



**Specialty Doctor in
General Medicine**

**Noble's Hospital
Isle of Man**



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About Us

Thank you for showing an interest in our vacancy within Noble's Hospital – We are delighted you are looking to join us! This applicant pack contains lots of useful information that we hope will be of interest to you and will answer some of your questions about the role and living and working on the Isle of Man.

Where are we?

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

About the Hospital

Opened in 2003, Noble's Hospital is the Island's only District General Hospital and is 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 171 beds. There is a community 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.

Noble's Hospital provides a comprehensive range of services typical of most district general hospitals including acute medicine, general and orthopaedic surgery, maternity, paediatrics, special care baby unit, intensive therapy unit and critical care unit. Noble's has a stroke unit and thrombolysis is performed on a 24/7 basis in the emergency department. 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.

The hospital sits within large grounds, which includes on-site staff accommodation, a GP surgery and generous green spaces.

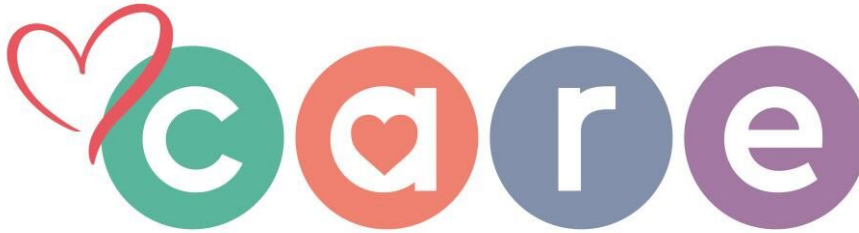
Postgraduate Education and Training Centre - Keyll Darree

This combined education and training centre is on the Noble's Hospital site. Keyll Darree offers a comprehensive medical library, study and seminar rooms, a lecture theatre and state of the art simulation suite. Our medical services have 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 teaching sessions which are popular and consistently receive excellent feedback from Health Education North West. We have regular Friday Grand Round lectures which attract speakers from across the world to talk about their area of interest. The lectures encompass all aspects of medicine, and attendance at these attracts continuing professional development points. 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 Noble's 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 Noble's Hospital are oversubscribed and competitive.

Our Values



In Manx Care we pride ourselves on our Commitment & passion, Accountability & reflection, Respect & inclusion, and Excellence & innovation. CARE represents what we are about, what we stand for and what we value. All our recruitment, performance management and development is 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 tax calculation.

Further information about living in the Isle of Man is accessible via 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 consequence of the extensive reorganisations of recent years, have not been adopted in the Isle of Man.

Manx Care

The way in which health and social care services are delivered in the Isle of Man is undergoing an exciting transformation as a direct result of the Independent Health and social care review conducted by Sir Jonathan Michael. Sir Jonathan's final report can be viewed here: <https://www.gov.im/media/1365879/independent-health-and-social-care-review-final-report.pdf>

A key recommendation of the review was to establish a new publicly funded, arms-length health and social care delivery organisation. As a result, since April 2021, “Manx Care” has taken responsibility for delivering integrated health and social care services for the people of the Isle of Man. Manx Care operates under an annual Mandate from the Island's Department of Health and Social Care (DHSC).

The Hospital

Noble's Hospital is the size of a small UK district general hospital and provides most specialist medical services delivered by a team of dedicated Consultants, Staff Grades, Specialty Doctors and Doctors in training who are supported by a large team of Clinical Nurse Specialists, Ward Nurses and Allied Health Professionals.

Our medical specialties are contained within the Medicine & Urgent Care Group which is managed by a triumvirate of Clinical Director, General Manager, and Matron.

Our Medical Consultants are as follows:

Medical Specialty	Consultant Workforce
Acute Medicine	Dr R Thomas Dr F Mamvura Dr L Paudyal
Geriatrics & Frailty	Dr I Pam Dr D Gerry Dr E Vasileiadis
Cardiology	Dr G Chung Dr V Boukouvalas
Respiratory	Dr R Homewood Dr A Al-Aidi
Stroke Medicine	Dr J Thomas
Rheumatology	Dr R Peshin
Endocrinology & Diabetes	Dr J Vamvakopoulos Dr A Krishnan
Gastroenterology	Dr R Aga
Renal Medicine	Dr A Khalil
Haematology/Haemato-Oncology	Dr VB Krishnan
Oncology	Visiting service from Clatterbridge
Neurology	Dr M Bracewell Dr W Pietkiewicz (from The Walton Centre)

The Isle of Man has an ageing population and, as a result, a large proportion of the acute medical take have age related presentations. Our acute medical unit admits over 7,000 patients per year, with 60-70% of these admissions being patients over 75 years of age.



Work is currently underway to streamline existing pathways to form a comprehensive geriatric pathway starting in the acute medical unit, onward onto a general medical/geriatric ward and, when required, transferred to our community hospital in Ramsey where there is intensive therapeutic and social services support.

As well as working alongside our Consultants in the provision of specialist care, on the ward and in outpatient clinics, our team of Specialty Doctors (Internal Medical Trainees and FY1's) provide a 24/7 ward based on call medical service, supporting the Emergency Department and Acute Medical Unit in the management of the acute take, as well as responding to calls from wards to provide medical input to our inpatients, which are spread across three inpatient wards and a coronary care unit.

The hospital is currently undergoing a significant medical services transformation programme with front line acute medical care being delivered through a more generalised model, thereby ensuring all patients receive holistic medical care and, where appropriate, with specialists able to take over with complex treatments. This transformation will include improvements in the management of elderly and frail patients, an increase in the numbers of Consultants in geriatrics and acute medicine, and improved management of patients within ED, through improved integration with community and primary care, which will ultimately reduce admissions into inpatient beds.

About the General Medicine Service

Our current establishment in General Medicine is 10 Specialty Doctors who provide 24hr medical support to the hospital via inpatient and Emergency Department activities. As a Specialty Doctor working with us you will be responsible for providing senior cover on our Medical Wards (1 (AMU), 7, 8, 9 and CCU) and on-call rota (1 in 9). Noble's hospital sees approximately 4,500 medical emergency admissions per year that cover a variety of complex conditions that the service has to look after. To deal with the volume the Medical Division consists of:

- 110 general and specialty inpatient beds, shared between the inpatient teams on a ward-based system Noble's Hospital
- 20 acute medical beds (AMU)
- 21 Complex frail/General Medicine (Ward 6)
- 21 Respiratory/General Medicine (Ward 9)



- 5 coronary care beds (CCU)
- 12 acute stroke beds (Ward 7)
- 31 beds Martin Ward at Ramsey District Cottage Hospital (step down/rehabilitation/end-of-life/complex discharge).

As a Speciality Doctor working at Noble's you'll get support from 10 FY1's, 10 IMT's and Senior Consultant cover who all operate on a ward rota basis.

Emergency admissions have been steadily increasing in England (+42% between 2006 and 2017) in line with increases in ED visits and now account for 67% of hospital bed days. This situation is mirrored on the Isle of Man. Therefore, the Medical Division of Manx Care is currently expanding its service to increase the capacity for SDEC (Same Day Emergency care) assessment of all appropriate patients to which the Specialty Doctors in General Medicine will also play vital part in delivering.

The post-holder will lead the medicine on-call team supported by the in-reach Acute Physician for the day up till 8pm and thereafter by the on-call General Physician who will be off-site but readily available for support. Postake ward rounds will start at 8am with a 9am handover meeting.

You will work closely with other medical staff, nursing colleagues, allied health professionals and non-clinical colleagues both within the department and in other specialties. In particular, you will be expected to develop working relationships with clinical colleagues within ED, Surgery, Radiology, Community Services, Theatres and Anaesthetics.

The post holder will support training and education of the junior doctor team and also the wider non-medical team. The post holder will benefit from strong clinical Consultant support and mentorship to aide career progression and membership exams where necessary.

Our hospital also has great links with tertiary centres in the UK and especially the North West. This includes Liverpool Heart and Chest, Clatterbridge Cancer Centre, Royal Liverpool Hospital and the Walton Centre for Neurology and Neurosurgery to name a few.

About the Position

Job Title:	Specialty Doctor in General Medicine
Grade:	Specialty Doctor
Salary:	£42,373 to £79,015 per annum (10PA)

Summary

The post holder will take part in a 1 in 9 on-call medical rota pattern. You will also carry out diagnosing and treating the wide spectrum of medical disorders that present acutely to hospital emergency departments and acute medical units, referring for specialist opinion and care as appropriate. Providing advice and care for patients admitted to hospital under other specialties (e.g. surgery, obstetrics & gynaecology) who have or develop medical problems. On average we admit between eight (8) and fifteen (15) patients on the acute medical take in a 24 hour period.

The post holder will also be expected to carry out ward-based duties, to include routine review of patients, progressing care, prescribing, requesting and evaluating relevant tests, liaising with all medical and allied health professionals.

You will ensure patients are seen regularly and expeditiously, carrying out ward rounds and visits to individual patients as may be necessary. You will be required to communicate with patients' relatives to inform of treatment plans. It will be their job to keep records as required; these must be dated, times and signed off identifiably. Also producing discharge letters expeditiously, with accurate and comprehensive diagnoses, and supervising their production by more junior colleagues.

You will also be assigned a Consultant Clinical Supervisor and encouraged to enrol with the JRCTB (Joint Royal Colleges Training Board) which will provide access to electronic portfolio and work-based assessments to enable you to gain credit for your experience at Noble's if your intention is to aspire to higher medical training in a subspecialty. Our trainee doctors have succeeded in enrolling in higher medical training leading to Consultant status.

Noble's Hospital has a robust and supportive electronic appraisal and revalidation system into which you will be enrolled. This is overseen by two Associate Medical Directors for the entire Consultant and middle-grade workforce.

This job description, together with the job plan, will be reviewed annually and agreed with the Clinical Director and General Manager (Medicine) to ensure that it continually reflects the areas of work and clinical responsibility of the post's requirements.

With agreement and job planning for APAs, the successful applicant may wish to undertake additional professional activities, further educational or managerial responsibilities.

The successful applicants will be offered mentoring and support from the division through a named consultant within the care group.

Manx Care recognises the need for all medical staff on the Island to maintain connections with medicine in the United Kingdom and encourage links with other units as well as providing study leave with pay and expenses to attend approved conferences and workshops. The Department supports the requirements for continuing professional development (CPD) as laid down by the Royal College of Physicians and is committed to providing time and financial support for these activities.

Main responsibilities

The successful applicant will be responsible for the provision of the General Medicine service as follows:

- To attend and participate in ward rounds, when applicable, and other related daily unit activities
- To provide appropriate workplace supervision to other staff as and when needed as requested
- Take on additional outpatient and inpatient activity as per the clinical demands.
- Receiving referrals and requests for advice from GPs and other clinicians and ensuring follow up and timely discharge communications are sent back when appropriate.
- Communicating with patients, carers and colleagues to enhance and coordinate patient care.
- Participating in systems to improve patient safety and quality of care, including error reporting, root cause analysis, audit and quality improvement work.
- Taking personal responsibility for risk management in your own scope of work and undertaking to review practice and learn from mistakes, near-misses, and positive events.
- Noble's Hospital has the required arrangements in place, as laid down by the Royal College of Physicians, to ensure that all doctors have an annual appraisal.
- Participating in the regular clinical and non-clinical meetings of the Medicine Care Group.
- Planning all leave in line with the care group's leave requirements, including prospective cover for short-term absences. Any unplanned absence of any consultant will be covered by their care group's colleagues for periods up to a maximum of one week, after which locum cover will be sought. Consideration of time off in lieu (such as for weekend working), will be given.



- Comply with all relevant hospital policies and procedures.
- Strengthen the delivery of a high quality SDEC pathway across the hospital and community
- Taking personal responsibility for risk management in your own scope of work and undertaking to review practice and learn from mistakes, near-misses, and positive events.
- Taking part in activities which meet the requirements for appraisal and revalidation, including internal and external continuing professional development. The care group supports the requirements for continuing medical education as laid down by the Royal College of Physicians and is committed to providing time and financial support for these activities.

Contact Information

Mr Marc Jubb, Service Manager – Medicine and Urgent Care

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Medicine Department

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Arrangements to visit can be made through

Trudi Martin, Personal Secretary, Medicine and Urgent Care

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Telephone 01624 650776

Interested candidates are strongly encouraged to visit Noble's Hospital.

What do you need to be successful in this role?

Skill / Knowledge or Attribute	Essential or Desirable	Method of Assessment
Qualifications and Specialist Training		
Full registration and license to practice with the GMC.	E	CV/Pre-employment checks
MB BS / MB ChB or equivalent.	E	CV
MRCP(UK) or equivalent.	E	CV
Evidence of achievement of professional medical competencies by the time of appointment in line with GMC standards / good medical practice including: <ul style="list-style-type: none"> ➤ Maintaining good medical practice. ➤ Professional behaviour and probity. ➤ Delivery of good acute clinical care. 	E	CV/Pre-employment checks
Experience / Clinical Skills		
Experience in full range of medical conditions.	E	CV/Interview
Appropriate knowledge base and ability to apply sound clinical judgement to problems – demonstrates clear, logical thinking / analytical approach.	E	CV/Interview
Experience of managing risk and knows when to seek help, able to prioritise clinical need.	E	CV/Interview
Knowledge and application of up to date evidenced based practice.	E	CV/Interview
Experience of working as part of an MDT.	E	CV/Interview
Ability to lead a multi-professional team and take full and independent responsibility for clinical care of patients.	E	CV/Interview
Ability to communicate effectively and with clarity with other members / grades of staff, patients, families and General Practitioners in written and spoken English.	E	CV/Interview
Good organisational skills.	E	Interview
Management Experience		
Ability to perform effectively as a member of a team, including a multidisciplinary team and to motivate and develop staff.	E	CV/Interview

Willing to forge clinical, research and academic links with other organisations.	E	Interview
Willing to commit to continuing professional development (CPD) as laid down by the Royal College of Physicians.	E	Interview
Capacity to manage / prioritise time and information effectively – capacity to organise own workload.	E	Interview
Ability to undertake, and evidence of experience in clinical audit work and research and apply findings to clinical work.	E	Interview
Commitment to active clinical governance and learning from errors.	E	CV/Interview
Ability and willingness to work within Manx Care performance targets.	E	Interview
Teaching		
Experience and a commitment to teaching and training skills to medical and nursing staff and other disciplines.	D	CV/Interview
Enthusiastic and ability to inspire others.	E	CV/Interview
Other Attributes		
Enthusiastic with the ability to work under pressure.	E	CV/Interview
Demonstrates honesty, commitment and integrity.	E	CV/Interview
Ability to gain the trust and confidence of colleagues and patients.	E	CV/Interview
To be empathetic and sensitive; capacity to take others perspective and treat others with understanding.	E	CV/Interview
Basic IT skills - Word, Excel etc.	E	CV/Interview
Satisfactory Police check.	E	Pre-employment checks

Terms and Conditions of Service

1. The contract issued by Manx Care will be substantially in accordance with the Terms and Conditions for Consultants (England 2003), subject to beneficial locally agreed variations, approved by the BMA. Local variations include:
 - Category A on-call supplement is payable to all Consultants in the Isle of Man undertaking non-resident on-call duties.
 - There are no transitional arrangements for Consultants currently holding UK contracts.
 - There is no requirement to be available to work an additional PA for the NHS prior to undertaking private practice.
2. The person appointed shall be a Medical Practitioner properly registered with the General Medical Council.
3. The post-holder will be indemnified by Manx Care for all National Health Service work undertaken as part of their Contract of Employment. The provision of indemnity cover for any other medical activities will be the responsibility of the post-holder.
4. The post-holder will be required to undertake continued professional development (CPD). Noble's Hospital supports the requirements for continuing education as lay down by the Royal College of Physicians, and is committed to providing time and financial support for these activities. In addition the post holders will be required to attend mandatory and essential training in line with policy.
5. It is a condition of employment that the successful candidate is medically fit to undertake the duties of the appointment. You will therefore be required to either produce a satisfactory medical certificate, or agree to a medical examination by the Occupational Health Department at Noble's Hospital.
6. Health and Safety. The post holder is required to co-operate with their employer on any safety matters and to act in such a way as not to endanger the health and safety of themselves and others.
7. 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, Manx Care requires that the following conditions be met before appointment is made:
 - The candidate is required to satisfy occupational health screening standards for undertaking exposure prone procedures. This will include preplacement screening by IOM Occupational Health Service (or evidence of recent screening by another SEQOHS approved occupational health service) for HIV, hepatitis B and hepatitis C.
 - Appointees who cannot provide evidence of immunity for Hepatitis B will be offered immunisation.
 - Appointees who are non-responders to Hepatitis B vaccine, will be required to have annual HepBsAg testing by Occupational Health.
 - Individuals living with Hepatitis B and HIV infection are required to be registered with UK Advisory Panel for Healthcare Workers Infected with Bloodborne Viruses (UKAP) and to submit to 3 monthly monitoring which will determine whether they meet the standards to continue to perform exposure prone procedures or whether temporary restrictions may be required.
8. The post-holder will be expected to comply with the restrictive smoking policy operated by the Hospital.