



Specialty Doctor Emergency Department

Noble's Hospital | Isle of Man

Manx Care





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About Us

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

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

Who are we?

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

About the Hospital

Noble's Hospital is named after its original benefactor, Henry Bloom Noble. The Hospital, opened in July 2003 on a green-field site is situated at the Strang, just outside Douglas, the capital of the Island. It is furnished and equipped to the very highest standards with approximately 240 in-patient beds, of which 60 are paediatric and obstetric beds and the remaining 184 include medical, surgical and a 6-bedded ITU/HDU facility. In the north of the Island is a small "cottage hospital" facility which incorporates a 27-bed step-down facility and a nurse-led Minor Injuries Unit.

The Hospital provides a comprehensive range of services typical of most District General Hospitals including acute medicine, general and orthopaedic surgery, maternity, paediatrics, SCBU, ITU & CCU. There is also a stroke unit and thrombolysis is performed on a 24/7 basis in ED. Visiting 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.



Support services include a fully equipped pathology laboratory providing a wide range of investigations and superb radiological facilities including multi-slice CT, MRI, digital angiography and nuclear medicine. A film-less PACS system is installed with terminals in all wards and offices.

Manx Care is currently undertaking a root and branch review of the hospital, its services and its pathways in keeping with its 5-year clinical strategy. This promises to be a truly exciting time for the hospital and especially the Emergency department and Pre-hospital Care. Work streams working toward a rebuild of embrace an acute care hub bringing together the ambulance service, emergency medicine and acute medicine are currently underway.

Postgraduate Education and Training Centre - Keyll Darree

This combined education and training centre is on the Noble's Hospital site, and offers a comprehensive medical library, study and seminar rooms, a lecture theatre and state of the art simulation suite.

The Emergency Department has a strong emphasis on training with support for both in house and external training courses. We have a number of educational and clinical supervisors and provide weekly ED teaching sessions which are popular and consistently receive excellent feedback from Health Education North West.



In addition to regular medical student attachments from Manchester University, Liverpool University and Trinity College, we attract elective students from the UK and further afield. This is due to the wide variety of presentations to the department and experience that can be gained due to the unique location of the hospital. The postgraduate department at 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.



The Department

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

The Department is currently staffed by 3 WTE Consultants, 10 WTE Specialty Doctors, 6 Clinical Fellows and 4 FY2 doctors. Medical students from a variety of medical schools including Dublin and Manchester are present year-round. The nursing complement consists of a Matron, 7 Senior Sisters (including two Emergency Nurse Practitioners) and around 20 WTE Registered Nurses. Some of these also work as see and treat nurses under the supervision of a nurse consultant. There are a number of Senior Healthcare Assistants in the department, and an administration team is supervised by the departmental PA. The department enjoys an excellent reputation for teaching of FY2 doctors within the Northwest Deanery.

The Department of Emergency Medicine has a strong educational ethos with fixed teaching on a Wednesday afternoon. This provides educational development based on small group working and simulation training as well as traditional case based learning.

Our Values

In Manx Care we pride ourselves on being Committed & passionate, Accountable & reflective, Respectful & inclusive, and Excellent & innovative. 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 calculation.

For further information about living in the Isle of Man and the Island's lifestyle, visit **www.locate.im**

The Island's healthcare is provided by a National Health and Care Service (Manx Care) 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 was established on 1 April 2021 as a result of the recommendations of Sir Jonathan Michael's Independent Review in 2019. It is a Statutory Board that operates 'at arm's length' from government and the Department of Health and Social Care (DHSC). Manx Care is responsible for the delivery of health and care services to the population of the Isle of Man whilst the DHSC determines strategy and policy. More information about the ongoing transformation of health and care services on the Isle of Man can be found on the Health and Care Transformation Programme website.

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



About the Position

Job Title: Specialty Doctor Emergency Department

Grade: Specialty Doctor

Salary: £42,373 to £79,015 per annum

Background to the Post

The post holder will join the Senior Doctor rota and will include weekends and nights on a 1 in 10 basis. On shift the holder will focus on the reception diagnosis and treatment of ED attendees and provide support for the junior doctors and nurses in the department. It is expected that the post holder will engage with governance activity within the ED as well as PHC. To ensure the holder has appropriate skill sets, time can be spent with the department of Anaesthetics and Intensive Care.

Our department is renowned for its training and support. There will be a specifically designed training and teaching package for all successful applicants and there will be a designated Consultant supervisor for the duration of the rotation.

Although the successful applicant may not initially have the competencies to manage the ED overnight, it is expected that during the post they will develop to take on this role. Clinical duties will include taking a lead role in the management of acutely ill or traumatised patients. The qualities of leadership required as head of an accident team are stressed and it is anticipated that these qualities will be gradually learned through the process of supervision of more junior doctors and involvement in their education – both formal and informal.

Roles and Responsibilities

- Act in accordance with local protocols and standard operating procedures to provide the best possible healthcare for patients in accordance with the guidelines Good Medical Practice set out by the General Medical Council
- On a clinical shift:
 - To take part in the initial management and medical care of all types of patients attending the Accident & Emergency Department
 - Supervise junior medical staff and medical students
 - Advise and support other non-medical staff in the ED
 - Working with the senior nurses to ensure the effective operation of the Department
- Contribute to and promote the patient safety agenda and be responsible for the timely handling of complaints that arise during a clinical shift
- Prepare and deliver teaching to junior doctors, nurses, paramedic & medical students, attached to the Department



- Take an active part in clinical audit and other clinical governance processes
- Ensure the learning from relevant learned societies, including Royal Colleges and guideline development groups are translated into local clinical practices
- Contribute to and support the hospital's Emergency Planning, Preparedness and Response work streams
- Improve clinical practice by reviewing patient pathways and changing working practices to maintain a high standard of medical care
- Participate in continuing medical education activity as appropriate to the speciality
- Develop areas of special expertise interest within the Department, subject to the agreement of other colleagues and the availability of resources
- Take part in the hospital's induction programme, mandatory training programme and annual appraisal
- Contribute to departmental research initiatives and represent the department at professional meetings when necessary
- Develop and maintain strong working relationships with colleagues from inpatient specialties, relevant external agencies, national bodies and networks

Key Working Relationships

- Lead Clinician for Emergency Medicine
- Clinical Director for Isle of Man Ambulance Service
- Clinical Director for Unscheduled Care
- Senior Nurses in Emergency Medicine
- Senior Paramedic Officers
- Leads for Patient Safety and Quality

What do you need to be successful in this role

Skill/Knowledge or Attribute	Essential or Desirable	Method of Assessment
MBChB or equivalent	E	CV
Full registration with the GMC with a licence to practice	E	CV/Pre-Employment Checks
Membership of Royal College of Emergency Medicine	E	CV
Acute Care Common Stem (ACCS) competences	E	CV/Interview
Completion of ST3 training in Emergency Medicine	E	CV
Fellowship of Royal College of Emergency Medicine	D	CV
Diploma in Immediate Medical Care	D	CV
Completion of ATLS / ALS / EPLS / MIMMS	D	CV
Knowledge and clinical expertise appropriate for level of experience	E	Interview
Experience in Pre-Hospital Care	D	CV/Interview
Level 1 experience in emergency ultrasound	D	CV/Interview
Evidence of involvement in research projects	D	CV/Interview
Knowledge of local community pathways	D	CV/Interview
Evidence in participation in clinical governance activities	E	CV/Interview
Awareness of local and national healthcare strategy	D	Interview
Appropriate experience of service delivery projects	E	Interview
Interest in change management	D	Interview
Excellent communication skills	E	Interview
Able to work under pressure	E	Interview
Able to work closely with interdisciplinary colleagues	E	Interview
Interest in teaching and learning	E	Interview
Interest in clinical leadership	D	Interview
Satisfactory Police Check	E	Pre-Employment Checks