

ISLE OF MAN DEPARTMENT OF HEALTH

**Post of
CONSULTANT PSYCHIATRIST IN OLD AGE PSYCHIATRY**

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. The Island's healthcare is provided by a National Health Service that is in all but a few respects the same as that in the United Kingdom but is independently financed and administered within the Isle of Man. It is the continuing policy of the Department of Health that all doctors in the Health Service should enjoy Conditions of Service similar to their colleagues in the United Kingdom, with similar scales of pay and with reciprocal arrangements for National Insurance etc. From 1 April 2012 a new Isle of Man Government Unified Pension scheme was introduced. This pension scheme has been ratified by the BMA and is entirely separate to the existing and proposed UK NHS pension scheme. Further information on the changes and how these will impact on members' future pension arrangements can be found on www.iomunifiedscheme.im.

Many of the changes brought about to the UK National Health Service, as a consequence of the extensive reorganisations of recent years, for example Hospital Trusts, competitive tendering and commissioning, have not been adopted in the Isle of Man.

The resident population of the Isle of Man at present is approximately 85,000, although that number is significantly enhanced by visitors during the summer months. The population of those aged 65+ years is approximately 15,000 and those over 60 years of age number approximately 20-21,000.

Among the major attractions of Island life are factors such as a low crime rate, excellent State and private education and low rates of personal taxation. Income tax starts at a rate of 10% with a maximum higher rate of 20% and generous tax allowances. There is easy access to outdoor pursuits such as golf, walking, sailing and many other sports. For motor sport enthusiasts there are the world famous motorcycle festivals, the TT and the Manx Grand Prix and, for car enthusiasts, the Manx Rally, each of which attract internationally known competitors.

Noble's Hospital is a District General Hospital, opened in 2003, situated on the outskirts of Douglas, the capital of the Isle of Man, which is equipped to the very latest standards. There is a total complement of 317 beds. The Hospital incorporates a well-appointed Private Patient Unit. In the north of the Island in Ramsey is a cottage hospital where some Consultant clinical sessions are held.

A Combined Education and Training Centre are 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 – Consultant Psychiatrist in Older Persons

Based at Grianagh Court Acute admission ward where there will be an office available for the post-holders sole use.

Clinics are also held in various locations across the island:

- Gansey Day Centre, Southlands, Port St Mary (distance from base = 14 miles, 30 minutes)
- Mount View House, Ramsey Cottage Hospital site, Ramsey (distance from base = 16.5miles, 30 minutes)
- OPMHS, Ballakermeen Road, Douglas (distance from base = 2 miles, 10 minutes due to traffic)
- Domiciliary visits to patients at their places of residency (varying, although nowhere will be further than 20miles, 45 minutes)

Contact can be maintained with support staff via MS Outlook emails/diary. Patient records can be accessed/updated via the electronic patient database (RiO).

C. Management structure and information about the Older Persons Mental Health Service (OPMHS)

The Mental Health Service is under the management of the Department of Health.

The post holder is accountable to the Clinical Director of Mental Health Services, Dr Tim Byrne and the Director of the Mental Health Service, Mr Steve Chell, who will be responsible for the annual job planning and review process. The Medical Director of hospital services is Dr Stephen Upsdell. The Director of Medical Education is Dr Adrian Dashfield and the SAS Lead is Dr Narayana Vayyeti.

The OPMHS team provides a comprehensive needs-led service to older people Island-wide to manage organic and functional cases. The ultimate aim of the service is to provide assessments and interventions at home as far as possible to avoid admission to hospital. The team comprises 13.27 WTE Community staff and 5.2 WTE Occupational Therapists. The team consists of the following:

Older Persons Mental Health Service Manager	
Clinical Nurse Specialist	
Community Mental Health Professionals (CMHP)	5.67 WTE
Community Mental Health Professional/Social Worker	1 WTE
Community Registered Nurses (CRN)	2.6 WTE
Community Support Workers (CSW)	4 WTE
Occupational Therapists (OT)	5.2 WTE

The service processes a high number of referrals. Recent figures indicate that the Older Persons Team received 52% of all referrals to Mental Health Services.

In the 12 months from April 2011 OPMHS processed 434 referrals and since April 2013 referrals have averaged 27 per month so far. In terms of the breakdown of organic versus functional cases, an estimate has been made based on initial referral into the service that somewhere between 20-25% of cases are functional. The service holds an overall caseload at any one time of around 600 cases. At present, the vast majority of these are open to either the existing Consultant with a caseload of around 450, or to the Speciality Doctor. There are a small number of cases which are only open to other disciplines within the

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team. It seems reasonable to estimate that based on a figure of 20-25%, there will be 120-150 functional cases held by the Service.

The post holder will be expected to work closely with the team to provide efficient multidisciplinary input to a wide range of cases. The Team holds two MDT meetings per week to process new referrals, deal with internal allocations and ongoing cases in conjunction with the inpatient unit, memory clinic, occupational therapy, social workers and physiotherapy. The Team also works closely with other statutory and voluntary agencies to facilitate care.

The post covers Functional and Organic inpatients, but only Functional Outpatients. The rationale for this split is that the inpatient unit only has eight beds so Functional and Organic patients are not separated out. The Outpatient load will be only Functional patients because those patients with dementia seen as outpatients will be on the caseload of the other consultant who will largely be responsible for managing those with organic disorders.

The OPMHS Community team link very closely with the inpatient unit at Grianagh Court.

Acute inpatient services

Mental Health Inpatient Services are provided at Grianagh Court wards in Nobles Hospital which consists of a twelve bedded acute ward and an eight bedded elderly person ward on the Nobles hospital site. There are also 10 Day Treatment places.

The post-holder will have responsibility for caring for older patients in the Elderly Admission Unit at Grianagh Court. This ward provides assessment and management of both Organic and Functional mental disorders. The post-holder will be supported on the ward by a Speciality Doctor who will spend 4.5 PAs per week on the ward and a Foundation Year 2 (F2) doctor who will visit the ward each day for at least two hours. The F2 doctor will be involved mainly in the day to day medical management of patients on the ward and also in the admission and clerking of admissions.

Staffing on the inpatient Elderly Assessment Unit is as follows:

- 1 x Manager
- 1 x Senior Practitioner/Ward Manager
- 8 x Staff Nurses
- 3 x Senior Health Care Assistants
- 5 x Health Care Assistants
- A number of housekeepers

From April to December 2013, there were 204 inpatient admissions consisting of 134 Adult (average 15 per month), 35 Elderly (average 4 per month) and 50 Rehabilitation (average 5.5 per month).

Crisis Response & Home Treatment Team (CRHTT)

Provides an 8.00 am to 7.00pm crisis service for individuals aged 16 or over who present in an acute mental health crisis. In addition the CRHTT offer home treatment to patients as an alternative to hospital admission. The CRHTT also has responsibility for assessing patients referred from Nobles Acute General Hospital and Accident & Emergency. The CRHTT Consultant also undertakes Section 132 and Mental Health Act assessment for

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patients who are not already known to, or actively engaged with, the Mental Health Service and current patients when their RMO is not available.

Adult Mental Health Service (16-64 years)

The Mental Health Service on the Isle of Man has been undergoing significant changes in recent years. General adult psychiatry services comprise two adult mental health teams lead by consultants with speciality doctor support. There is an inpatient team and a community mental health team.

Adult Mental Health Rehabilitation Service (16-64 years)

The rehabilitation service provides tailored rehabilitation care plans for people suffering from severe enduring mental health disorders. There is a 14 bedded in patient unit with a dedicated Consultant psychiatrist and speciality doctor. A second consultant psychiatrist working closely with the CMHT provides medical follow up on discharge for those needing ongoing rehabilitation in the community.

Child & Adolescent Mental Health Service (under 16 years)

The Isle of Man CAMHS provides a comprehensive assessment and treatment service for children and young people up to their 16th birthday at time of referral. The service is provided by a multi-disciplinary team incorporating eight clinical staff including 2 consultant child & adolescent psychiatrists, clinical psychologist, psychotherapists & mental health practitioners.

Drug & Alcohol Team

The Drug & Alcohol Team comprises a multi-disciplinary team with a consultant in substance misuse, a speciality doctor, mental health nurses, health visitor, psychologist, probation officer and social worker. They offer support for individuals with drug and alcohol dependencies throughout the Island.

The Psychiatric Department

Staff personnel consist of:

- Clinical Director of Psychiatry, Dr Tim Byrne
- Consultant in General Adult Psychiatry for the inpatient services, Dr Inge Gestels
- Consultant with Crisis Response & Home Treatment Team. Currently locum, Dr Vicky Cleak. Substantive post advertised
- Consultant in General Adult Psychiatry for the community service, Dr Ignatius Ziajka
- Speciality Doctor in General Adult Psychiatry for the community service, Dr Demsachew Ashenafi
- Consultant in Rehabilitation Psychiatry for inpatients, Dr Patricia Crellin
- Consultant in Rehabilitation for outpatients, Dr Hammad Khan
- Consultant in Substance Misuse, Dr Kirsten Wafer
- Speciality Doctor in Substance Misuse, Dr Sean McLachlan
- Consultant in Psychiatry of old age, Dr Chris Jagus
- Speciality Doctor in Old Age Psychiatry, Dr Naeem Khan
- 2 Consultants in Child & Adolescent Psychiatry, Drs Arian Fitzgerald and Derek Proudlove

- An F2 doctor is attached to the general adult acute admission ward as part of their rotation for a period of 4 months

D. Job Summary

This newly developed post will allow a significant change in the way that Older Person's Mental Health Services are provided in the Isle of Man. It is well documented that throughout the British Isles demographic changes are resulting in an increase in the population of people over the age of 65 years, with its associated increase in demand on both health and social care.

There is a demonstrable rise in the number of older people with mental health problems in particular dementia. This number will continue to rise into the future resulting in increasing care costs and demand on mental health services and other providers. Mental Health services for Older People must prepare for the forecasted rise in demand so that care can continue to be provided in people's own homes as far as possible and delivered in the most efficient and cost-effective way.

This new post will enhance the service delivered to older people who require inpatient admission, those with functional mental disorders and those who are inpatients in the General Hospital.

It has long been the aim of the OPMHS to enhance its delivery of liaison services to the general hospital. Currently there is no "liaison team" as such. Liaison referrals are dealt with in a number of ways. There is a weekly liaison meeting where representatives from various clinical areas have opportunity to discuss cases with staff from the Older Persons Mental Health Service, at present the ward manager from the Elderly Admission Unit and a CMHP from the community team. In 2013 81 cases were brought to the meeting for discussion (averaging 6-7 per month). Of these cases, 17 (21%) were felt to require an opinion from a doctor from OPMHS. These assessments are usually then passed on to the Speciality Doctor but the Consultant will sometimes also be involved.

Crises on medical and general wards are also dealt with by the Crisis Response and Home Treatment Team (see below) initially but then are usually passed on to OPMHS as appropriate.

This post will be an ideal opportunity for the development of a dedicated liaison service which proactively provides assessment, advice, support education and crisis management to the General Hospital. In turn this will allow the further development of a well-resourced dedicated dementia services within the Mental Health Service in order to facilitate early diagnosis, intervention and appropriate management of dementia, and also to provide widespread support, education and advice to other dementia care providers such as community care services, Primary Care and nursing and residential homes, as well as unpaid carers,

A second consultant would allow the existing consultant to develop a true "memory service" rather than a "memory clinic." This would allow rapid throughput of assessments, and also allow much more dedicated time providing "outreach" support to peoples' homes, nursing homes and residential settings. The educational and training role would also correspondingly expand. A second consultant would manage inpatients on Grianagh Court, Functionally ill elderly patients and provide liaison services to Nobles Hospital (a service which is much needed).

E. The Department

The Mental Health Service is under the management of the Department of Health.

a) Office and Clinical Facilities

The post holder will report to the Clinical Director and the Head of the Mental Health Service who will be responsible for the annual job planning and review process.

The post holder will work with them to develop and deliver an effective and efficient service enabling the recovery of patients requiring mental health rehabilitation, including those who have previously been in receipt of out of area treatment services.

The Older Persons Mental health Service offices, offers a suite of rooms for the clinical team with offices and a range of rooms that can be booked for clinical assessments, observation, consultation, meetings and training.

The premises are fully networked as part of the Government intranet and internet facilities. Training will be provided for the use of the electronic patient data base using RiO software.

The post holder will have their own personal computer and mobile Smart phone.

The post holder will have a dedicated office. He/she will be supported by a dedicated secretary (0.6 fte) and other general administrative staff within the team.

b) Clinical Governance

Clinical governance is central to the Government's stated aim to build a modern and dependable "new NHS" that provides fast, responsive, high quality and consistent service.

c) Teaching and supervision

Formal teaching is not conducted on a regular basis, though ad hoc supervision of team members, lectures to staff inside and outside the service, and supervision of trainees from various disciplines and medical students occurs on a regular basis. The service is committed to lifelong learning amongst its entire staff, and any interest in developing teaching and training (including to other agencies) would be welcomed and supported within the clinical demands of the service. There will be opportunity also to act as a supervisor for FY2 doctors.

There is a modern Postgraduate Centre (Keyll Darree) on site at Nobles Hospital and its library has extensive facilities.

d) Audit/Research

Clinical audit is supported and monitored by the Mental Health Clinical Audit Committee.

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The committee is made up of representatives from all teams and professional disciplines within the mental health service and the clinical audit facilitator from Nobles Hospital.

Time to undertake audit will be incorporated into the post holder's job plan schedule

Interest and involvement in research will be welcomed and actively encouraged.

A mental health research committee is being set up with representatives from all professional disciplines to promote clinical research and support is available from the Keyll Daree postgraduate library and training centre at Nobles Hospital.

e) Continuing Professional Development

The Department of Health recognises the need for all medical staff on the Island to maintain connections with their speciality 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.

All employees are expected to be of good standing in CPD and to participate in an approved appraisal and revalidation procedure.

The post holder will work with members of a professional development group to draw up an individual personal development plan.

The Isle of Man has adopted the appraisal system promoted by the General Medical Council's new reaccreditation scheme for doctors. Appraisals will be arranged with another consultant psychiatrist on an annual basis.

A review of the job plan will be undertaken annually between the post holder and the Clinical Director.

The successful applicant will be supported in attending a suitable peer group in the UK, or in joining a peer group with adult psychiatrist colleagues, on the island. Mentorship is available from Dr Chris Jagus (Consultant in psychiatry of old age), Dr Byrne, Clinical Director or can be arranged from mainland UK if preferred.

f) Management and committee attendance

Involvement in relevant management committees will be expected, where agreed with the Clinical Director.

g) Isle of Man Mental Health Act 1998 Section 12

Training for approval under Section 12 of the 1998 Isle of Man Mental Health Act will be provided as necessary. This Act is essentially the same as the 1983 act was in England and Wales.

F. Duties of the Post

The post holder will:

- be involved with the assessment and management of Older People with functional mental disorders. Appropriate allocation will be decided via a multidisciplinary team meeting
- be responsible for the assessment and management of inpatients in the Elderly Mental Health Unit at Grianagh Court (2 PAs/week)
- MHA work is low intensity and would not necessitate dedicated PA's.
- be responsible for developing and providing a liaison service for Older People with mental health problems at Nobles Hospital (2.5 PAs/week)
- be involved in the twice-weekly MDT meetings (1 PA in total), providing appropriate medical input to the team.
- carry out outpatient clinics in Douglas, Ramsey and Port St Mary dealing with both new and follow-up patients. The likely frequency of the clinics will be two per week. (2 PAs/week)
- the outpatient clinic load is difficult to estimate and will obviously depend on how the role develops and the consultant's personal working methods, although at present it is likely there will be maximum one new patient per clinic, and up to around six follow-ups. From March 2012 to March 2013 the current OPMHS consultant saw 567 outpatients. Based on estimates that 20-25% of our cases are functional this would be a total OP load of 110-140 patients in 12 months.
- be involved in developing a range of therapeutic modalities for patients suffering from functional disorders.
- carry out new and follow-up assessments in the community as required.
- provide medical input to the OPMHS Community team in dealings with their functional patients.
- the Speciality Doctor will provide 3 PAs direct support to the admission ward weekly, and approximately 1 PA outpatient provision for older people with functional illness. The F2 Doctor will be available 5 PAs weekly to the admission ward.
- have the opportunity to be involved with the supervision of FY2 doctors.
- be funded to attend appropriate Continuing Professional Development (CPD) courses off-island and regular weekly CPD meetings are held on-island within Mental Health services
- receive annual appraisals to be undertaken by an accredited consultant colleague appraiser in Mental Health
- be involved in the out of hours on call rota as second on call on a one in 7 frequency covering all mental health specialities. It is expected that the on-call

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duties will include assessments under The 1998 Mental Health Act on the Isle of Man. This is essentially the same as the 1983 Act in the UK. Accordingly, the post holder will be expected to hold Section 12 approval under the UK Mental Health Act and attend regular Section 12 refresher courses provided by the Service

- be expected to have basic computer skills. Appropriate training to enable the use of an electronic patient monitoring database, 'RiO' will be provided.
- have their own laptop or dedicated desk top computer linked to the government intranet and they will also have access to the internet.
- be expected to attend medical management meetings and partake in relevant service development and strategic planning within the service.

The following is a sample timetable and it is intended that the Consultant's Job plan will be reviewed annually. The full-time post holder will be expected to work 10 Programmed activities:

	AM (9.00am – 1.00pm)	PM (1.00pm – 5.00pm)
Monday	<u>Direct Clinical Care</u> @ Nobles hospital <ul style="list-style-type: none"> • Liaison meeting and hospital rounds 	<u>Direct Clinical Care</u> @ Ramsey/Port St Mary (alternate weeks) <ul style="list-style-type: none"> • OP clinic
Tuesday	<u>Direct Clinical Care</u> @ Grianagh Court <ul style="list-style-type: none"> • MDT • Junior doctor supervision • Routine clinical work 	<u>Direct Clinical Care</u> @ Grianagh Court <ul style="list-style-type: none"> • Ward Round
Wednesday	<u>Direct Clinical Care</u> @ OPMHS/Grianagh Court (weekly) <ul style="list-style-type: none"> • OP clinic 	<u>Supporting Professional Activities</u> @ Grianagh Court <ul style="list-style-type: none"> • CPD, audit and research
Thursday	<u>Direct Clinical Care</u> @ Grianagh Court etc <ul style="list-style-type: none"> • Routine work, liaison, visits etc 	<u>Supporting Professional Activities</u> @ OPMHS <ul style="list-style-type: none"> • CPD, audit and research
Friday	<u>Direct Clinical Care</u> @ OPMHS , Ballakermeen Rd <ul style="list-style-type: none"> • MDT 	<u>Supporting Professional Activities</u> @ various locations <ul style="list-style-type: none"> • Consultant meeting, CPD meeting, audit, research etc <u>Direct Clinical Care</u> @ Grianagh Court <ul style="list-style-type: none"> • Routine clinical work
Programmed Activities: 7.5 x Direct Clinical Care 2.5 x Supporting Professional Activities re CPD and audit, teaching, research, management, preparation for appraisal and job planning reviews		

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1. Following appointment the post holder will be offered the opportunity to work additional hours in keeping with the work patterns of the existing substantive consultants in Mental Health. These additional hours, if accepted, will be incorporated in the job plan as Additional PA's.
2. The successful candidate will be part of a team of 8 wte Consultant Psychiatrists and will be expected to participate in a 1-in-7 on-call rota.
3. Any unplanned absence of any Consultant will be covered by their colleagues up to a maximum of five days, after which a locum will be sought.
4. Annual and study leave absences are covered internally up to a maximum of 5 days. For periods of greater than 5 days a locum will be sought. Payment for prospective cover is included in the job plan and reflected in the 8% on call availability allowance. Schedule 18 of the Terms and Conditions sets out your entitlements in respect of all leave, including annual leave and public holidays; professional and study leave; sabbaticals; sick leave; special leave; and maternity leave.
5. The post-holder will be required to maintain their continuing professional development, participate in audit activities and Clinical Governance and undergo annual appraisal resulting in the formulation of a Personal Development Plan to identify training and development needs.
6. Ensure at all times that you meet the General Medical Council's standards described in "Good Medical Practice" including the Duties of a Doctor.
7. To take personal responsibility for risk management in your work and undertake to review practices and learn from mistakes.
8. To undertake an annual job plan review with the Clinical Director of Division in conjunction with the I Manager of mental health services and Medical Director as outlined in the hospital guide to Job Planning.

G. Revalidation and Continuing Medical Education

The Department of Health 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 GMC Registration and Revalidation team have been in discussion with the Crown Dependencies, including the Isle of Man, about the process of revalidation in those jurisdictions who do not yet have legislation in place that supports the appointment of a Responsible Officer. The GMC has the power to receive revalidation recommendations from an approved 'Suitable Person' in respect of those licensed doctors who do not have a prescribed connection to a Responsible Officer under the Responsible Officer regulations. It is anticipated that the 'Suitable Person' for the Isle of Man Department of Health will be the hospital Medical Director. The arrangement for appraisal in support of revalidation is the same on the Isle of Man as exists in the UK. Doctors working on the Isle of Man have been allocated revalidation dates by the GMC starting in early 2014.

H. Terms and Conditions of Service

1. The contract issued by the Department of Health 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:
 - Award of automatic annual incremental points (discretionary points 1-5) and biannual (discretionary points 6-9), replacing the first nine CEAs in the English contract. Arrangements for access to higher CEAs remain as in the UK. This local agreement currently results in automatic progression, subject to satisfactory annual job plan review, to a maximum basic salary of £127,366 at point 20 on the Isle of Man pay scale.
 - 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, and must be included (or eligible for inclusion) on the Specialist Register.
3. The post-holder will be indemnified by the Isle of Man Department of Health 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. The post is full time. The automatic increment scale is £75,249 to £130,569 (April 2013). Assimilation rules apply.
5. It is a condition of employment that the successful candidate is medically fit to undertake the duties of the appointment. He/she 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. You are required to co-operate with your employers on any safety matters and to act in such a way as not to endanger the health and safety of yourself and others.
7. The post-holder will be expected to comply with the Restrictive Smoking Policy operated by the Hospital.
8. The post-holder must be able to attend the hospital within half an hour of being called whilst on-call and will need to provide their own transport for travelling between sites whilst at work. Mileage allowance is paid at the rate of 46p per mile.

I. Additional Information

The following clinical services are available to patients:

- Accident and Emergency
- Anaesthetics and Intensive Care Medicine
- Care of the Elderly
- E.N.T.
- General Medicine including Cardiology, Endocrinology, Nephrology, Respiratory Medicine, Rheumatology
- General Surgery and Vascular Surgery
- Gynaecology and Obstetrics
- Ophthalmology
- Oral Surgery and Orthodontics
- Paediatrics Including Neonates
- Pathology
- Radiology
- Trauma and Orthopaedics
- Urology

Visiting Consultants provide out-patient services in:

- Dermatology
- Genito-Urinary Medicine
- Neurology
- Orthodontics
- Paediatric Oncology
- Paediatric Cardiology
- Plastic Surgery
- Radiotherapy/Oncology
- Thoracic Surgery

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

- Cardiac Surgery
- Neo-natal Surgery
- Neurological Investigation
- Neurosurgery
- Radiotherapy

J. Miscellaneous Information

An excellent place to work....

- Regular low-cost flights to over 40 UK and European destinations (at least 4 flights per day to Liverpool, Manchester, London & Belfast)
- Daily ferry links to the United Kingdom
- Basic rate of Income Tax 10%, maximum rate 20%
- High rates of personal allowance
- 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.

Domestic rates are much lower than in the United Kingdom. In addition, personal tax allowances are very generous, and are fully transferable between husband and wife.

There is 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.

K. Further information and arrangements to visit

Further information about the post can be obtained from Dr Chris Jagus, Consultant Psychiatrist for OPMHS, email suzie.clague@gov.im (telephone 01624 642803). Arrangements to visit can be made through Mrs Suzie Clague (contact details as above).

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

ISLE OF MAN DEPARTMENT OF HEALTH AND SOCIAL CARE

PERSON SPECIFICATION**Consultant Psychiatrist in Old Age Mental Health**

	CRITERIA	ESSENTIAL OR DESIRABLE	ADDITIONAL CRITERIA
1	<p>ATTAINMENTS & QUALIFICATIONS</p> <ul style="list-style-type: none"> • Should be eligible for inclusion on the GMC's Specialist Register within 6 months and be eligible for S12 approval under the terms of the 1998 Isle of Man Mental Health Act which is substantially the same as the 1983 act of England and Wales. • Degrees of M.B., B.S. or equivalent. • Membership of Royal College of Psychiatrists or equivalent. 	<p>E</p> <p>E</p> <p>E</p>	Other postgraduate qualifications/training
2	<p>SKILLS</p> <p>Evidence of sound communication skills:</p> <ul style="list-style-type: none"> • to be clear, fluent and articulate in presentation. • be able to demonstrate leadership and management skills. • to be able to teach medical staff and other mental health professionals. 	<p>E</p> <p>E</p> <p>E</p>	Specific specialist skills
3	<p>KNOWLEDGE/EXPERIENCE</p> <ul style="list-style-type: none"> • Experience of clinical audit. • 3 years experience in Later Life psychiatry at Higher Specialist trainee level or equivalent is Essential 	<p>E</p> <p>E</p>	
4	<p>DISPOSITION</p> <ul style="list-style-type: none"> • Empathic. • Assertive. • Enthusiastic. • Robust in difficult situations. • Able to communicate and relate to people with a wide range of backgrounds and experiences. 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>	