different and often competing demands of a small multi-disciplinary team.
5. Communicating with and supporting junior staff.
6. Involvement in major trauma /poly trauma cases

Environmental

1. Frequent, daily exposure to noise associated with use of sophisticated surgical and monitoring equipment
2. Frequent, daily exposure to and contact with body fluids and foul linen
3. Daily wearing of specialised theatre clothing, footwear, hats, gloves, visors and masks
4. Frequent work in a darkened theatre during laparoscopic and endoscopic work
5. Occasional exposure to verbal aggression from distressed or anxious patients.
6. Working daily in artificial ventilation, false lighting.
7. Regular exposure to x-ray.
8. Regular exposure to anaesthetic gases, especially when children are under anaesthetic.
9. Exposure to noise from the power tools and laminar air flow systems
10. Enclosed working environment

14. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB

1. Registered Nurse or Operating Department Practitioner.
2. A minimum of 3 years Theatre experience with a high level of knowledge gained through training programmes and by participating in all aspects of theatre nursing – scrub, circulating, anaesthetics

and recovery. Evidence of relevant study and development. In depth knowledge of a wide range of operative procedures is essential.

3. The ability to further develop managerial and leadership skills through structured training and with the ability to manage staff / supplies / services is essential.
4. A nationally recognised post registration qualification for Advanced Scrub Practitioner is desirable, and evidence of ongoing professional development is essential.
5. An aptitude for good organisational, communication and interpersonal skills is essential.

Person Specification

Job Title: Senior Registered Nurse
Department: Theatre
Location: The Balfour

FACTOR	ESSENTIAL	DESIRABLE
EXPERIENCE	A minimum of 3 years theatre experience with a high level of knowledge in scrub, circulating, anaesthetics and recovery.	Advanced Scrub Nurse Practitioner
QUALIFICATIONS TRAINING RESEARCH PUBLICATIONS	Registered Nurse NMC Registration Evidence of ongoing CPD Willingness to undertake further study in a relevant area e.g. surgical; medical, ophthalmology, plaster technician Completed anaesthetic competency training.	Willingness to complete further training within Orkney, and when required, elsewhere. Assessor/supervisor to student nurses/ODPs Completed SIPSEP training Evidence of relevant study and development
KNOWLEDGE AND SKILLS	Awareness of NMC code of conduct Awareness of importance of confidentiality Ability to work as part of a team Awareness of Infection Control legislation Ability to use own initiative Excellent communication skills – written and verbal Excellent observational skills IT literate Ability to develop managerial and leadership skills through structured training Evidence of excellent organisational and planning skills	

DISPOSITION	Ability to communicate with colleagues, patients and others internally and externally in appropriate manner Willingness to be flexible Effective listening and interpersonal skills	

Introduction to Orkney and NHS Orkney



Lying off the northern coast of Scotland, between John O’Groats and the Shetland Isles, Orkney is an archipelago of over 70 beautiful islands; 17 of which are inhabited. The total population is approximately 22,000, with most people living on the Orkney Mainland. Kirkwall, the capital with its spectacular red sandstone 12th-century cathedral and a population of 7,500, is the administrative centre of Orkney with a good mixture of shops, supermarkets, and businesses.

Orkney is a wonderful place to live and offers excellent schools and leisure facilities, low pollution, low crime, unique wildlife, and amazing scenery. Although remote, there are excellent transport connections with numerous flights to Aberdeen, Glasgow, Edinburgh, and Inverness every day. There are ferry services to Aberdeen, Scrabster, and Gills Bay, and of course to the smaller isles in Orkney.

Orkney’s economy is based on agriculture, generating some £30 million per year. Farmers breed and rear beef cattle, dairy cows, and sheep of the highest standard. Orkney has international recognition for its food, with cheese, beef, lamb, and fish produce becoming well known; not to mention whiskey, beer, and gin. Tourism, oil, and the renewable energy sectors are increasingly important. Orkney is at the forefront of the renewable wave and tidal energy drive in the UK.

Kirkwall is a great place for children and a wonderful environment for a family. There is a very strong community spirit with a wide range of cultural and sporting activities for adults and children. Schools in Orkney are very good, with no private fees. Imagine all of this within walking distance of your home and workplace. For residents and visitors there is so much to see and do: playing a round of golf, fishing, kayaking, walking, cycling, diving, wind surfing and horse riding are but a few. The Pickaquoy Centre provides a modern well-equipped sports facility, swimming pool and entertainment centre. There are many cultural activities, with annual music, jazz and science festivals attended by internationally renowned artists and scientists. There is an extremely wide variety of activities for children and young people. Homes are very affordable and with little traffic, travelling around the islands is easy.



According to the 2020 Bank of Scotland quality of life survey, for eight years in a row Orkney was crowned the best place to live in Scotland. The island took the top prize due to high employment levels, low crime rates, smaller primary class sizes along with good health and happiness scores. With its strong sense of community, picturesque landscape and rich archaeological treasures, the archipelago frequently wins the hearts of visitors.

Not only is Orkney one of the most affordable places to live in the UK, it also has one of the highest employment rates, with 88 per cent of residents between 16 and 64 currently in work. The low crime rate means that many people do not even lock their front doors to allow the postie to place the post and packages inside the door. As for overall wellbeing, more than nine in 10 Orkney residents report good or fairly good health.

To find out more about living and working in Orkney go to www.orkney.com or www.orkneycommunities.co.uk and learn more about NHS Orkney at www.ohb.scot.nhs.uk.



Recruitment Process

The NHS Scotland Everyone Matters 2020 Workforce Vision outlines the commitment the Scottish Government has in putting people at the centre of everything the NHS in Scotland does. Working to a common set of values, the vision will continue to modernise the way we work, embracing technology and digital transformation.

All vacancies will be advertised on NHS Scotland's recruitment website:

<https://apply.jobs.scot.nhs.uk/>

Internal vacancies will be advertised on NHS Scotland's internal recruitment website:

<https://apply.jobs.scot.nhs.uk/internal/>

CVs are not accepted as a form of application; NHS Scotland's electronic application form must be used on the above links.

All adverts will close at midnight on the advertised closing date.

Our selection process will consist of the following assessments:

- **Application short listing** – application forms are reviewed and those meeting the role requirements will be invited to a competency-based interview
- **Interview/Assessment** – competency-based interviews have a focus on NHS Orkney's core values and the candidate's technical expertise. The interview may also include a role specific test or a presentation topic.

Any job offer will be subject to meeting the conditions of NHS Orkney's safer pre- and post-employment checks policy:

- **Employment references** - references should include current and previous employers covering the last 3 years of your employment history
- **Evidence of qualifications** – candidates will be required to provide evidence of their qualifications, including proof of professional registration if required
- **Medical assessment** – the Occupational Health service will make an assessment on your fitness to carry out the information provided in a questionnaire. In certain circumstances further information is required and Occupational Health may contact you by telephone or request that you attend for an appointment
- **Criminal conviction check** – all applicants who apply for posts which are exempt from the Rehabilitation of Offenders Act 1974 and who will have access to patients during their employment will be required to consent to a Disclosure Scotland Criminal Records Check or join the Protection of Vulnerable Groups Scheme.
- **Immigration, Asylum and Nationality Act 2007 – Prevention of illegal working** – candidates must be eligible to work in the UK, evidence of this must be provided.

For any queries relating to this vacancy, or our Recruitment Process, please email ork.recruitment@nhs.scot

Equality and Diversity

NHS Orkney is committed to Equality & Diversity <https://www.ohb.scot.nhs.uk/about-us/equality-and-diversity>