

ISLE OF MAN DEPARTMENT OF HEALTH AND SOCIAL CARE

CLINICAL FELLOW (ST3/4 or equivalent) **ACUTE INTEGRATED MEDICINE** **Job Description and Information Sheet**

A. General

The Isle of Man Health Service was introduced in 1948 and is administered by the Isle of Man Department of Health and Social Care. The services provided are similar to those in the United Kingdom. The post is pensionable through membership of the Isle of Man Government Unified Scheme 2011 which currently allows transfers to and from the equivalent UK Scheme. Future pension arrangements for Isle of Man public sector workers are currently under review. The Income Tax maximum rate is 20 pence in the pound.

The Island is renowned for its natural beauty and motorsport (especially the TT races) but also has excellent facilities for other activities including golf and walking. The resident population of the Isle of Man at the present time is approximately 85,000.

Noble's Hospital is a modern District General Hospital situated on the outskirts of Douglas, the capital of the Isle of Man, which is equipped to the very highest standards. There is a total complement of 318 beds. The hospital incorporates a well-appointed Private Patient Unit. There is a small community hospital in Ramsey which lies in the north of the Island; some out-patient and theatre sessions are carried out at Ramsey and District Cottage Hospital, which also incorporates a newly established Renal Satellite Unit.

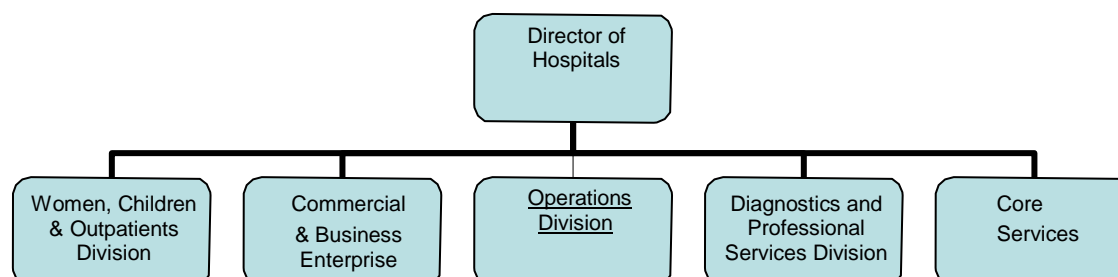
A Combined Education and Training Centre is situated in the grounds of Noble's Hospital. There is a library with a qualified medical librarian and secretarial staff. Frequent clinical meetings are held throughout the year covering a wide variety of subjects.

B. Title of the Post – Clinical Fellow (ST3/4 or equivalent) in Acute Integrated Medicine

Based at Noble's Hospital, Strang, Douglas, Isle of Man, IM4 4RJ

C. Medical Staff

The hospital is structured into 5 divisions as follows:-



The post-holder will be a member of the Operations Division, working within the Medical Clinical Business Unit.

The Medical Clinical Business Unit is led by eight general physicians covering general medicine as well as having a variety of special interests. Their 8 teams provide a 24/7 service with the Consultants currently providing a 1 in 8 non-resident on-call Rota, a team of 10 Specialty Doctors (SAS), 9 ST1-grade doctors and 8 Foundation Years doctors providing a full shift Rota with a maximum average working week of 48 hours. Two resident AMU consultants provides support and leadership for the acute take during in-hours and the on-call consultant of the day provide this during out of hours.

The Medical Clinical Business Unit has a number of posts which are recognised by the Royal College of Physicians and by the Mersey Deanery for Training purposes. Doctors in the Specialist Trainee posts are seconded from within the Mersey rotation:-

- 6 CMT1 posts in Medicine
 - 1 GPST1 post
 - 2 Trust CMT1-equivalent posts in Medicine
 - 8 Foundation Year 1 doctors in Medicine
- All rotate through various specialities

The Division is also supported by -

- 7 career grade SAS doctors covering a range of specialities which include:
- Cardiology, Respiratory, Rheumatology, Diabetes/Endocrinology, Haemato-Oncology, Nephrology, Care of the Elderly.
- 10 SAS doctors resident on call for acute and general medicine and rotating through the above teams.

D. Job Summary

This is a post of Clinical Fellow (ST3/4 or equivalent) in Acute Integrated Medicine. Successful candidates will work alongside a consultant physician with a special interest to support the Consultant's specialty and the inpatient and outpatient activity. The post also has some resident on-call requirements, forming part of the 1 in 10 'medical registrar' equivalent rota, supporting our foundation doctors and core medical trainees in the delivery of acute medical care across our wards, and supporting the Emergency Department in the management of the acutely unwell.

The post-holder will be administratively responsible to the Clinical Director and medically to the Consultant specialist.

The Medical Clinical Business Unit provides acute medical care for the island's residents/visitors as well as outpatient and inpatient care covering a range of specialties. These include Respiratory, Cardiology, Oncology, Gastroenterology, Renal, Rheumatology, Diabetes/Endocrinology and Care of the Elderly.

Acute unselected medical cases are admitted through the Acute Medical Unit (AMU) through which the average daily take is approximately 14 patients. There are direct admissions to CCU and the Stroke Unit. All admissions to the AMU and CCU are overseen by the on-call Consultant Physician.

E. The Department

Within the Medical CBU there are:-

- 21 acute medical beds (Ward 6 AMU)
- 42 general/specialty medical beds (Wards 8 & 9)
- 12 Acute Stroke beds (Ward 7)
- Day Assessment and Treatment Unit Hospital Service (DATU)
- 5 CCU beds
- Oncology suite
- Diabetes Centre
- Cardio Respiratory Department
- Renal Ward (Ward 21)
- GUM Services
- Anticoagulation Services

Visiting Services for:-

- Cardiothoracics
- Dermatology
- Renal & Liver Transplantation
- Oncology
- Rheumatology
- Neurology

All inpatient activity is managed via a ward based system.

The work load of the Medical Division in during the period 2008 to 2011 is as follows:-

Medical Division **Activity**

	Financial Year					
	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
Admissions	6,645	7,017	6,889	6,858	6,946	6,695
OP New	6,885	6,998	7,558	7,514	7,645	7,782
OP Total	29,355	30,158	30,807	31,470	30,402	32,323

A. Duties of the Post

General

- The post-holder is expected to support the consultant in clinical and administrative work and to enhance and improve clinical services.
- The post holder will be expected to work with professional colleagues and local managers in efficient running of the services and will share with other practitioners in the medical contribution to management.
- The post holder will participate in a rota-based system to support both in patient and out-patient clinical services, with rotation on nights required.
- Subject to the provisions of the Terms and Conditions of service you are expected to observe the Hospital's agreed policies and procedures drawn up in consultation with the profession on clinical matters and to follow the standing orders and financial instructions of the Hospital.
- The post holder will support the Hospital and Division in its commitment to Clinical Governance.
- The post holder must ensure that there are adequate arrangements for hospital staff involved in the care of patients to be able to be contacted when necessary.
- This post is established also to closely support and supervise foundation doctors as a more experienced doctor at CMT level. The post holder has delegated responsibility from the named Consultant for training and supervision of staff who work with you and you will devote time to this activity on a regular basis.
- The post holder will take part in the teaching of trainee medical staff and medical students in liaison with the Post-Graduate Clinical Tutor. Undergraduate students are also involved from other Universities and frequently do electives here. MRCP Part 1, Part 2 and PACES teaching sessions take place regularly.
- The post holder will work closely with the Head of Operations who is responsible for the effective and efficient running of services.
- The post holder will be available to cover the sudden/unexpected absence of colleagues in the Division without disrupting the work of the regular team.
- The post holder make sure discharge summaries and investigation results of patients from AMU and wards are duly completed/verified and acted upon within 3 days.
- The post holder will have a named mentor for advice and CPD and there will be an annual review and appraisal with changes to the job plan by mutual agreement.
- The post holder will ensure that the national requirements for Continuing Professional Development both internal and external are met and will be expected to attend the organised regular CME meetings and weekly special interest meetings provided.

- The post holder will be expected to undertake regular clinical audit research and be involved in updating clinical protocols with the supervising Consultant. The post holder will have secretarial support. The post holder will be provided with training and support for medical and non-medical duties.
- The post holder will be required to attend other Divisions to review inpatients for advice when requested, and carrying out consultations and taking medical decisions on behalf of the Consultant when required.

Wards

- When on call the post holder is a member of the Medical Emergency Team and is responsible for handing the red baton bleep over to the incoming Clinical Fellow or Specialty Doctor at handover.
- The post holder is part of the dedicated hospital at night hand over and team. There is also a Consultant led hand over at 9.00am each morning which the post holder is required to attend.
- The post holder when day on call should make themselves available to their specialist team when not needed on the AMU and will be expected to do clinical administrative work or ward rounds. Once required on the AMU should be able to make themselves immediately available.
- The post holder will be responsible for supervising and guiding the Foundation Year Doctors and will ensure that a minimum of one visit per day is made to each ward to assess the condition of all patients under the care of their supervising Consultant. This visit should preferably be made early in the day.
- The post holder will ensure information is available for the Consultant when they attend the ward for board rounds and ward rounds. This will ensure the Consultant is informed of any new cases admitted under their care, or any major developments in the condition of patients already on the ward.
- The post holder is responsible for carrying out ward rounds with junior doctors to supervise care, provide advice and education.
- At the end of the normal working day, it is the responsibility of the ST-level doctors in each team to ensure a satisfactory hand over to the on-call team.
- The on-call team must be briefed about the condition of patients, whose condition will require further clinical re-assessment, investigation, or modification to their treatment, before the start of the next routine working day.
- The post holder must complete all routine work before leaving duty on any normal working day. Routine work must not be left for the on call team.
- The post holder is required to write up discharge summaries to the General Practitioner in a standard manner agreed with the Consultant. This must be completed within hospital standard no greater than 10 working days between the patient's discharge and the completed summary being posted.
- Cross cover is required to other teams when the respective doctor is not available or in the event of unexpected absence e.g. sickness.

- The post holder when working must carry their pager (bleep) and must reply promptly to any calls.
- The post holder is expected to check and respond to internal email daily.

Outpatients

- The post holder is expected to discuss the management of appropriate patients with the Consultant in charge to ensure that decisions taken are in line with the protocols and practices of the hospital and Consultant concerned.
- The post holder is expected to follow the guidance provided by the Consultant to ensure that patients are neither needlessly given further follow up appointments nor prematurely discharged. When required, the post holder may be required to assist with exercise stress tests within the Cardio Respiratory department.
- The post holder may be required to attend the Day Assessment and Treatment Unit (DATU) to support clinical interventions for patients.

A detailed timetable will be agreed with the post holder at the start of his or her appointment in regards to their outpatient activity, but this may be subject to later amendment according to circumstances.

Proposed Job Plan Timetable

- Please see appendices

G Continuing Medical Education

The Department of Health and 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.

The Medical CBU supports a number of formal and informal educational opportunities:

- Weekly radiology meetings
- Weekly Medical Division case presentations
- Weekly medical journal club
- Weekly "Grand Round" lecture series
- MRCP part 1, 2 & PACES revision
- SAS doctor led foundation year 1 clinical bedside teaching
- RCP regional teaching video linked from the Liverpool Medical Institution
- Bi-monthly Patient Safety and Quality forum with Divisional and Hospital wide sessions
- Annual Infection Prevention and Control Conference

Clinical Fellows are encouraged to attend the CMT/SD medical teaching programme, and are required to cover for the Foundation Doctors' protected bleep-free teaching.

H Terms and Conditions of Service

1. The contract issued by the Department of Health and Social Care incorporates the Written Particulars required by the Employment Act 2006 and, together with the Terms and Conditions of Service of Hospital Medical and Dental Staff and Doctors in Public Health Medicine and the Community Health Service (England and Wales), subject to beneficial locally agreed variations, approved by the BMA. These Clinical Fellow ST3/4-equivalent posts are on our local Clinical Fellow payscale, and attract a 1A banding supplement of 50%.
2. The person appointed shall be a registered Medical Practitioner with a license to practice, and holding an appropriate higher qualification.
3. The post holder will be indemnified by the Isle of Man Department of Health and Social Care for all National Health Service work undertaken as part of his/her Contract of Employment. The provision of indemnity cover for any other medical activities will be the responsibility of the post holder.
4. Health and Safety. It is the general duty of every employee to take reasonable care for the health and safety of themselves and others, including the use of necessary safety devices and protective clothing and to co-operate with management in meeting its responsibilities under the Health and Safety at Work Act. Any failure to take such care or any contravention of safety policy or managerial instructions may result in disciplinary action being taken.
5. All staff have a responsibility to ensure that those persons using Noble's Hospital and its services are as secure as possible. In accordance with Financial Regulations all employees are responsible for security and loss prevention;
6. All staff must act in a responsible manner to safeguard the interests of patients by honouring the obligation the Department places upon them to maintain privacy and confidentiality of patient information. The Department's Policies and Procedures regarding confidentiality must be observed by all staff at all times.
7. All staff are required to adhere to the formally approved Policies and Procedures of the Department of Health and Social Care.
8. Exposure-prone procedures. The duties of this post may require the post holder to carry out exposure-prone procedures on patients. In order to protect its patients from acquiring blood borne virus infections from staff, the Isle of Man Department of Health requires that the following conditions be met before appointment is made:
 - The candidate must consider whether he/she has been at significant risk of acquiring HIV infection. If there has been such a risk the candidate must arrange for HIV testing before accepting the appointment.
 - The candidate must provide documentary evidence of immunity to Hepatitis B infection either by immunisation or natural immunity. If the candidate is non-immune the Isle of Man Department of Health will require a blood test to be carried out for Hepatitis B e antigen before appointment. The duties of this post are such that no Hepatitis B e antigen positive candidate could be appointed.
 - Any appointee who is not immune to Hepatitis B, but is carrying out exposure prone invasive procedures will be required to allow the Occupational Health Service of the Isle of Man to carry out regular checks on Hepatitis B markers.

The tests can be arranged, if the candidate agrees, in confidence through the Occupational Health Service

- Where appropriate the Occupational Health Department can arrange Hepatitis B immunisation.

9. The post-holder will be expected to comply with the restrictive smoking policy operated by the Hospital.

10. The post holder must be certified as an Advanced Life Support (ALS) provider by the Resuscitation Council (UK), or equivalent. If the post holder has an equivalent competency then they will be required to attain UK ALS at the earliest opportunity.

I. Conditions of Employment

Asylum & Immigration Act 1996

All employees must provide the Department with the required documentation which would allow them to work in the Isle of Man.

References

It is a condition of employment that references are provided which are acceptable to the Department.

Health Screening

It is a condition of employment that all successful candidates undertake pre-employment screening and are cleared **before** formal confirmation of the appointment is sent to candidates.

Professional Registration

The successful candidate is required to be registered with the GMC. Membership of the approved Medical Defence/Protection Society is not a mandatory requirement for the post as the Department is a corporate member of the Medical Protections Society for all NHS work.

J. Additional Information

The following clinical services are available to patients at Noble's Hospital:

- Accident and Emergency
- Allied Health Services
- Anaesthetics and Intensive Care Medicine
- Anticoagulation
- Audiology
- Cardio-Respiratory
- Ear, Nose and Throat
- General Medicine including Cardiology, Diabetes/Endocrinology, Nephrology, Respiratory Medicine, Rheumatology, Haemo-Oncology including Chemotherapy, Care of the Elderly and Gastroenterology.
- General Surgery and Vascular Surgery
- Genito-urinary Medicine
- Gynaecology and Obstetrics
- Ophthalmology

- Oral Surgery and Orthodontics
- Pacemakers
- Paediatrics Including Neonates
- Pathology
- Radiology
- Stroke
- Trauma and Orthopaedics
- Urology

Visiting Consultants provide out-patient services in:

- Dermatology
- Genito-Urinary Medicine
- Hepatology & Transplantation
- Nephrology & Transplantation
- Neurology
- Orthodontics
- Pacemakers (Complex devices)
- Paediatric Oncology
- Paediatric Cardiology
- Plastic Surgery
- Radiotherapy/Oncology
- Rheumatology
- Thoracic Surgery

Patients are transferred to regional centers, usually in the Liverpool area, for treatment in the following specialties:

- Cardiac Surgery
- Cancer treatments
- Complex Trauma
- Neo-natal Surgery
- Neurological Investigation
- Neurosurgery
- Radiotherapy

K Miscellaneous Information

An excellent place to work. . . .

- Regular low-cost flights to several UK and European destinations (to Liverpool, Manchester, London, Glasgow & Belfast)
- Daily ferry links to the United Kingdom
- Basic rate of Income Tax 10%, maximum rate 20%
- Relocation allowances
- No Capital Gains or transfer tax
- No death duties
- No stamp duty on house purchases
- High quality of family and individual life
- Wide variety of child care facilities
- First class education
- Very low crime rate
- Attractive relocation package
- Cost of living benefits - insurance, road tax etc.

The unique location, geography and constitution of the Island means that the Department provides a much wider range of services than would be expected in a comparative health authority or Social Services in the United Kingdom.

In addition, personal tax allowances are very generous, and are fully transferable between husband and wife.

There is a buoyant property market with a wide range of urban and rural housing. Property prices are comparable to the more expensive parts of the United Kingdom. There are no restrictions to residence or property purchase for British and Irish Nationals. Minor additional formalities apply to nationals of other countries. Some tax relief is available on mortgage and loan interest.

Isle of Man Social Security schemes are similar to those in the United Kingdom and there is an agreement with the United Kingdom under which contributions paid in one country can count for benefit in another. It should be noted though that a residential qualification needs to be satisfied in order to qualify for income-based benefits. People may transfer between the countries without loss of accumulated rights. Many public and other services are better and cheaper than in the UK. For example, car insurance and registration are much cheaper than in the United Kingdom, though fuel is slightly more expensive.

The post is superannuable through membership of the Isle of Man Government Unified Scheme 2011, which currently allows transfers to and from the equivalent UK scheme. Further information on pension entitlements can be found on www.iomunifiedscheme.im.

L. Further information and Arrangements to Visit

Further information about the post can be obtained from Oliver Radford, Head of Operations – email oliver.radford@gov.im or phone 01624 650141.

Arrangements to visit can be made through Fiona Tait, Medical Divisional Secretary, telephone 01624 650357 or email fiona.tait@nobles.dhss.gov.im

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

CLINICAL FELLOW (ST3/4) DIABETES AND ENDOCRINOLOGY– ROTA MEDICAL DIVISION

Day	Start	End	Location	Work	Category	Frequency	Hours
Monday	9:00	13:00	Medical Ward	Ward Round with FY1/FY2	DCC	Weekly	4
	13:00	14:00	Post Graduate Centre	Journal Club	SPA	Weekly	1
	14:00	16:00	Medical Ward	Consultant Ward Round	DCC	Weekly	2
	16:00	17:00	Medical Ward	Referral/Discharge Dictation	DCC	Weekly	1
Tuesday	9:00	12:30	Medical Ward	Ward round with FY2/FY1	DCC	Weekly	3.5
	12:30	14:00	Post Graduate Centre	Radiology /Medical presentation	SPA	Weekly	1.5
	14:00	16:00	Medical Ward	Ward Cover including board round with consultant	DCC	Weekly	2
	16:00	17:00	Medical Ward	Referral/Discharge Dictation	DCC	Weekly	1
Wednesday	9:00	13:00	Medical Ward	ward round with FY1/FY2	DCC	Weekly	4
	13:00	15:00	Post Graduate Centre	CMT/SD Teaching or QIP/Audit work	SPA	Weekly	2
	15:00	16:00	Medical Ward	Ward Cover including board round with consultant	DCC	Weekly	1
	16:00	17:00	Medical Ward	Referral/Discharge Dictation	DCC	Weekly	1
Thursday	9:00	13:00	Medical Ward	Teaching Ward round with Consultant	DCC	Weekly	4
	13:00	15:00	Medical Ward	Admin work	DCC	Weekly	2
	15:00	17:00	Medical Ward	Referral/Discharge Dictation	DCC	Weekly	2
Friday	9:00	13:00	Medical Ward	Ward Round with FY1/FY2	DCC	Weekly	4
	13:00	14:00	Post Graduate Centre	Friday Lunch Lecture or QIP/Audit work	SPA	Weekly	1
	14:00	16:00	Medical Ward	Ward Cover including Board Round with Consultant	DCC	Weekly	2
	16:00	17:00	Ward Office	Topic based discussion with all team members present including review of patients for SBAR over the weekend	DCC SPA	Weekly	1
Saturday	Off	Off	Off	Off	Off	Off	Off
Sunday	Off	Off	Off	Off	Off	Off	Off

CLINICAL FELLOW (ST3/4) CARE OF THE ELDERLY – ROTA MEDICAL DIVISION

Day	Start	End	Location	Work	Category	Frequency	Hours
Monday	9:00	13:00	Medical Ward	Ward Round with FY1/FY2 including board round with consultant	DCC	Weekly	4
	13:00	14:00	Post Graduate Centre	Medical Journal Club	SPA	Weekly	1
	14:00	16:00	Ward Office	Ward / Admin Work	DCC	Weekly	2
	16:00	17:00	Medical Ward	Referral/Discharge Dictation	DCC	Weekly	1
Tuesday	9:00	12:30	Medical Ward	Consultant Ward Round	DCC	Weekly	3.5
	12:30	14:00	Post Graduate Centre	Radiology/Medical Meeting	SPA	Weekly	1.5
	14:00	16:00	Ward Office	Ward / Admin Work	DCC	Weekly	2
	16:00	17:00	Medical Ward	Referral/Discharge Dictation	DCC	Weekly	1
Wednesday	9:00	13:00	Medical Ward	Ward Round with FY1/FY2 including board round with consultant	DCC	Weekly	4
	13:00	15:00	Post Graduate Centre	CMT/SD Teaching or QIP/Audit work	SPA	Weekly	2
	15:00	16:00	Ward Office	Ward / Admin Work	DCC	Weekly	1
	16:00	17:00	Medical Ward	Referral/Discharge Dictation	DCC	Weekly	1
Thursday	9:00	13:00	Medical Ward	Ward Round with FY1/FY2 including board round with consultant	DCC	Weekly	4
	13:00	15:00	Ward Office	Ward / Admin Work	DCC	Weekly	2
	15:00	16:00	Medical Ward	Admin / MRCP teaching	DCC SPA	Weekly	1
	16:00	17:00	Medical Ward	Referral/Discharge Dicta	DCC	Weekly	1
Friday	9:00	13:00	Medical Ward	Consultant Teaching Ward Round	DCC	Weekly	4
	13:00	14:00	Post Graduate Centre	Friday Lunch Lecture or QIP/Audit work	SPA	Weekly	1
	14:00	16:00	Ward Office	Ward / Admin Work	DCC	Weekly	2
	16:00	17:00	Medical Ward	Referral/Discharge Dictation including review of patients for SBAR over the weekend	DCC	Weekly	1
Saturday	9:00	11:00			Off	Off	Off
Sunday	9:00	11:00			Off	Off	Off

CLINICAL FELLOW (ST3/4) RHEUMATOLOGY – ROTA MEDICAL DIVISION

Day	Start	End	Location	Work	Category	Frequency	Hours
Monday	9:00	13:00	Medical Ward	Teaching Ward Round with Consultant	DCC	Weekly	4
	13:00	14:00	Post Graduate Centre	Journal Club	SPA	Weekly	1
	14:00	16:00	Medical Ward	Ward Cover	DCC	Weekly	2
	16:00	17:00	Medical Ward	Referral/Discharge Dictation	DCC	Weekly	1
Tuesday	9:00	12:30	Medical Ward	Ward round with SD/FY2/FY1 including board round with consultant	DCC	Weekly	3.5
	12:30	14:00	Post Graduate Centre	Radiology /Medical presentation	SPA	Weekly	1.5
	14:00	16:00	Medical Ward	Ward Cover	DCC	Weekly	2
	16:00	17:00	Medical Ward	Referral/Discharge Dictation	DCC	Weekly	1
Wednesday	9:00	12:00	Medical Ward	Ward round with FY2/FY1 including board round with consultant	DCC	Weekly	3
	12:00	15:00	Post Graduate Centre	CMT/SD Teaching or QIP/Audit work	SPA	Weekly	3
	15:00	16:00	Medical Ward	Ward Cover	DCC	Weekly	1
	16:00	17:00	Medical Ward	Referral/Discharge Dictation	DCC	Weekly	1
Thursday	9:00	13:00	Medical Ward	Ward round with FY2/FY1 including board round with consultant	DCC	Weekly	4
	13:00	14:00	Medical Ward	Ward Cover	DCC	Weekly	1
	14:00	16:00	Medical Ward	Admin. Work or QIP/Audit	DCC SPA	Weekly	2
	16:00	17:00	Medical Ward	Referral/Discharge Dictation	DCC	Weekly	1
Friday	9:00	13:00	Medical Ward	Teaching Ward Round with Consultant	DCC	Weekly	4
	13:00	14:00	Post Graduate Centre	Friday Lunch Lecture or QIP/Audit work	SPA	Weekly	1
	14:00	16:00	Medical Ward	Ward Cover	DCC	Weekly	2
	16:00	17:00	Consultant Office	Referral/Discharge Dictation including review of patients for SBAR over the weekend	DCC	Weekly	1
Saturday	Off	Off	Off	Off	Off	Off	Off
Sunday	Off	Off	Off	Off	Off	Off	Off

CLINICAL FELLOW (ST3/4) GASTROENTEROLOGY– ROTA MEDICAL DIVISION

Day	Start	End	Location	Work	Category	Frequency	Hours
Monday	9:00	13:00	Medical Ward	Ward Round with Consultant	DCC	Weekly	4
	13:00	14:00	Postgraduate Centre	Medical Journal Club	SPA	Weekly	1
	14:00	17:00	Medical OPD	Gastroenterology Clinic	DCC	Weekly	3
Tuesday	9:00	12:30	Medical Ward	Ward round with FY2/FY1 including board round with consultant	DCC	Weekly	3.5
	12:30	14:00	Postgraduate Centre	Radiology /Medical presentation	SPA	Weekly	1.5
	14:00	17:00	Medical OPD	Gastroenterology Clinic	DCC	Weekly	3
Wednesday	9:00	13:00	Day Procedures Suite / Medical Ward	Endoscopy / SD Ward Round	DCC	Weekly	4
	13:00	15:00	Postgraduate Centre	CMT/SD Teaching or QIP/Audit work	SPA	Weekly	2
	15:00	17:00	Medical Ward	Ward / Admin Work including board round with consultant	DCC	Weekly	2
Thursday	9:00	13:00	Medical Ward / Medical OPD	Consultant round / Gastroenterology Clinic	DCC	Alternate Weeks	4
	13:00	14:00	Medical Office	Admin. Work or QIP/Audit	DCC SPA	Weekly	1
	14:00	17:00	Medical Ward / Medical Office	Consultant round / Admin, Referrals & Discharge Dictations	DCC	Alternate Weeks	3
Friday	9:00	13:00	Medical Ward	Ward round with FY2/FY1 including board round with consultant	DCC	Weekly	4
	13:00	14:00	Postgraduate Centre	Friday Lunch Lecture or QIP/Audit work	SPA	Weekly	1
	14:00	17:00	Medical Ward	Ward Cover/Admin including review of patients for SBAR over the weekend	DCC	Weekly	3
Saturday	9:00	11:00		Off if not on-call			
Sunday	9:00	11:00		Off if not on-call			

CLINICAL FELLOW (ST3/4) HAEMO-ONCOLOGY – ROTA MEDICAL DIVISION

Day	Start	End	Location	Work	Category	Frequency	Hours
Monday	9:00	13:00	Medical Ward	Ward round with FY2/FY1 including board round with consultant	DCC	Weekly	4
	13:00	14:00	Postgraduate Centre	Medical Journal Club	SPA	Weekly	1
	14:00	16:30	Oncology Suite & Day Assessment & Treatment Unit	Oncology Suite & DATU cover / Admin	DCC	Weekly	2.5
Tuesday	9:00	12:30	Medical Ward / Medical OPD	Consultant Ward Round / Haemato-Oncology & GIM Clinic	DCC	Alternate Weeks	3.5
	12:30	14:00	Postgraduate Centre	Radiology /Medical presentation	SPA	Weekly	1.5
	14:00	17:00	Oncology Suite & Day Assessment & Treatment Unit	Oncology Suite & DATU cover / Admin	DCC	Weekly	3
Wednesday	9:00	13:00	Medical Office	Admin & Discharge Dictations / MDT Notes Preparation	DCC	Weekly	4
	13:00	15:00	Postgraduate Centre	CMT/SD Teaching or QIP/Audit work	SPA	Weekly	2
	15:00	17:00	Medical Ward / Oncology Suite & Day Assessment & Treatment Unit	Ward / Oncology Suite / DATU work including board round with consultant	DCC	Weekly	2
Thursday	8.00	09:30	MDT Room	Haematology MDT	DCC	Weekly	1.5
	09:30	13:00	Medical Ward	Consultant Ward Round	DCC	Weekly	3
	13:00	14:00	Medical Office	Admin. Work or QIP/Audit	DCC SPA	Weekly	1
	14:00	17:00	Medical Office	Admin, Referrals & Discharge Dictations	DCC	Weekly	3
Friday	9:00	12:30	Medical Ward	Ward Round including board round with consultant / Haemato-Oncology & GIM Clinic	DCC	Alternate Weeks	4
	13:00	14:00	Postgraduate Centre	Friday Lunch Lecture or QIP/Audit work	SPA	Weekly	1
	14:00	16:30	Medical Ward	Ward Cover/Admin including review of patients for SBAR over the weekend	DCC	Weekly	2.5
Saturday	9:00	11:00		Off if not on-call			
Sunday	9:00	11:00		Off if not on-call			

Clinical Admin activities: review of blood results and acting up on it, arranging blood and platelet transfusion in liaison with CNS and secretary, arrange for venesection, IV Ig, IV iron therapy etc, discharge summaries to GP, results review at oncology suite, patients review at oncology suite and DATU, in patient discharge follow up of results, PICC line insertion for oncology patients, liaison with GP, RLH, CNS, patient and consultant for haematology patients etc.

CLINICAL FELLOW (ST3/4) CARDIOLOGY – ROTA MEDICAL DIVISION

Day	Start	End	Location	Work	Category	Frequency	Hours
Monday	9:00	13:00	Medical Ward/CCU	Ward Round with Consultant/CMT/FY1	DCC	Weekly	4
	13:00	14:00	Post Graduate Centre	Journal Club	SPA	Weekly	1
	14:00	17:00	Medical OPD	Cardiology clinic	DCC	Weekly	3
Tuesday	9:00	12:30	Medical Ward	Ward round with CMT/ FY1 including board round with consultant	DCC	Weekly	3.5
	12:30	14:00	Post Graduate Centre	Radiology /Medical presentation	SPA	Weekly	1.5
	14:00	16:00	Medical Ward	Ward/CCU Cover including echo sessions	DCC	Weekly	3
	16:00	17:00	Medical Ward	Admin Work / Discharge Dictation	DCC	Weekly	1
Wednesday	9:00	13:00	Medical Ward	Ward round with SD/CMT/FY1 including board round with consultant	DCC	Weekly	4
	13:00	14:00	Post Graduate Centre	CMT/SD Teaching or QIP/Audit work	SPA	Weekly	1
	14:00	17:00	Medical Ward	Cardiology Clinic	DCC	Weekly	3
Thursday	9:00	13:00	Medical Ward	Consultant Ward round with SD/CMT/FY1	DCC	Weekly	4
	13:00	14:00	Medical Ward	Ward Cover or QIP/Audit work	DCC SPA	Weekly	1
	14:00	16:00	Medical Office	Admin, Referrals & Discharge Dictations	DCC	Weekly	2
	16:00	17:00	Medical Office	Personal SPA or QIP/Audit work	SPA	Weekly	1
Friday	9:00	13:00	Medical OPD	Cardiology Clinic	DCC	Weekly	4
	13:00	14:00	Post Graduate Centre	Friday Lunch Lecture or QIP/Audit work	SPA	Weekly	1
	14:00	16:00	Medical Ward	Ward cover including board round with consultant	DCC	Weekly	2
	16:00	17:00	Medical Office	Referral/Discharge Dictation including review of patients for SBAR over the weekend	DCC	Weekly	1
Saturday	Off	Off	Off	Off	Off	Off	Off
Sunday	Off	Off	Off	Off	Off	Off	Off

CLINICAL FELLOW (ST3/4) NEPHROLOGY – ROTA MEDICAL DIVISION

Day	Start	End	Location	Work	Category	Frequency	Hours
Monday	9:00	13:00	Medical Ward	Ward Round with Consultant	DCC	Weekly	4
	13:00	14:00	Post Graduate Centre	Journal Club	SPA	Weekly	1
	14:00	16:00	Medical Ward	Ward Cover	DCC	Weekly	2
	16:00	17:00	Medical Office	Referral/Discharge Dictation	DCC	Weekly	1
Tuesday	9:00	12:30	Medical Ward	Ward round with CMT/FY2/FY1	DCC	Weekly	3.5
	12:30	14:00	Post Graduate Centre	Radiology /Medical presentation	SPA	Weekly	1.5
	14:00	16:00	Medical Ward	Ward Cover including board round with consultant	DCC	Weekly	2
	16:00	17:00	Medical Office	Referral/Discharge Dictation	DCC	Weekly	1
Wednesday	9:00	13:00	Medical Ward	Ward round with CMT/FY2/FY1	DCC	Weekly	4
	13:00	15:00	Post Graduate Centre	CMT/SD Teaching or QIP/Audit work	SPA	Weekly	2
	15:00	16:00	Medical Ward	Ward Round with Consultant	DCC	Weekly	1
	16:00	17:00	Medical Office	Referral/Discharge Dictation	DCC	Weekly	1
Thursday	9:00	13:00	Medical Ward	Ward round with SD/CMT/FY2/FY1	DCC	Weekly	4
	13:00	14:00	Medical Ward	Ward Cover including board round with consultant	DCC	Weekly	1
	14:00	16:00	Medical Office	Admin. Work	DCC	Weekly	2
	16:00	17:00	Medical Office	Referral/Discharge Dictation	DCC	Weekly	1
Friday	9:00	13:00	Medical Ward	Teaching Ward Round with Consultant	DCC	Weekly	4
	13:00	14:00	Post Graduate Centre	Friday Lunch Lecture or QIP/Audit work	SPA	Weekly	1
	14:00	16:00	Medical Ward	Ward Cover	DCC	Weekly	2
	16:00	17:00	Consultant Office	Topic based discussion with all team members present including review of patients for SBAR over the weekend	DCC SPA	Weekly	1
Saturday	Off	Off	Off	Off	Off	Off	Off
Sunday	Off	Off	Off	Off	Off	Off	Off

Ward Cover and Admin duties include providing clinical support to the Renal Unit for haemodialysis patients and community peritoneal dialysis, transplant and CKD patients, and for Renal patients receiving intravenous immunosuppression on the Oncology Suite or in the Day Assessment and Treatment Unit.

CLINICAL FELLOW (ST3/4) RESPIRATORY – ROTA MEDICAL DIVISION

Day	Start	End	Location	Work	Category	Frequency	Hours
Monday	9:00	12:30	Medical Ward	Ward round with CMT/FY1 or Rapid Access Lung Cancer Clinic	DCC	Approx. Alternate Weeks	3.5
	12.30	14.00	Pathology Department / Post Graduate Centre	Lung Cancer MDT or Journal Club (if no MDT)	DCC SPA	Approx. Alternate Weeks	1.5
	14.00	17.00	Medical Ward	Consultant Teaching Ward Round	DCC	Weekly	3
Tuesday	9:00	12:30	Medical Ward	Ward round with CMT/FY1 including board round with consultant	DCC	Weekly	3.5
	12:30	14:00	Post Graduate Centre	Radiology /Medical presentation	SPA	Weekly	1.5
	14.00	17.00	Medical OPD	Chest Clinic	DCC	Weekly	3
Wednesday	9:00	12:00	Medical Ward	ward round	DCC	Weekly	4
	12.00	15.00	Post Graduate Centre	CMT/SD Teaching or QIP/Audit work	SPA	Weekly	2
	15:00	16:00	Medical Ward	Ward Cover including board round with consultant	DCC	Weekly	1
	16.00	17.00	Medical Ward	Referral/Discharge Dictation	DCC	Weekly	1
Thursday	9:00	13:00	Medical Ward	Ward round with CMT /FY1	DCC	Weekly	4
	13:00	14:00	Medical Ward	Ward Cover or QIP/Audit work	DCC SPA	Weekly	1
	14.00	16.00	Medical Ward	Admin. Work including board round with consultant	DCC	Weekly	2
	16.00	17.00	Medical Ward	Referral/Discharge Dictation	DCC	Weekly	1
Friday	9:00	13:00	Medical Ward	Teaching Ward Round with Consultant	DCC	Weekly	4
	13:00	14:00	Post Graduate Centre	Friday Lunch Lecture or QIP/Audit work	SPA	Weekly	1
	14.00	16.00	Medical Ward	Ward Cover	DCC	Weekly	2
	16.00	17.00	Consultant Office	Topic based discussion with all team members present including review of patients for SBAR over the weekend	DCC SPA	Weekly	1
Saturday	Off	Off	Off	Off	Off	Off	Off
Sunday	Off	Off	Off	Off	Off	Off	Off

ISLE OF MAN DEPARTMENT OF HEALTH AND SOCIAL CARE
Noble's Hospital
PERSON SPECIFICATION –
CLINICAL FELLOW (ST3/4) IN ACUTE INTEGRATED
MEDICINE

Attributes	Essential or Desirable	Method of Assessment
Qualifications		
MB ChB or equivalent	E	CV/Interview/Pre-employment checks
Current ALS/ACLS	E	CV/Interview/Pre-employment checks
MRCP part 2/ Equivalent	E	CV/Interview/Pre-employment checks
MRCP part 2/Paces	D	CV/Interview/Pre-employment checks
Registration with GMC	E	CV
Experience		
Previous 2 years Speciality Doctor, Core Medical Trainee or Specialist Trainee experience in Medicine	E	CV/Interview
Involvement in presentation and teaching in previous roles	E	CV/Interview
Audit work relevant to post	D	CV/Interview
Experience of incident reporting and management	E	CV/Interview
Involvement in formal management of complaints	D	CV/Interview
Involvement in root cause analysis of critical events	D	CV/Interview

Knowledge and Skills		
Clinical skills - Recent experience in the management of the acutely sick patient	E	CV/Interview
Knowledge/experience of audit/research	E	CV/Interview
Understanding of complaint prevention and management	E	CV/Interview
Persuasive, with good negotiating skills	E	CV/Interview
IT skills and computer literacy	E	CV/Interview
Patient Focused Skills - empathy, understanding, listening skills, patience, social skills appropriate to different types of client and situations	E	CV/Interview
Team Work - able to work in a team and provide leadership where appropriate	E	CV/Interview
Presentation/Teaching Skills	D	CV/Interview

Disposition		
Ability to build rapport and work well with others	E	CV/Interview
Punctual, reliable and have a sense of responsibility	E	CV/Interview
Flexibility - able to change and adapt/respond to changing circumstances	E	CV/Interview
Resilient - able to cope with adverse events, and work place pressures in a pro-active manner	E	CV/Interview
Thoroughness - can demonstrate preparedness attention to detail and follow up to complete planned activity	E	CV/Interview
Self-starter, motivated, shows interest and demonstrates innovation	E	CV/Interview
Probity - honesty, integrity, appreciation of ethical dilemmas	E	CV/Interview
Circumstances/Interests/Pre-Employment Checks		
Meets professional health requirements - Pre employment health screening	E	Pre-employment checks
Interest in teaching and management	E	Interview
Holds a valid International or UK/IOM Driving licence	D	Application
Satisfactory police check	E	DBS Check

Local Clinical Fellow Payscale

Min	30605
1	32478
2	35093
3	36675
4	38582
5	40491
6	42399
7	44307
8	46215
9	48123