



Associate Specialist in Substance Use
(Psychiatry)
Drug & Alcohol Team

Integrated Mental Health Service



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Thank you for showing an interest in our Associate Specialist vacancy within Mental Health Service – 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.

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.



For further information about living in the Isle of Man and the Island's lifestyle view our downloadable booklet 'About the Isle of Man', accessible via the advert or visit 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 reorganisation 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).

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 234 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



Manx Care prides itself 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 development are based on our CARE ethos.

Appraisal and Job Planning

Manx Care is committed to the positive implementation of annual appraisal. The aim is for this to be a supportive developmental process for each clinician, which will form the basis



for revalidation by the GMC. The processes overseen by the medical director and training is provided for both appraisers and appraisees. Manx Care has appointed an Appraisal Lead, has trained a number of appraisers and consultants may choose their appraiser from this list. Appraisal informs the annual job plan review, which is conducted by the Clinical Director and the General Manager for Mental Health. The indicative job plan on page 17 should be viewed as illustrative.

Manx Care recognises the need for all medical staff on the Island to maintain connections with psychiatry in the United Kingdom and encourage links with other trusts as well as providing study leave with pay and expenses to attend approved conferences and workshops. Manx Care 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

Teaching

There is involvement throughout Manx Care in undergraduate Medical Education, with medical students from the University of Dublin, Manchester University and other universities having the option to complete their psychiatric experience in their fifth year within the Isle of Man Mental Health Service. A number of senior clinicians also participate in local Clinical Supervision of medical students.

Manx Care is committed to embracing training in Mental Health across all specialties. This affords doctors and other clinicians to present Grand Rounds on pertinent psychiatric topics.

Senior clinicians will also be expected to provide Clinical and Educational Supervision of foundation year doctors in their FY2 year. Currently foundation doctors are placed in CMHSA; with specific blocks of time devoted to learning in other areas across the division including RAS and the Adult Inpatient Ward (Harbour Suite).

Senior clinicians may also be expected to provide Clinical Supervision of GP trainees during their six-month psychiatry placement. Again this placement is currently based at CMHSA; with specific timeslots to afford learning in the Acute Care Team.

Dr Adrian Dashfield is the Director of Medical Education in Manx Care and is supported by Dr Alison Hool (Foundation Programme Lead) and an experienced administrative team.



It is anticipated that the post-holder will actively contribute to Manx Care's strong commitment to undergraduate and postgraduate medical and other professional training. The amount of time will be incorporated into the post-holder's job plan.

Research

Manx Care supports and encourages participation in research. Allocation of time for research within the Supporting Professional Activities element of consultants' job plans may be negotiable with the Clinical Director for specific projects. Manx Care's Research and Development Strategy does not currently include research activity in psychiatry. Opportunities may present in the near future for research activity in dementia, primary care, perinatal and rural psychiatry.

About the Mental Health Service

The Isle of Man's Integrated Mental Health Service (IMHS) is a care group within Manx Care and provides a comprehensive range of local mental health services to the Island's community. The IMHS is managed by a triumvirate of General Manager, Clinical Director and Associate Director of Nursing. The IMHS employs 19 psychiatrists consisting of 7 Consultant posts and 12 Associate Specialist/Specialty Doctor Positions.

The service consists of 6 service areas with care and treatment delivered through application of the Care Programme Approach

About the Drug and Alcohol Treatment Team (DAT):

The DAT team works within a harm minimisation framework to provide a comprehensive, evidence-based assessment, treatment and support service to people who are presenting with alcohol and /or drug problems. The multi-disciplinary team (detailed below) delivers an Island-wide specialist service including dedicated provision for young people under 18 years of age. The service works in partnership with allied statutory and non- statutory agencies/providers.

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 Nobles 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, treatment of mental health co-morbidities.

1:1 keyworker sessions offering, motivational interviewing, harm reduction and recovery work. We offer health screening, naloxone training, acupuncture, SMART groups and CBT. The CJLW visits the prison each week and there are prison clinics every 2 weeks run by DAT medics. A Pregnancy Clinic is run fortnightly when required, staffed also by the DAT medical team, Children & Families worker and midwife. We can refer patients to Nobles hospital for inpatient alcohol detoxes and have a budget for off island rehabilitation placements

Staffing comprises of the following posts:

DAT Manager, Deputy Manager, 2 x Associate Specialists, Dual Diagnosis Nurse, RGN/NMP, ASW, 2 x Duty Officers, 2 x Community Support Workers (1 x adults, 1 x younger persons), Health Screening Coordinator, 2 x DAT Professionals, Younger Persons' DAT Professional, Older Persons' Substance Misuse Nurse, Children and Families DAT Professional, Criminal Justice Liaison, Supplementary Prescriber/Pharmacist, Receptionist, Team Secretary, Medical Secretary, Prescribing Co-ordinator, Naloxone Program Administrator and Secretarial Co-ordinator.

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 at DAT

The other areas of the Integrated Mental Health Services are:

Community Well-Being Service (CWS):

The CWS serves people aged 18 and over, who are experiencing mild to moderate common mental health problems, such as anxiety, depression and trauma.

The interventions offered include: guided self-help with an Assistant Clinical Psychologist either face to face or over the phone; courses such as anxiety management, resilience or mindfulness training; workshops that may focus on sleep hygiene, confidence building or assertiveness training; and individual therapy. In most instances people will start by working through guided self-help or a group. These options provide a strong foundation for learning about psychological therapy, which can then be developed further if 1:1 sessions with a therapist are subsequently needed.



Child and Adolescent Mental Health Service (CAMHS):

The CAMHS on Island provides mental health assessments and treatment for children, young people (aged 0-18) and their families. Children and young people need to be referred by another professional. Most referrals come via GPs or hospital-based doctors, whilst a smaller proportion of referrals are initiated by Health Visitors, School Nurses, Teachers, Police or Social Workers.

On Island, CAMHS is an outpatient service, with no on Island beds available. In crisis a child may be admitted to the paediatric ward with proactive in-reach afforded by CAMHS. Longer term inpatient treatment for severe eating disorder and other severe and enduring mental illnesses generally requires an admission to a specialist facility in the UK. The CAMHS on Island is able to provide a variety of care pathways for service users including medication management, individual and group therapies, family intervention and other psycho-social treatment modalities.

Community Mental Health Service for Adults (CMHSA):

The CMHSA provides a specialist mental health service for adults over aged 18 years and is based at the Community Health Centre, Westmoreland Road, Douglas. It is an Island-wide service and people can be seen in their own home. CMHSA is a multi-disciplinary team which includes psychiatrists, nurse prescribers, mental health nurses, social workers, psychologists, CBT therapists, dieticians, pharmacists, occupational therapists and community support workers.

All service users will receive a dynamic assessment and plan of care designed to meet their individual needs within the Care Planning Standards framework. CMHSA offers on-going support and longer term interventions for people experiencing moderate to severe and enduring mental illness, including a weekly depot clinic and a variety of recovery focused treatments. Short term individual and group therapies are available with the CMHSA including a variety of practitioners with particular areas of interest, such as working with personality disorders, trauma, first-episode psychosis, postnatal depression and eating disorders.

All service users will be allocated a lead professional. All service users within the CMHSA can also access additional support and advice from the Duty Team / Home-Based Treatment



Team during office hours and Rapid Assessment Service after hours if in crisis. The CMHSA team undertakes work in relation to the Mental Health Act.

Placements are also provided for pre-registration student nurses, training social workers, foundation year doctors and GP trainees.

Older Persons Mental Health Service (OPMHS):

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 OPMHS team base is now located on the Noble's Hospital site, in Grainagh Court, Douglas. The service currently receives approximately 500 referrals per year, mostly through GPs or specialist staff at Noble's Hospital. Whilst home visits constitute the greater part of clinic appointments, there are also several remote clinic sites across the Island where assessments and follow-up appointments can take place.

The OPMHS team is a multi-disciplinary team, with care being provided by Community Mental Health Professionals (CMHPs including Nurse Prescribers, registered mental health nurses, registered nurses, social workers, occupational therapist, community support workers) Consultant and SAS Psychiatrists.

The OPMHS team also provides care to a 12 bedded older persons ward at Manannan Court.

Acute Service

The Mental Health Inpatient Services are provided at Manannan Court, a purpose designed unit on Noble's Hospital grounds, which consists of a 16 bedded ward for adults of working age (Harbour Suite) in addition to a 12 bedded older persons' ward (Glen Suite). Manannan Court was opened in 2017 and it provides a bright, modern and inviting environment for patients, staff and visitors. Manannan Court is a service for men and women who are experiencing a relapse or crisis of their mental health and wellbeing and who require an inpatient admission. It is a place where people can receive treatment, support and care to help them recover as quickly as possible.

The 132 Suite is located at Manannan Court and is staffed by nursing staff from the Harbour Suite when needed. There is also a de-escalation area called the Cushag Suite.

Manannan Court is divided into three zones. This helps the team to promote everyone's safety, privacy and dignity. The different zones are:

- Private - for example, the wards and bedrooms - usually only patients and staff can access these areas
- Semi-private - for example, the upper ground floor - patients and staff can access these areas as well as some visitors
- Public - for example, the main entrance, reception, café, visitors' area

Manannan Court operates a controlled access system to all entrance and exit doors within the open ward areas. This is one of the measures the service takes to minimise risk to patients, staff and visitors. Controlled access allows ward staff to ascertain who is attempting to gain entry or exit to the wards and also make an assessment as to whether or not they should be permitted in or out the ward areas. All visitors to the ward are met by a member of the ward team.

In addition to the Acute Care Team Consultant Psychiatrist, the Harbour Suite is also staffed by a Non-Training Psychiatric Doctor, a Registered Nurse (who completes routine physical examinations, ECGs and blood draws), a Mental Health Pharmacist, several Psychiatric Nurse Prescribers, a Clinical Psychologist, several Activities Coordinators, and a robust, experienced nursing staff comprised of RMNs and HCAs.

Crisis Response Home Treatment Team (CRHTT):

The CRHTT is a multidisciplinary team of mental health professionals providing a seven day per week, 24 hours a day service to people experiencing acute mental distress, which could possibly lead to hospital admission. The CRHTT is established as a step 3 service within a stepped care model, acting as the interface between specialist mental health services in the community, psychiatric inpatient care and emergency services (i.e. Police, Ambulance and the Emergency Department) to ensure that the most appropriate care is delivered within the least restrictive environment and with the minimum of disruption to the lives of service users.

During operational hours the CRHTT acts as a "gatekeeper" to the Mental Health Acute inpatient area, rapidly setting individuals with acute mental problems referring them to the most appropriate service. The CRHTT provides liaison, advice and support to colleagues such as police, Noble's Hospital medical staff, adult social care, OPMHS and CAMHS with regard to



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individuals who may present to those professional in apparent mental health distress. It is sometimes necessary for CRHTT team members to take assessment of people in police custody and to provide reports to the Court a result, including potential mental health diversion opportunities. Similarly the CRHTT will often be called upon to provide information and offer assistance in order to support the police, particularly in respect of alternatives to detention under section 132 of the Mental Health Act.

The CRHTT accepts direct referrals in respect of any person presenting with an immediate and serious risk to themselves and/or others as a result of acute mental distress and in crisis or those who are known to mental health service and who are at risk of further deterioration without immediate intervention.

The CRHTT works with people and their significant others to offer a holistic and empowering approach to enable successful resolution to their mental health crises. CRHTT provides brief solution focused models of care that enable the development of new and existing coping skills, as well as psychopharmacological interventions. Positive risk management endeavours underpin CRHTT practice. Regular clinical and line management supervision, with the use of reflective practice team meetings and MDT clinical meetings, are embedded within the culture of CRHTT to ensure effective communication and provision of the highest standard of clinical care. The CRHTT works symbiotically with the Adult Inpatient Service as the primary services to operate within the Acute Care Pathway. The multidisciplinary team consists of a psychiatrist and a variety of mental health professionals of either nursing or social work background. The Acute Care Team Consultant Psychiatrist would supervise the RAS psychiatrist and regularly interact with CRHTT team members during MDT discussions to ensure that admissions to the inpatient unit satisfy the least restrictive criteria and that early discharge planning can occur seamlessly between the adult inpatient ward and the CRHTT teams. This collaborative working between the inpatient ward and CRHTT is enhanced due to the fact that the CRHTT is also based at Manannan Court.

Again, it is hoped that HBT will be a multidisciplinary team that works closely with the Acute Care Team Psychiatrist, the RAS, the CMHSA and other services to provide a collaborative, holistic and continuous care pathway across the community through to inpatient levels of care.

About the Position

Job Title:	Associate Specialist, Substance Use (Drug & Alcohol Team)
Grade:	Associate Specialist (Psychiatry)
Salary:	£63,971 to £104,657 (10PAs)

Summary

The successful applicant will be based in the Drug & Alcohol Team offices based at Reayrt Noa, located within the Nobles Hospital Estate. In collaboration with the current Associate Specialist and a multi-disciplinary team, you will be responsible for the delivery of care and treatment to people who are presenting with alcohol and /or drug dependency.

The successful candidate will have an identified office space with a personal computer linked to the hospital and the government network. They will have the support of the medical secretarial team of the specialty for clinical and administrative purposes. A mobile phone is provided and is expected to be carried during normal working hours.

To be considered for an Associate Specialist post in Manx Care, the applicant must hold full registration with the General Medical Council and must have;

- At least 10 years (either continuous or aggregated) medical work completed since obtaining a primary medical qualification (or would at the time have been) acceptable by the General Medical Council for full, limited or temporary (but not provisional) registration; and
- A minimum of 4 years should have been completed in the Registrar, Specialist Registrar or in the Staff or Specialty Doctor grade. Equivalent service is also acceptable with the agreement of the relevant College or Faculty Regional Advisor and of the Postgraduate Dean.

Where required, training will be provided to support Section 12 approval.

Remuneration for this post will be consistent with the Associate Specialist pay scale, dependent on experience. Annual leave is a minimum of 32 days per year, increasing in accordance with years in post. Study leave of 30 days is afforded per three year cycle. There is an opportunity to join the 1st on call rota, which is 1 in 8, once the doctor has enough experience and is Section 12 approved. On call attracts an additional 2.5 PAs and 5% pay uplift.

Manx Care recognises that there are often significant costs associated with relocating, consequentially a generous relocation package will be available to those applicable. This consists of financial support to reimburse removal expenses and housing support. In addition to the above a recruitment incentive of £3,000 will be available to the successful candidate.

The job description, together with the job plan, will be reviewed annually and agreed with the Clinical Director and General Manager 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.

Main responsibilities

Clinical duties and responsibilities of the post holder

The arrangements of the individual's duties will be agreed following appointment, but the main duties and responsibilities will be as set out below:

- The job plan for this post comprises of a minimum weekly work commitment of 10 sessions (PA's). With agreement and job planning for APAs, the successful applicant may wish to undertake additional professional activities, further educational or managerial responsibilities.
- To co-ordinate annual leave and study leave with the Clinical Lead in the team, in order to ensure adequate medical cover at all times. Cross cover may be required for up to a period not exceeding 10 calendar days at a time. Urgent clinical work occurring in the absence of a colleague will need to be covered by mutual agreement with other medical staff in the specialty. The Clinical Director must be notified of all proposed annual/study leave.
- To develop close and effective working relationships with colleagues across specialist teams and to work together with other members of multi-agency, multi-disciplinary teams, services and allied agencies, and other key stakeholders.
- To provide clinical advice and liaison as required to colleagues in primary care, community services and acute specialties
- To attend and participate in the academic program of Manx Care, including lectures and seminars as part of the internal CPD program



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- To participate annually in a job plan review with the Clinical Director, which will include consultation with a relevant manager in order to ensure that the post is developed to take into account changes in service configuration and delivery associated with modernisation.
- To undertake assessment and treatment of patients with substance dependencies at all ages
- To hold clinics from satellite offices based in the North and South of the island on specified days
- To support the pregnancy clinic if required
- To undertake mental health assessments and treatment of patients with co-occurring 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 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 offer medical input to DAT MDT meetings
- To attend DAT business 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 (or become) 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 work collaboratively with local managers and professional colleagues in ensuring the efficient running of services.
- To comply with Manx Care`s agreed policies, procedures, standing orders and financial instructions, and to take an active role in the financial management of the service and support the medical director and other managers in preparing plans for services.
- To provide professional clinical supervision to junior medical staff and allied professionals as agreed between consultant colleagues and the clinical director and in accordance with the Manx Care`s personnel policies and procedures.
- To carry out such teaching, examination and accreditation duties as are required and contribute to post graduate and continuing medical education activity (including nursing, paramedical staff).
- To actively participate in clinical audit, clinical governance and in continual medical education and revalidation.



- To participate in the agreed medical staff appraisal scheme.
- To participate in research wherever practical and appropriate.
- To contribute to the effective overall management of the mental health service.

Clinical governance and quality improvement

- The post holder will contribute to the delivery of its required outcome framework, integrated clinical governance and quality improvement. Specific responsibilities will be agreed in collaboration with colleagues of the multi-disciplinary community and inpatient teams, the general manager, matron and clinical director.
- The post holder will be expected to select relevant subjects for audit and achieve data collection targets in line with Care Group objectives and record timely clinical activity data whilst supporting junior medical staff and members of the multi-disciplinary team in undertaking and presenting relevant audit projects.
- The post holder will be expected to maintain responsibility for the setting and monitoring of quality standards including but not limited to; overseeing patient pathways including case allocation and day to day standard of care; monitoring clinical risk and supporting staff to detect and manage risk

Other Duties

- From time to time it may be necessary for the post holder to carry out such other duties as may be assigned, with agreement, by Manx Care. It is expected that the post holder will not unreasonably withhold agreement to any reasonable proposed changes that Manx Care might make.

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, personal problems, ill health or disability, bereavement etc.

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

Indicative Job Plan

	AM (9.00am – 1.00pm)	PM (1.00pm – 5.00pm)
Monday	Direct Clinical Care Clinic DAT Rearyt Noa	Direct Clinical Care Clinical Administration /Scripts management
Tuesday	Direct Clinical Care Clinic at Satellite venue – Ramsey or Port Erin on an alternating basis	Direct Clinical Care Clinic at Satellite venue – Ramsey or Port Erin on an alternating basis
Wednesday	Direct Clinical Care Clinic DAT Rearyt Noa	Direct Clinical Care Clinical Administration /Scripts management
Thursday	Direct Clinical Care MDT Team meetings	Direct Clinical Care Clinic DAT Rearyt Noa
Friday	Supporting Professional Activities CPD/Supervision/Appraisal preparation *Clinical work if required*	Supporting Professional Activities Clinical Governance/ audits Doctors meeting

Contact Information

Dr Paul Brown: Interim Clinical Director – Integrated Mental Health

Service Email: paul.brown2@gov.im

Telephone: 01624 686584

Mr Ross Bailey: General Manager – Integrated Mental Health Service

Email: ross.bailey@gov.im

Telephone: 01624 686408

Arrangements to visit can be made through

Lucy Smith, Executive Assistant, Mental Health Service

Email: lucy.smith@gov.im

Telephone: 01624 687092

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	D	CV
An appropriate higher degree i.e. MD, PhD or equivalent	D	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		
Special interest, expertise and experience in Psychiatry	E	CV/Interview
Experience in substance misuse/addictions	E	CV/Interview
Experience in the full range of Adult Mental Health disorders	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
In collaboration with the supervising Consultant provide leadership to the 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 fluent 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 Psychiatry	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 and DHSC 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 person appointed shall be a Medical Practitioner properly registered with the General Medical Council.
2. The post is non-resident but the successful candidate should reside within 20 minutes of the hospital.
3. The post-holder will be indemnified by Manx Social 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 Psychiatry , 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. 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. 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.

The Isle of Man Public Service is committed to creating an inclusive culture that celebrates equality, diversity and inclusion. We understand how a wide range of views and experiences can benefit us as we work together for the Isle of Man. We welcome applications from diverse backgrounds and would encourage you to apply.

The Isle of Man Public Service is an equal opportunities employer which supports and promotes flexible working. We understand its benefits in improving work-life balance and supporting health and wellbeing and, in its different forms; it is widespread throughout the Public Service. We are happy to discuss part-time or flexible working arrangements, including job share partnerships, for our roles (where possible) and if interested you should discuss this with the Hiring Manager.