



Consultant in Substance Use

Drug & Alcohol Team
Integrated Mental Health Services

Thank you for showing an interest in our vacancy within the Manx Care - 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.

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. That number is significantly enhanced by visitors during the summer months.

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 (Income tax starts at a rate of 10% with a maximum higher rate of 20%).



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



About Manx Care

The Island's national health service is provided by Manx Care and is similar to the NHS in United Kingdom, but is independently financed and administered within the Isle of Man.

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

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



The Hospital provides a comprehensive range of services typical of most District General Hospitals including acute medicine, general and orthopaedic surgery, maternity, paediatrics, SCBU, ITU & CCU. There is also a stroke unit and thrombolysis is performed on a 24/7 basis in ED. Consultants provide out-patient services in dermatology, GU Medicine, neurology, paediatric oncology and cardiology, plastics, radiotherapy and oncology. Patients can be transferred to regional centres, usually in the Liverpool area, for major trauma, neurosurgery, cardiac and thoracic surge.

The mental health inpatient services are located within Noble's Hospital grounds

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

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.



Consultant Terms and Conditions of service are essentially the same as in the United Kingdom with enhancements such as automatic annual incremental pay rises.

The Isle of Man is not part of the UK jurisdiction therefore there is a GMC appointed Suitable Person for secondary care Doctors employed by the Department of Health and Social Care who carries out the role and has same responsibilities as Responsible Officer with a designated body in the UK under the Responsible Officer regulation. The Suitable Person is responsible for appraisals, revalidation and fitness to practice.

Our Values

In Manx Care we pride ourselves on being **committed**, **appreciative**, **respectful** and **excellent**. CARE represents what we are about, what we stand for and what we value. All our recruitment, performance management and staff

MANX CARE INTEGRATED MENTAL HEALTH SERVICE (IMHS) About the Drug & Alcohol Team

The Drug & Alcohol Team (DAT) is a Tier 3 service offering treatment to all age groups working closely with our Tier 2 partners and mental health colleagues. Our philosophy is one of harm reduction.

DAT is based within the grounds of Noble's Hospital but offer satellite clinics in the north and south of the island, home visits and prison in-reach. The team is well staffed offering a multidisciplinary approach. DAT offers a range of interventions including assessment and treatment of substance dependencies as well as treatment of mental health co-morbidities.

1:1 keyworker sessions offer motivational interviewing, harm reduction and recovery work. DAT offer health screening, naloxone training, acupuncture, SMART groups and CBT. The Criminal Justice Liaison Worker (CJLW) visits the prison each week and there are prison clinics every 2 weeks run by the DAT consultant. A Pregnancy clinic is run fortnightly when required staffed by the consultant psychiatrist, Children & Families worker and midwife. We can refer patients to Noble's Hospital for inpatient alcohol detoxes and have a budget for off island rehabilitation placements.

Staffing comprises of the following posts:

Manager, Deputy Manager, Consultant Psychiatrist (this vacancy), Associate Specialist, Non-Medical Prescriber (NMP), Supplementary prescriber/Pharmacist, Dual diagnosis nurse/NMP, RGN /trainee NMP, ASW, Duty officer, Community Support Worker, Health Screening Coordinator, RMN/trainee CBT therapist, SW/trainee CBT therapist, Young Person's worker, Older Person's worker Children and Families worker, Criminal Justice worker, Receptionist, Team Secretary, Medical Secretary and Personal Secretary.

We also have a variety of preceptorship placements and placements for trainee nurses at all stages of their learning.

We encourage Foundation doctors and GP Trainees to spend time in our Department.

Other services within the Integrated Mental Health Service

Acute Inpatient Services

Mental Health Inpatient Services are provided at Manannan Court. It is a purpose designed unit on Noble's Hospital grounds which consists of a 16 bedded acute ward for adults of working age and a 12 bedded elderly person ward.

Crisis Response & Home Treatment Team (CRHTT)

Provides a 24/7 crisis service for individuals who present in an acute mental health crisis. In addition the CRHTT offers home treatment to patients as an alternative to hospital admission. The CRHTT also has responsibility for assessing patients referred from Noble's Acute General Hospital and Accident & Emergency.

Community Mental Health Service for Adults (CMHSA)

Is situated in Douglas and provides psychiatric services to adults of working age. Satellite clinics are run throughout the island Staff comprise of Consultants, specialty doctors, RMNs, Social Workers, Approved Social Workers and therapists and have close links to the Community Wellbeing Service.

About the Older Persons Mental Health Service (OPMHS)

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.

Child & Adolescent Mental Health Service (CAMHS)

The Isle of Man CAMHS provides a comprehensive assessment and treatment service for children and young people up to their 18th birthday at time of referral. The service is provided by a multi-disciplinary team incorporating consultant child & adolescent psychiatrists, clinical psychologist, psychotherapists & mental health practitioners.

Mental Health Medical Staffing:

- Clinical Director
- Adult Inpatient Services – Consultant Psychiatrist x 1, Associate Specialist x1 and Specialty Doctor x 1
- Crisis Response & Home Treatment Team – Consultant Psychiatrist x 1 and Associate Specialist x 1
- OPMHS inpatient services – Consultant Psychiatrists x 2 and Associate Specialists x 2
- Older Persons Mental Health service - Consultant Psychiatrist x 2 and Associate Specialist x 2
- Community Mental Health Service for Adults (CMHSA), General Adult Psychiatrist Consultants x 2 , Associate Specialist x 4
- Substance Misuse (Drug & Alcohol Team, DAT) Consultant x1 (this vacancy), Associate Specialist x1
- Child & Adolescent Mental Health Consultant Psychiatrists x 1, Associate Specialist x 1 and Specialty Doctor x 2
- Foundation doctors provide support to general adult acute admission ward as part of their rotation for a period of 4 months and are encouraged to experience other aspects of the service.



Position Details

Job Title:	Consultant in Substance Use
Grade:	Consultant (substantive, full time)
Salary:	£91,914 - £158,750
Number of PA's:	10
Job reference:	MCX-018527
Base:	Drug & Alcohol Team, Reayrt Noa, Noble's Hospital Estate, Isle of Man
Accountable to:	Chief Executive Officer, Manx Care – Ms Teresa Cope Interim Medical Director, Manx Care – Dr Marina Hudson
General Manager:	Mr Ross Bailey
Key Working Relationships in Integrated Mental Health Services:	Clinical Director – Dr Paul Brown Associate Director of Nursing – Dr Michael Fleming Manager, Drug & Alcohol Team – Jade Morley

Job Summary

This post is being advertised due to the retirement of the previous Consultant.

The Drug and Alcohol Team (DAT) provides an island wide service to patients of any age who have substance dependencies. Our patient demographics are similar to neighbouring jurisdictions with the ratio of 70:30 alcohol to drugs. Our patient population varies between 350-400 with an average of 19 referrals/month.

We offer community alcohol detoxes, opioid replacement therapies, maintenance and drug detoxes. We work closely with our Tier 2 colleagues.

The successful candidate will be expected to work collaboratively with a dynamic and cohesive multidisciplinary team. The new Consultant will run outpatient clinics where they will see and assess new patients and offer follow up appointments. In addition to regular clinics you will be expected to provide fortnightly clinics within IOM prison and when required, a pregnancy clinic every 2 weeks.

As clinical lead of the service, you will be expected to offer clinical and management supervision to team members. In addition, you will offer advice and support to Tier 2 colleagues, GP's and other mental health professionals and you will have input to service development and quality improvements within the service.

The successful candidate will be expected to be on the mental health on-call rota to provide **second** on call cover at a rate of 1:7 covering all mental health specialties, supported by first on call colleagues, CRHTT and out of hours Approved Social Workers.

Duties of the Post

- To provide clinical leadership to the Drug and Alcohol team
- To undertake assessment and treatment of patients with substance dependencies at all ages
- To undertake mental health assessments and treatment of patients with co-morbid mental health issues or to refer to the appropriate mental health team
- To undertake comprehensive risk assessments on patients and develop risk management plans accordingly
- To run Pregnancy clinics when required with support from Children and Families workers and Midwives
- To run fortnightly clinics in IOM prison for DAT patients ensuring continuity of care
- To record your clinical notes in a timely manner using our electronic system, RIO
- To ensure all patients are offered health screening and any investigations are acted upon making sure you work within your competencies
- To provide Clinical Supervision to staff including NMPs, supplementary prescribers and the specialist doctor
- To provide Management Supervision to Specialist Doctor
- To offer medical input to DAT MDT meetings
- To attend DAT team meetings and provide medical input to service development, audit and quality improvement plans
- To attend patient related meetings such as Safeguarding and MAPPA meetings as required
- To be Section 12 approved to undertake MHA assessments as required
- To ensure that you meet the GMC's standards of good medical practice
- To ensure your practice is reflective and you learn from mistakes
- To take part in teaching as required
- To take part in internal and external CPD
- To have annual appraisals for revalidation
- To undertake annual Job plan reviews with the Clinical Director

In addition you will have opportunities to develop your own interests:-

- Research
- Get involved with developing drug strategy and implementation for the island.
- Become an appraiser
- Audit lead

Job Plan

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> Clinic Rearyt Noa	<u>Direct Clinical Care</u> Clinical Admin/Scripts
Tuesday	<u>Direct Clinical Care</u> Clinical Admin/Scripts	<u>Direct Clinical Care</u> Rearyt Noa clinic
Wednesday	<u>Direct Clinical Care</u> Clinic DAT Rearyt Noa	<u>Direct Clinical Care</u> Clinical Admin/scripts <u>Supporting Professional Activities</u> Audit / Audit meeting CPD Teaching as required
Thursday	<u>Direct Clinical Care</u> MDT Team meetings -Service development etc.	<u>Direct Clinical Care</u> IOM prison clinic Pregnancy clinic
Friday	<u>Supporting Professional Activities</u> Clinical Supervision others /own Peer group Doctors meeting Appraisals Clinical work if required	<u>Supporting Professional Activities</u> CPD meeting DAT management meetings Supervision Other prep – appraisal job plan etc.
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		

You will be expected to participate in a 1 in 7 second on-call rota.

Unplanned absence of Consultant colleagues will be covered by fellow Consultant colleagues up to a maximum of five days after which a locum will be sought.

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 5% on call availability allowance. Schedule 18 (attached) 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.

Office and Clinical Facilities

You will report to the Clinical Director who will be responsible for the annual job planning and review process.

The Drug and Alcohol team offer a suite of staff offices and clinic rooms at their base at Rearyt Noa, clinic rooms are available in IOM prison and satellite clinics. The MDT room is used for CPD and doctors meetings.

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.

You will be provided with their own personal computer and mobile Smart phone.

You will have your own office at DAT with dedicated admin support.

Teaching and supervision responsibilities

There is an active CDP teaching Programme and the successful candidate will be encouraged to participate in this. Consultant Supervision will be provided to Associate Specialist and Specialty Doctor/NMPs. 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. You would be expected to take part in the Mental Health CPD program delivering teaching to peers

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

Audit/Research

Clinical audit is supported and monitored by the Manx Care Clinical Audit Committee. The committee is made up of representatives from all teams and professional disciplines within Manx care and there is a clinical audit facilitator.

Time to undertake audit will be incorporated into your job plan schedule.

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

There is a mental health research committee with representatives from all professional disciplines which promotes clinical research. Support is available from the Keyll Darree postgraduate library and training centre at Noble's Hospital.

Your wellbeing

The department has the support of an occupational health team made up of physicians and nurses which provide a confidential and impartial medical advisory service. Any staff member may self-refer to occupational health and it will be completely confidential.

You also have the support of a staff welfare team who offer help, support and counselling on work related problems for example, personal problems, ill health or disability and bereavement.

The service also has a number of trained psychological staff to support you, support would be offered following any serious incident you or your team was involved in.

Continuing Professional Development

Manx Care recognizes the need for all medical staff on the Island to maintain connections with their specialty 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.

You 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 revalidation scheme for doctors. Appraisals will be arranged on an annual basis.

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

You will be encouraged to join a peer group for clinical supervision with colleagues, on the island, or this can be arranged from mainland UK if preferred.

Management supervision will be with the Clinical Director for Mental Health.

Management and committee attendance

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

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 very similar to legislation in England and Wales.

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:
 - Award of automatic annual incremental points. This local agreement currently results in automatic progression, subject to satisfactory annual job plan review, to a maximum basic salary of £158,750 at point 20 on the Isle of Man pay scale. Arrangements for access to higher CEAs remain as in the UK.
 - An 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 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 is full time. The automatic increment scale is £91,914 to £158,750 (2022 rates) Assimilation rules apply.
5. It is a condition of employment that the successful candidate is medically fit to undertake the duties of the appointment. They 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 so 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 57p per mile.



Contact information and arrangements to visit

Further information about the post can be obtained from Dr Paul Brown Paul.Brown2@gov.im or Ross Bailey Ross.Bailey@gov.im

Arrangements to visit can be made through Lucy Smith Lucy.Smith@gov.im tel. 01624 687092

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

What do you need to be successful in this role?

Skill/Knowledge or Attribute	Essential or Desirable	Method of Assessment
Full registration with the GMC	E	CV/Pre-Employment checks
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	E	CV/Pre-Employment checks
Degrees of M.B., B.S. or equivalent	E	CV/Pre-Employment checks
Membership of Royal College of Psychiatrists or equivalent	E	CV
Other postgraduate qualifications/training	D	CV
Evidence of sound communication skills	E	Interview
Be clear, fluent and articulate in presentation	E	Interview
Be able to demonstrate leadership and management skills	E	Interview
Be able to teach medical staff and other mental health professionals	E	Interview
Specific specialist skills	D	CV/Interview
Experience of clinical audit	E	CV/Interview
Experience in Addiction psychiatry at Higher Specialist trainee level or equivalent	E	CV/Interview
Empathetic	E	Interview
Assertive	E	Interview
Enthusiastic	E	Interview
Resilient in difficult situations	E	Interview
Able to communicate well to people with a wide range of backgrounds and experiences	E	Interview
Satisfactory Police Check	E	Pre-Employment Checks
Full valid driving licence and access to own vehicle	E	Pre-Employment Checks
IOM Worker	D	Application