



Isle of Man
Government
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Junior Clinical Fellow in Emergency Medicine

Noble's Hospital | Isle of Man

**Department of Health &
Social Care**

Working together for the **Isle of Man**
Isle of Man Public Service **Careers**

Contents

Who are we?	3
About the Hospital	3
The Department	4
The Island	7
Main responsibilities	9
What do you need to be successful in this role?	12

Thank you for showing an interest in our vacancy within Noble's Hospital - We're delighted you're looking to join us!

This Applicant Pack contains lots of useful information that we hope will be of interest to you and that will answer some of your questions about the role and living and working on the Isle of Man.

Who are we?

The Isle of Man is in the middle of the Irish Sea situated between Ireland and England.

About the Hospital

Newly opened in 2003 Noble's Hospital is the Islands' only District General Hospital, situated on the outskirts of Douglas, the capital of the Isle of Man. It is equipped to the very latest standards; there is a total complement of 317 beds. There is also a cottage hospital, in Ramsey in the north of the Island, where some Consultant clinical sessions are held and where there is a nurse-led minor injuries unit.

The Hospital provides a comprehensive range of services typical of most District General Hospitals including acute medicine, general and orthopaedic surgery, maternity, paediatrics, SCBU, ITU & CCU. There is also a stroke unit and thrombolysis is performed on a 24/7 basis in ED. Consultants provide out-patient services in dermatology, GU Medicine, neurology, paediatric oncology and cardiology, plastics, radiotherapy and oncology.



Patients can be transferred to regional centres, usually in the Liverpool area, for major trauma, neurosurgery, cardiac and thoracic surgery.



Noble's Hospital

The hospital sits within large grounds, which include on site staff accommodation, a GP surgery and numerous green spaces.

Postgraduate Education and Training Centre - Keyll Darree

This combined education and training centre is on the Noble's Hospital site, and offers a comprehensive medical library, study and seminar rooms, a lecture theatre and state of the art simulation suite. The Emergency Department has a strong emphasis on training with support for both in house and external training courses. We have a number of educational and clinical supervisors and provide weekly ED teaching sessions which are popular and consistently receive excellent feedback from Health Education North West. In addition to regular medical student attachments from Manchester University, Liverpool University and Trinity College, we attract elective students from the UK and further afield. This is due to the wide variety of presentations to the department and experience that can be gained due to the unique location of the hospital. The postgraduate department at Nobles hospital encourages and supports colleagues with a desire to gain further educational and training qualifications. Life support courses regularly run on the island including ATLS/ALS and APLS and study leave for courses both on and off Island are supported. As a result of this strong commitment to training and growing reputation, applications for the Foundation Program at Nobles Hospital are oversubscribed and competitive.

The Department

The Emergency Department currently sees over 31,500 patients per annum of which approximately 20% are children. Noble's Hospital is part of the Cheshire and Mersey Major Trauma Collaborative as an accredited Trauma Unit and major trauma patients are transferred to Liverpool in accordance with defined pathways. Major Trauma has always been a significant part of the workload at the Hospital due to the large numbers of motorsport competitions taking place annually. The Department offers see and treat at the front door, stroke thrombolysis led by the ED consultants within normal hours and access to the local Hyperbaric Unit.

The Department is currently staffed by 5 Consultants, 12 WTE Senior Clinical Fellows/Specialty Doctors, 5 junior clinical fellows (this post) and 4 FY2 doctors.

Medical students from a variety of medical schools including Dublin and Manchester are present year-round. The nursing complement consists of a Matron, 7 Senior Sisters (including two Emergency Nurse Practitioners) and around 20 WTE registered nurses. Some of these also work as see and treat nurses under the supervision of a nurse consultant. There are a number of Senior Healthcare Assistants in the department, and an administration team is supervised by the departmental PA. The department enjoys an excellent reputation for teaching of FY2 doctors within the Northwest Deanery.

Isle of Man Ambulance Service

The Service has 42 full time equivalent members of staff who respond to emergency calls across the Island and also provides ambulatory transport services. Ambulances are crewed by a Paramedics and Emergency Medical Technicians / Emergency Care Assistants and operate from three sites on the Island. Training is conducted by resident training team where all staff attend annual refresher training, paramedic pre-selection, and driving assessments.

A number of Paramedics are currently undergoing the Urgent Care Practitioner training programme, which has been developed on the island and accredited by Manchester Metropolitan University.



There is a strong link between the Emergency Department and Ambulance Service as it sits within the hospital care group and the Clinical Director of the Ambulance Service is an ED Consultant, with an interest in Pre-Hospital Care.

Pre-Hospital Care Service

The Pre-Hospital Care Service is a recent development and is supported by three new consultants with extensive experience in PHC including both fixed and rotary wing air ambulance work in the UK and Australasia.

The Hospital runs its own active fixed wing Air Ambulance that undertakes emergency transfers to the UK for specialist investigations or treatments. The aircraft is based at Ronaldsway Airport and is dedicated for the process of transferring patients.

During major motorsport events, the hospital is home to 3 twin squirrel helicopters that provide support for the racing and the general public. The aircraft are fully equipped to a HEMS specification and operate with specialist pre-hospital doctors and paramedics. They provide on scene care equivalent to UK air ambulance with the crews trained in all aspects of trauma care including on-scene rapid sequence induction of anaesthesia.

In addition to the helicopters, a rapid response car supports the racing in the urban areas of the track where the helicopter has restricted landing space.

It is anticipated that a rapid response vehicle will begin to operate all year round, staffed by Paramedics who have attained the Urgent Care Practitioner qualification, supported by doctors in pre-hospital care.

Emergency Preparedness

A number of medical and nursing staff within the Emergency Department have a specific interest in Emergency Preparedness, Resilience and Response (EPRR) and the Hospital Lead for Emergency Preparedness is a Consultant in the Emergency Department, supported by management staff. The team are actively involved not just in its delivery within the department but also the wider hospital and the government as a whole.

The EPRR team has strong links with the external partners such as the Police, Ambulance, Fire Service, Coast Guard, Emergency Planning and Civil Defence and there are regular multi-agency exercises taking place regularly, both table-top based as well as live exercises.

The Hospital also has extensive experience in planning for mass gathering events such as the TT and the Festival of Motorsport, as well as other non-motorsport events.



Noble's Hospital

Our Values

In the Department of Health and Social Care we pride ourselves on being **committed**, **appreciative**, **respectful** and **excellent**. CARE represents what we are about, what we stand for and what we value. All our recruitment, performance management and staff development are based on our CARE ethos.



The Island

The Isle of Man is a self-governing crown dependency within the British Isles. The population of the Isle of Man is approximately 85,000. Those living on the Island, benefit from great lifestyle opportunities, open spaces, a safe environment, great education and a real sense of community. There are numerous events, clubs and societies in almost everything you can imagine, from cycling to sailing and kayaking to horse riding. Isle of Man residents benefit from lower tax rates than a lot of countries in the EU and a simpler, more efficient system of calculation.

For further information about living in the Isle of Man and the Island's lifestyle view our downloadable booklet 'About the Isle of Man', accessible via the advert or visit www.locate.im



The Island's healthcare is provided by a National Health Service based on that in the United Kingdom but is independently financed and administered within the Isle of Man. Many of the changes brought about to the UK National Health Service, as a



Noble's Hospital

consequence of the extensive reorganisations of recent years have not been adopted in the Isle of Man.

The Terms and Conditions of service are essentially the same as in the United Kingdom with enhancements such as automatic annual incremental pay rises. The post holder will enjoy the benefits of low income tax, high rates of personal allowance and a low crime rate.

About the Position

Job Title:	Junior Clinical Fellow in Emergency Medicine
Grade:	Junior Clinical Fellow (STR Payscale)
Salary:	£30,605 to £48,123 per annum + 25% banding uplift (banding to be confirmed)

We need a Junior Clinical Fellow who will work alongside senior doctors within the department to support the delivery of emergency medicine to patients attend the Emergency Department.

Main responsibilities

1. To take part in the initial management and medical care of all types of patients attending the Accident & Emergency Department
2. To assist in the efficient running of the A&E department and in the management of the flow of patients through the unit.
3. To co-operate, assist with and participate in audit within the unit, under the direction of the A&E consultant or his / her deputy.
4. To participate in both formal and informal teaching and training of undergraduate medical students and other health care professionals.
5. To liaise with acute clinical specialities at Noble's Hospital and with other services within the Hospital (X-ray, Pathology, Physiotherapy).
6. To be responsible for communication with General Practitioners when discharging patients directly from the Accident & Emergency Department.
7. To assist in the event of a Major Incident.

Pre Hospital Care/Emergency Planning

- Successful post-holders will have the opportunity to be exposed to, and receive some basic training within the hospital's Pre-hospital Care

Department, working alongside our Urgent Care Practitioners team and Ambulance Service to develop some basic pre-hospital competencies

- Successful post-holders will have the opportunity to contribute towards the hospital's Emergency Preparedness, Response & Recovery (EPRR) planning and testing programme.

Clinical Experience Outside Emergency Medicine

- Successful candidates will be given the opportunity to undertake a number of 'taster weeks' to work alongside consultants within other specialties within the hospital, such as anaesthesia, critical care, acute medicine and surgical specialties, which will provide experience and guidance when thinking about applications to specialty training
- Study leave support, both time and funding, will be provided to enable successful candidates to undertake further training in emergency medicine or a related specialty to assist in the specialty training application process

Audit

- Undertake clinical audit.
- Attend Grand Round lectures
- Participate in and attend Patient Safety meetings.

Teaching

- Teaching to nursing staff
- "See and Treat" nurses – assist with supervised practice
- Teaching of medical students

Appraisal

You will be required to undergo annual appraisal in keeping with GMC guidelines and Hospital Policy. You will also be required to maintain a professional folder as suggested in GMC guidelines and to complete documentation in respect of CME undertaken.

Continuing Medical Education

The Department of Health & Social Care recognises the need for all medical staff on the Island to maintain connections with medicine in the United Kingdom and encourages links with other units as well as providing study leave with pay and expenses to attend approved conferences and workshops.



Noble's Hospital

Further information and Arrangements to Visit

Interested candidates are strongly encouraged to visit Noble's Hospital and all reasonable expenses will be met by the Hospital.

Applications should be made online at www.gov.im/jobs. If you are unable to apply online please contact the Employment Services Team on (01624) 686300.

What do you need to be successful in this role?

Skill/Knowledge or Attribute	Essential or Desirable	Method of Assessment
Full registration with the GMC	E	CV/Pre-Employment Checks
ALS Qualification	E	CV/Pre-Employment Checks
APLS Qualification	D	CV/Pre-Employment Checks
ATLS Qualification	D	CV/Pre-Employment Checks
Additional qualifications, e.g. BSc, MSc, PhD or equivalent	D	CV/Pre-Employment Checks
Has achieved appropriate level of core competencies	E	CV/Interview
Evidence of audit or research	E	CV/Interview
Effective communication skills	E	CV/Interview
Basic IT skills - Word, Excel etc.	E	CV/Interview
Able to communicate effectively in written and spoken English	E	CV/Interview
Teaching and training skills	D	CV/Interview
Evidence of working in a multi-disciplinary team	D	CV/Interview
Successful completion of foundation programme	E	CV/Interview
Evidence of patient focused care	E	CV/Interview
Evidence of team working skills	E	CV/Interview
Commitment to good team working and good working relationships	E	Interview
Enthusiastic with the ability to work under pressure	E	Interview
Supportive and tolerant	E	Interview
Caring attitude towards patients	E	Interview
Flexible attitude to respond to the changing service needs	E	Interview
Satisfactory Police Check	E	Pre-Employment Checks