



**Associate Specialist in General Adult
Psychiatry**

Integrated Mental Health Service



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Thank you for showing an interest in our Associate Speciality vacancies 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 reorganisations of recent years, have not been adopted in the Isle of Man.

Manx Care

The way in which health and social care services are delivered in the Isle of Man is undergoing an exciting transformation as a direct result of the Independent Health and social care review conducted by Sir Jonathan Michael. Sir Jonathan's final report can be

viewed here: <https://www.gov.im/media/1365879/independent-health-and-social-care-review-final-report.pdf>

A key recommendation of the review was to establish a new publicly funded, arms-length health and social care delivery organisation. As a result, since April 2021, “Manx Care” has taken responsibility for delivering integrated health and social care services for the people of the Isle of Man.

Manx Care operates under an annual Mandate from the Island's Department of Health and Social Care (DHSC).

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, Associate Director of Nursing, Consultant Psychologist and Lead Business Manager. The MHS employs 18 psychiatrists consisting of 5 Consultant posts, 10 Associate Specialists and 3 Specialty Doctor Positions.

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

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. In crisis, a child may be admitted to the paediatrics ward with proactive in-reach afforded by the CAMHS. Longer term inpatient treatment for 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. CAMHS is based at Grainagh Court, a newly refurbished facility based on Nobles Hospital site.

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 the Crisis Response Home Treatment Team (CRHTT) 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 in Grainagh Court, a high quality newly refurbished facility, on Nobles Hospital site. 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 multidisciplinary 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.

The CRHTT act 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 provide liaison, advice and support to colleagues such as police, Noble's Hospital medical staff, adult social care, OPMHS and CAMHS with regard



to individuals who may present to those professional in apparent mental health distress. It is sometimes necessary for CHRTT 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 accept 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 work with people and their significant others to offer a holistic and empowering approach to enable successful resolution to their mental health crises. CRHTT provide 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 work 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 CRHTT 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.



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 dependency. The multi-disciplinary team - including psychiatrists, registered Mental Health nurses, a registered nurse, a health visitor, social workers etc. - 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.



About the Position

| | |
|-------------------|---|
| Job Title: | Associate Specialist in General Adult Psychiatry |
| Grade: | Associate Specialist |
| Salary: | £63,971 – £104,657 |

Summary

The successful applicant will be based within the Community Mental health Service for Adults (CMHSA), on Westmoreland Road, Douglas. The post holder will deliver care and treatment within a care programme approach under the supervision of Consultant Psychiatrist. As a key senior clinician within a friendly, established and dynamic multi-disciplinary team you will play a fundamental role in our evolution towards an integrated model of delivery. The overwhelming majority of referrals received originate from colleagues within primary care, referrals may however, be received from other professional groups within Manx Care.

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.

The applicant must hold full registration with the General Medical Council and have a minimum of three years of psychiatric experience, of which two years should be at Specialty Doctor/Associate level, ideally in approved or definitive posts. There must be adequate, recent experience of Adult Psychiatry. Section 12 approval is an advantage, as is experience across a variety of settings and specialties. Where required training will be provided to support Sec 12 approval.

Remuneration for this post will be consistent with the Associate Specialist pay scale, dependent on experience. Annual leave is a minimum of 27 days per year, increasing in accordance with years in post. Study leave of 30 days is afforded per three year cycle.

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.

The job description, together with the job plan, will be reviewed annually and agreed with the Clinical Director, supervising Consultant 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 between the named Consultant and Associate Specialist, 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, and every effort will be made to encourage special interests and career development of the doctor. In addition, the post holder will be expected to participate in the 1/7 to 1/9 first on-call rota, which is recognised with specific remuneration, including the potential for additional PAs and an availability allowance.
- To co-ordinate annual leave and on-call arrangements with colleagues and the supervising Consultant 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 speciality. The Director must be notified of all proposed annual/study leave.

- In conjunction with the supervising Consultant and their colleagues to provide an effective clinical service with responsibility for the prevention, diagnosis and treatment of illness, and the proper functioning of the service area.
- Take a lead in the identification of cases for psychiatric assessment and intervention, which will form a crucial part of care planning
- To contribute to the subsequent assessment, diagnosis and formulation of care plans for those in need of specialist intervention
- To record clinical activity accurately and comprehensively in a manner consistent with Manx Care Policy.
- 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 support face to face clinical work with high quality recording and communication practices
- To participate in service and business planning activity for the locality and, as appropriate, for the whole mental health service.
- To attend and participate in the academic programme of Manx Care, including lectures and seminars as part of the internal CPD programme.
- To maintain professional registration with the General Medical Council, Mental Health Act Section 12(2) approval, and to abide by professional codes of conduct.
- 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 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 the Manx Care. It is expected that the post holder will not unreasonably withhold agreement to any reasonable proposed changes that Manx Care might make.

Indicative Job Plan

| Weekday | Time | Activity | Direct Care (DCC) | SPA |
|---------------|------|---|-------------------|----------|
| Week 1 | | | | |
| Monday | AM | Outpatient Clinic | 1 | |
| | PM | Consult Liaison/Admin | 1 | |
| Tuesday | AM | MDT Meeting/Outpatient Clinic | 1 | |
| | PM | Outpatient Clinic/Admin | 1 | |
| Wednesday | AM | Outpatient Clinic | 1 | |
| | PM | Consult Liaison /Admin | 1 | |
| Thursday | AM | Outpatient Clinic | 1 | |
| | PM | Consult Liaison /Admin | 1 | |
| Friday | AM | CPD/Appraisal Preparation | | 1 |
| | PM | Service Development/Clinical Governance/doctors Meeting | | 1 |
| Totals | | | 7 | 3 |

Contact Information

Dr Paul Brown: Clinical Director – Integrated Mental Health Services

Email: paul.brown2@gov.im

Telephone 01624 686584

Mr Ross Bailey, Group Manager – Integrated Mental Health Services

Email: ross.bailey@gov.im

Telephone 01624 686408

Arrangements to visit can be made through

Lucy Smith, Executive Officer, Integrated Mental Health Services

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 |
| Experience / Clinical Skills | | |
| Special interest, expertise and experience in Psychiatry | 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 contract issued by Manx Care will be substantially in accordance with the Terms and Conditions for Consultants (England 2003), subject to beneficial locally agreed variations, approved by the BMA. Local variations include:
 - Category A on-call supplement is payable to all Consultants in the Isle of Man undertaking non-resident on-call duties.
 - There are no transitional arrangements for Consultants currently holding UK contracts.
 - There is no requirement to be available to work an additional PA for the NHS prior to undertaking private practice.
2. The person appointed shall be a Medical Practitioner properly registered with the General Medical Council.
3. The post is non-resident but the successful candidate should reside within 20 minutes of the hospital.
4. The post-holder will be indemnified by Manx Care for all National Health Service work undertaken as part of their Contract of Employment. The provision of indemnity cover for any other medical activities will be the responsibility of the post-holder.
5. 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.
6. 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.

7. 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.

8. 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.

9. The post-holder will be expected to comply with the restrictive smoking policy operated by the Hospital.