

Consultant General Surgeon



Candidate Information Pack

Job ref: 047287

Closing date: 25th April 2021

Interview date: 17th May 2021



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Candidate Information Pack

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This pack provides information about NHS Orkney and the Consultant Surgeon posts to assist you with your application.

NHS Orkney is unable to accept written applications; all applications must be submitted via eRecruitment system, JobTrain. Please visit <https://apply.jobs.scot.nhs.uk> or <https://apply.jobs.scot.nhs.uk/vacancies.aspx?chkDivision=275,276,277,278,279,280,281,282,283,284,285,286>

Welcome

Thank you for your interest in our Consultant Surgeon vacancies based at The Balfour Rural General Hospital, Orkney.

Currently NHS Orkney is recruiting permanent posts in Surgery, Medicine and Anaesthetics to create a WTE of between 3.5 and 4.2 WTE in each speciality. This will strengthen current arrangements which are partially dependent on long term locums. We aim to appoint the right individuals to our posts and to achieve this are flexible in the contracts we are prepared to offer to the right candidates.

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, out patients, 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.

The post holder's work is varied covering both adult and paediatric surgery, routine and emergency work; dealing with all surgical presentations. You will play a crucial role in the stabilisation and management of patients who require onward transfer to specialist care. Team working is crucial to the effective delivery of care and your good interpersonal skills will be essential in working with your Consultant Surgical, Anaesthetic, Medical and Obstetrics/Gynaecology colleagues, our multidisciplinary teams, Primary Care and off-island specialist colleagues.

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. Please feel free to email me at Kevin.Fox@nhs.scot to arrange a time to speak together about working with us in Orkney.

Kevin Fox
Associate Medical Director, NHS Orkney



Introduction to 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 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.



Usually we expect applicants to visit the island and facilitate a weekend to see the hospital, meet staff and members of the community as well as having time to explore the islands. We hope that short-listed applicants will be able to visit Orkney over the weekend of 15th/16th May, prior to interviews being held via Teams on Monday 17th May 2021. Arrangements have been made with Public Health to ensure appropriate COVID-19 safety measures are in place. Final decisions based on COVID-19 prevalence will be made nearer the time.

Introduction to the Appointment

NHS Scotland

The values of NHS Scotland and NHS Orkney are:

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

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

The Balfour Healthcare Facility

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

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

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

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

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

the surgeons, radiological investigations and chemotherapy delivered by the Specialist Nurses. Close liaison helps to ensure a smooth patient journey, delivered as close to home as possible.

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

The five Consultant-led departments of Surgery, Medicine, Anaesthetics, Obstetrics & Gynaecology and Public Health are supported by a team of non-consultant doctors, including Specialty Doctors, hospital-based GPs, GP Specialty Trainees and Career Development Fellows. There is an experienced nursing body, with a range of Specialist Nurses, Advanced and Emergency Nurse Practitioners, alongside Physiotherapy, Occupational Therapy and Pharmacy Departments.

We care for all within our community; from neonates to the elderly. Although patient numbers in our community of 22,000 are relatively low, our patients have the same illness profiles and suffer the same spectrum of trauma as patients in other localities. This means our staff need to be broad generalist across all age groups and deliver services that in urban centres are delivered by specialists. Strong professional networks with specialist colleagues, mainly in Aberdeen, are essential to ensure high quality, up to date care and we are fortunate to have excellent support to facilitate this. To maintain skills and deepen knowledge there is ample provision for study leave, as well as for regularly spending time in larger units.

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

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

Medical Staff

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

We currently have two part-time Orthopaedic Surgeons locums who perform a range of orthopaedic procedures appropriate to a remote and rural setting. When they are not available, the Consultant

Surgeons are required to manage orthopaedic emergencies, with cases that cannot be managed on island being transported to Aberdeen.

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

Support services include laboratory and radiological services, with ultrasound and CT scanning. There is a range of AHP services available, including physiotherapy and occupational therapy departments. Care teams provide support for patients being discharged from The Balfour and those returning to Orkney from other Health Boards.

There is a wealth of opportunity to teach staff across the organisation, including those in undergraduate and postgraduate training. Providing a comprehensive teaching service, and engendering strong clinical and teaching links with colleagues from other Health Boards is essential to ensure our services remain contemporary and to reduce professional isolation.

Management Structure

NHS Orkney Board is accountable for the provision of healthcare across primary and secondary care. The Integrated Joint Board commissions health and social care to meet the growing needs of patients living with long term conditions.

Formal medical representation at board level is through the Medical Director, Director of Acute Services and the Area Clinical Forum Chair. Board philosophy is to involve and integrate senior clinicians into all relevant major aspects of health care management and strategy

Primary Care

There is a strong Primary Care Service across Orkney with five GP surgeries on the Orkney Mainland; two within The Balfour and the others in Stromness, Dounby and St Margaret's Hope.

The Isles Network of Care (INOC) was set up in 2010 to provide a system of support to practitioners working on the outer islands of Orkney which consists of Westray, Stronsay, Sanday, Hoy, Flotta, Rousay, Shapinsay, North Ronaldsay, Eday and Papa Westray. The Orcades Practice was then formed in 2015 merging 6 single-handed island practices with GPs and nurses providing 24/7 healthcare to the smaller islands of Orkney which consists of Westray, Stronsay, Sanday, Hoy, Eday and Papa Westray.

Advert



Would you enjoy the challenge of being a General Surgeon with time to deliver personalised care from our state-of-the-art hospital that was opened in June 2019. We are looking for Consultant Surgeons with a passion for high quality, patient-centred care and a desire to help develop our surgical service to best meet the needs of the vibrant Orkney community (population 22,000).

The surgical work is varied dealing with all surgical presentations; covering adult and paediatric surgery, routine and emergency work. Team working is crucial to the effective delivery of care and strong interpersonal skills are essential. NHS Scotland is a collaborative organisation and you will be supported to undertake this highly rewarding work by colleagues from across Scotland, including colleagues in NHS Grampian and our national emergency retrieval teams. You might not have all the general surgical skills required for our posts, but we will work with you to understand the areas of surgical practice you may need to develop and will support you to acquire them. The posts come with appropriate study leave and time to spend in larger surgical units.

A NES Rural Surgical Fellowship is also available, based in Aberdeen and Orkney for 4-24 months prior to taking up a consultant post; if a Fellowship is mutually deemed necessary to bridge a skills gap. Applicants may be encouraged to apply for the Fellowship as well as the consultant post, ahead of a combined interview.

We are looking for motivated individuals to help us achieve our ambitions and welcome applicants at any career stage. If you are excited by the challenges of island surgery and the opportunity to help develop new systems to improve the experience and outcomes for the people of Orkney, then we would love to speak with you.

We are open to working flexibly with the right candidates and can offer full-time, part-time or annualised hours contracts.

If we have piqued your interest, contact Dr Kevin Fox, Associate Medical Director, NHS Orkney at kevin.fox@nhs.scot to learn more.

Job Description

TITLE:	Consultant General Surgeon
LOCATION:	The Balfour, Kirkwall, Orkney
RESPONSIBLE TO:	Director of Acute Services /Medical Director

Introduction

NHS Orkney is at the forefront of developing sustainable and cost-effective care in a remote and rural environment. Successful candidates will have the opportunity to significantly contribute to our evolving service and be linked into a network of clinical service delivery, support and ongoing professional development, principally from NHS Grampian.

The posts are based at The Balfour in Kirkwall, which serves the population of circa 22,000 across the Orkney Islands. We have strong clinical links with NHS Grampian, NHS Tayside, NHS Highland and the other two islands Health Boards of NHS Shetland and NHS Western Isles.

The posts require a broad spectrum of clinical skills to manage the full range of general surgical presentations. In remote areas, where transport to specialist centres is hours away and can sometimes be significantly delayed due to weather conditions, sub-specialist surgical abilities such as orthopaedics, vascular and urological skills are required to manage emergencies. Supporting obstetric colleagues during caesarian sections and complex surgical procedures is also part of the role.

Principal duties

The main duties and responsibilities of the posts include:

- Providing General Surgical Services in accordance with modern evidence-based practice and current guidelines to the people of Orkney. The post is based in The Balfour, Orkney delivering acute and elective surgical services, providing specialist advice and clinical intervention where required.
- A broad range of General Surgical skills are essential for this post.
- Skills in managing head injuries, orthopaedic and urology emergencies care, as well as selected elective procedures in these disciplines are highly desirable. Training to gain these skills after appointment can be arranged.
- Patients who have received treatment elsewhere in Scotland are followed-up locally, where appropriate.

- The service is provided on a 24/7 hour basis and will normally include a 1:4 on-call rota. There is an 8% allowance for this level of on-call.
- Under normal circumstances, leave will not be granted to more than one consultant surgeon at a time.
- A full-time contract will be for 10 PA sessions. Clinical Governance, Patient Safety, Clinical Reviews, Leadership and Audit activity will be part of the job plan. The post holder will fully participate in the management of the department
- Two Extra Programmed Activity sessions are available by negotiation and will be included in the Job Plan, if agreed.
- Responsibility for the supervision and education of multi-disciplinary colleagues; including trainee doctors and medical students. This will include both formal educational programmes, and fostering by example an atmosphere within the hospital which encourages engagement, learning and continuous improvement. It is expected that the post holders will complete appropriate training to enable compliance with GMC requirements for Clinical Supervisors.
- Participation in annual appraisal, revalidation and licensing, with Continuous Professional Development (CPD) to maintain skills and competencies is required.
- A requirement to undertake other appropriate clinical work on behalf of NHS Orkney, such as participation in Major Incident Planning and supporting future service design is required.
- Appointees will be expected to participate in medical audit and other aspects of clinical governance, patient safety and continuing medical education, as well as help establish clinical effectiveness systems, taking action to improve the quality of service, and to report any significant deficiencies so that joint remedial action can be taken. Active participation in documented regular Mortality and Morbidity meetings is mandatory. Appointees are required to work with local managers and professional colleagues in the efficient running of services and to manage local waiting times and other service delivery targets and guarantees to ensure the quality delivery of surgical services. Adherence to national and local guidelines such as infection control, hand hygiene, dress code, antibiotic usage, DVT prophylaxis, data protection and information governance, the protection of vulnerable adults and children is mandatory.
- Working with Consultant colleagues in the management of the service and leading on policy/protocol development and implementation.
- To be aware of National recommendations and frameworks which impact on services, making recommendations as to which need to be considered for local implementation.
- Working to ensure future Government elective, cancer and urgent waiting time targets are met.

- Establishing effective working relationship and communication links with colleagues across Scotland, especially in NHS Grampian, NHS Highland and other Health Boards working in similar environments e.g. NHS Shetland and NHS Western Isles.
- Subject to the provisions of Terms and Conditions of Service, there is a requirement to observe the Board's agreed Policies and Procedures to follow the standing orders and financial instructions of the NHS Orkney Board. In particular, in formally managing employees of the Board, there is a requirement to follow the local and national employment and personnel policies and procedures.
- A requirement to respond positively to appropriate requests for assistance whenever possible in the event of a major incident or other events where surgical or professional expertise is felt to be advantageous.
- To assist Consultant Obstetrician colleagues with caesarean sections.
- A requirement to work within the strategy developed by NHS Orkney promoting closer integration of services and closer working relationships, both between disciplines and with partner agencies, to ensure patient-centred care.
- The candidates will be expected to take part in the activities of various committees, such as the Resuscitation Committee, the Drug and Therapeutics Committee, the Area Medical Committee and others.
- The candidates will be expected to build clinical networks with colleagues in NHS Grampian and undertake regular visits to the Grampian Surgical Department.

Special Interests and Skills

As immediate management of Major and Minor Trauma is an integral part of the emergency workload, the post holder will be expected to be competent to manage such cases in conjunction with other senior clinical colleagues. The candidate should be either ATLS or ETC qualified, or gain such qualification shortly after taking up post. There are opportunities to develop other clinical services which will enable local service delivery.

Consultant Work Programme

The weekly timetable of fixed commitments for this post will be dependent on the work programmes of colleagues and also the arrangements for visiting services. Job planning will be negotiated accordingly, and is dependent on an annual documented job diary. Prospective cover for annual and study leave will be included in the Job Plan. Consultants will be expected to submit an annual diary of activity to assist in job and service planning

Continuing Professional Development (CPD)

The Board recognises CPD to be a crucial aspect of the appointment to ensure the provision of high-quality health care and strong clinical governance. CPD is undertaken not only in line with individual Personal Development Plans but also as part of departmental service requirements.

Study leave requests are considered flexibly to allow for off-island travel and videoconference technology is also used 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 those designed to update clinical skills or to further develop clinical networks. The Board recognises the need to maintain a wide range of skills.

Medical audit is regarded as an integral part of the CPD package. Assistance and guidance in performing medical audit is available from the Clinical Governance Department. Regular inter-departmental meetings to capitalise on local expertise and to enhance cross-transference of knowledge, and videoconferencing is being explored to link into the regular departmental meetings.

There is an active postgraduate training programme for hospital and primary care staff and all are encouraged to participate. In addition, mainland experts are invited at intervals to lecture both to this group and at local symposia.

Other information

To participate in the on-call rota, Consultant's should be no more than 10 miles or 30 minutes travel time from The Balfour during their on-call period, unless the Board grants an exemption.

Indicative Job Plan

Consultant Surgeon Indicative Job Plan

Contract:	Full Time
Programmed Activities:	10 PA's , plus 2 EPA's by negotiation
Availability Supplement:	Level 1
Premium Rate Payment Received:	8 %
Managerially Accountable to:	Director of Acute Services

DAY/TIME	HOSPITAL/ LOCATION	TYPE OF WORK
Monday 08:30 - 09:00 9:00 – 13:00 14:30 - 17:00	The Balfour	Handover/Multidisciplinary Medical Meeting Special interest Upper Gastrointestinal MDT
Tuesday 08:00 - 08:30 8:30 - 17:00	The Balfour	Pre-operative ward round Theatre list
Wednesday 08:00 - 9:00 9:00 – 13:00 13:00 – 17:00	The Balfour	Hospital wide M&M meeting Assist in fracture clinic / Other OPD SPA
Thursday 08:30 - 09:00 9:00 - 13:00 13:00 - 17:00	The Balfour	Handover/Multidisciplinary Medical Meeting OPD Clinical Admin
Friday 08:30 – 09:00 09:00 – 13:00 13:00 – 14:00 14:00 – 15:00 15:00 – 17:00	The Balfour	Handover/Multidisciplinary Medical Meeting Endoscopy list / Specialty list CPD Theatre planning meeting Consultant/Management meeting

Responsible for: Surgical services in Orkney

Person Specification

Essential Criteria - these are attributes without which a candidate would not be able to undertake the full remit of the role. Applicants who do not clearly demonstrate in their application that they possess the essential requirements will normally be eliminated at the short listing stage.

Desirable Criteria - these are attributes which would be useful for the candidate to hold. When short listing, these criteria will be considered when more than one applicant meets the essential criteria.

FACTOR	ESSENTIAL	DESIRABLE
EDUCATION & TRAINING:	<p>Primary Medical Degree. FRCS or equivalent.</p> <p>Higher Specialist Training in Surgery.</p> <p>Entry on the GMC Specialist Register via relevant CCT. Proposed CCT date will be within 6 months of interview.</p> <p>ATLS or ETC certificate</p>	<p>Higher degree by examination or thesis.</p> <p>EPALS or PILS courses or other paediatric emergency competencies.</p>
CLINICAL EXPERIENCE, EFFECTIVENESS AND TRAINING	<p>A broad spectrum of clinical skills in the management of general surgical presentations and evidence of an ability to develop new skills.</p> <p>Experience of successful supervision and training of junior doctors and other professionals</p> <p>Awareness of national recommendations and frameworks</p> <p>Evidence of annual appraisal</p>	<p>Emergency interventional endoscopy, orthopaedic, urology and emergency surgical airway skills</p> <p>Some elective procedures in endoscopy, orthopaedics, and urology are highly desirable. Training to gain these skills after appointment can be arranged.</p> <p>Evidence of having developed learning opportunities for others</p>
MANAGEMENT AND ADMINISTRATION EXPERIENCE	<p>Able to work effectively within a team of Medical, Nursing and Allied Health Professional colleagues</p> <p>Thorough understanding of the principles of medical audit.</p>	<p>Evidence of developing and delivering change</p> <p>Participation in research or clinical audit to improve clinical care.</p>

<p>PERSONAL SKILLS/ATTRIBUTES</p>	<p>Leadership qualities</p> <p>Effective communicator, able to work in a multi-disciplinary team</p> <p>Ability to create and sustain relationships and to motivate and influence others through their enthusiasm.</p> <p>Good interpersonal skills</p> <p>Ability to work under pressure</p> <p>Flexibility in working pattern</p> <p>Commitment to CPD</p> <p>Familiarity with information technology</p> <p>Evidence of good time management</p>	<p>Willingness to undertake additional professional responsibilities</p>
<p>OTHER:</p>	<p>Willingness to participate in the on-call rota.</p> <p>Willingness to undertake periods in larger units to maintain surgical skills</p>	

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 Surgeon
TYPE OF CONTRACT	Permanent
HOURS OF WORK	10 PA's , plus 2 EPA's by negotiation Full time Part time Annualised hours
LOCATION	The Balfour, Kirkwall
SALARY	£84,984 to £112,925 per annum pro rata A Distant Islands Allowance, currently £1,263 is also payable. 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 it's 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 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.
REHABILITATION OF OFFENDERS ACT 1974	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.

	<p>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>
MEDICAL NEGLIGENCE	<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>
NOTICE	<p>The employment is subject to three months’ notice on either side, subject to appeal against dismissal.</p>
EQUAL OPPORTUNITIES	<p>The postholder will undertake their duties in strict accordance with NHS Orkney’s Equal Opportunities Policy.</p>
DISABLED APPLICANTS	<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 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.</p>

General Informaiton 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. Please 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) or be within 6 months of confirmed entry from the date of interview. 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 the 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.

Applicants must have full GMC Registration, a license to practise, FRCA (or equivalent) and eligible for inclusion in the GMC Specialist Register. Those trained in the UK should have evidence of higher specialist training leading to CCT or eligibility for specialist registration (CESR) or be within 6 months of confirmed entry from the date of interview. Non-UK applicants must demonstrate equivalent training.

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, notarized 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.

In order 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.