

Make a difference to the Isle of Man

Medicine, Urgent & Emergency Care Group

Manx Care, Isle of Man

Specialty Doctor in General Medicine

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Noble's Hospital

About the Hospital

Newly 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 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 include on site staff accommodation, a GP surgery and numerous green spaces.

About the Department

Despite our small size, we provide most specialist medical services, delivered by our team of dedicated consultants, Staff Grades, Specialty Doctors and doctors in training, supported by a large team of Clinical Nurse Specialists, Ward Nurses and Allied Health Professionals.

Our medical specialties are governed within the Medicine, Urgent and Emergency Care, Ambulance Service and Manx Emergency Doctor Service Care Group which is managed by a triumvirate of a Clinical Director, General Manager and an Associate Director of Nursing. Please refer to **Appendix A** for the medical specialities structure.

As well as working alongside our Consultants in the provision of specialist care, on the ward and in outpatient clinics, our team of 11 Specialty Doctors provide a 24/7 on call medical service, supporting the Emergency Department and Acute Medical Unit in the management of the acute take, as well as responding to calls from wards to provide medical input to our inpatients, which are spread across three inpatient wards and a Coronary Care Unit.

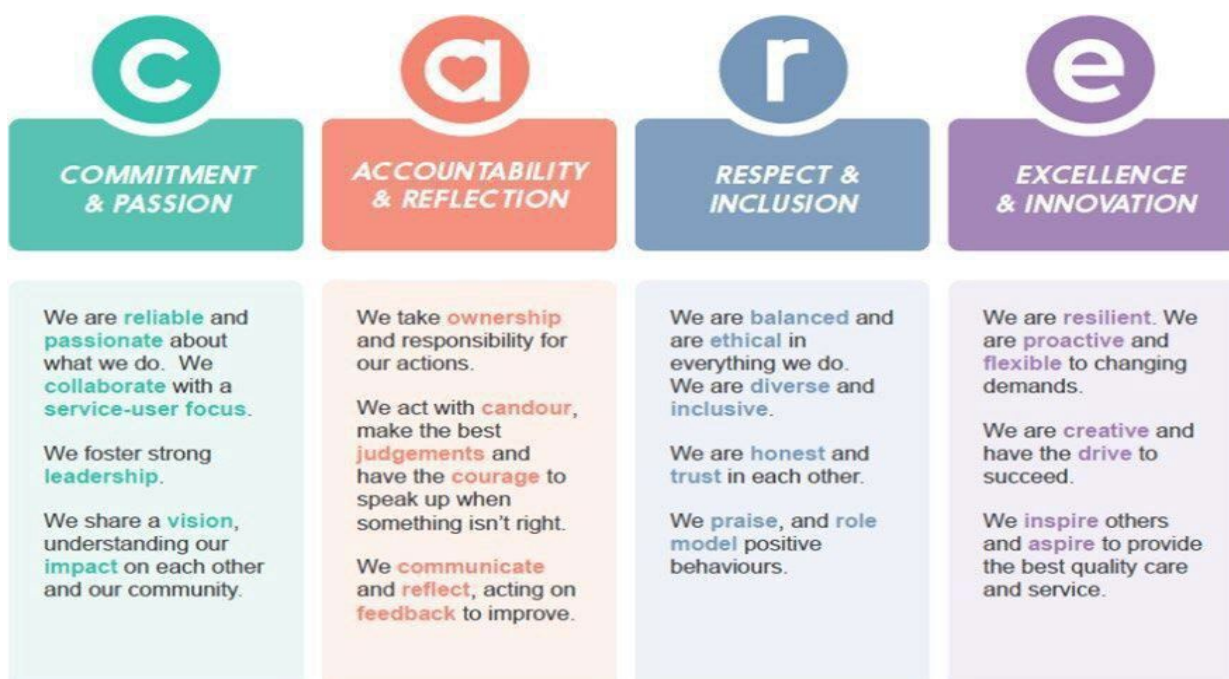
Working alongside our Specialty Doctors, as part of the Consultant teams, are 6 Core Medical Trainees, attached to the Cheshire & Mersey Deanery, and 6 FY1 doctors, who provide ward based care.

We are currently undergoing a significant medical services transformation programme at the moment, with front line acute medical care being delivered through a more generalised model rather than a specialised model, thereby ensuring all patients receive holistic medical care, where appropriate, with specialists able to take over with complex treatments where necessary. This transformation will include improvements in the management of elderly and frail patients, increase in the numbers of consultants in geriatrics and acute medicine, and improved management of patients within ED, through improved integration with community and primary care, which will ultimately reduce admissions into inpatient beds.

A key part of this transformation programme includes the launch of the Ambulatory Assessment and Treatment Unit (AATU). The AATU will provide an assessment and treatment service for patients with urgent medical needs who do not require hospital admission and facilitate early discharge for patients who can re-attend for treatments such as daily IV antibiotics.

Our Values

Manx Care's Care Values is our set of qualities and behaviours that underpin our organisation, support positive personal development for our colleagues, and provide a clear expectation of how we should all conduct ourselves at work. 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.



Postgraduate Education and Training Centre - Keyll Darree

This combined education and training centre is on the Noble's Hospital site, and offers a comprehensive medical library, study and seminar rooms, a lecture theatre and state of the art simulation suite. Our Medical Services have a strong emphasis on training with support for both in house and external training courses. We have a Royal College of Physicians Tutor who oversees training across the department, supported by a number of educational and clinical supervisors and provide regular teaching sessions which are popular and consistently receive excellent feedback from Health Education North West. In addition to regular medical student attachments from Manchester University, Liverpool University and Trinity College, we attract elective students from the UK and further afield. This is due to the wide variety of presentations to the department and experience that can be gained due to the unique location of the hospital. The postgraduate department at Noble's Hospital encourages and supports colleagues with a desire to gain further educational and training qualifications. Life support courses regularly run on the island including ATLS/ALS and APLS and study leave for courses both on and off Island are supported. As a result of this strong commitment to training and growing reputation, applications for the Foundation Program at Noble's Hospital are oversubscribed and competitive.

The Island

The Isle of Man is a self-governing crown dependency within the British Isles. The population of the Isle of Man is approximately 85,000. Those living on the Island, benefit from great lifestyle opportunities, open spaces, a safe environment, great education and a real sense of community. There are numerous events, clubs and societies in almost everything you can imagine, from cycling to sailing and kayaking to horse riding. Isle of Man residents benefit from lower tax rates than a lot of countries in the EU and a simpler, more efficient system of calculation.

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

Healthcare on the Isle of Man

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.

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





Job Title: Specialty Doctor in General Medicine

Grade: Specialty Doctor

Salary: £53,555 to £103,000

Main Responsibilities

The post holder will take part in a 1 in 10 on-call medical rota pattern (subject to possible change). You will also carry out diagnosing and treating the wide spectrum of medical disorders that present acutely to hospital emergency departments, acute medical units and general medical wards referring for specialist opinion and care as appropriate. Providing advice and care for patients admitted to hospital under other specialties (e.g. surgery, obstetrics & gynaecology) who have or develop medical problems. On average we admit between eight (8) and fifteen (15) patients on the acute medical take in a 24 hour period.

The post holder will also be expected to carry out ward-based duties, to include routine review of patients, progressing care, prescribing, requesting and evaluating relevant tests, liaising with all medical and allied health professionals.

You will ensure patients are seen regularly and expeditiously, carrying out ward rounds and visits to individual patients as may be necessary. You will be required to communicate with patients' relatives to inform them of treatment plans. It will be your job to keep records as required; these must be dated, timed and signed off identifiably. Along with producing discharge letters expeditiously, with accurate and comprehensive diagnoses, and supervising their production by more junior colleagues.

You will also be assigned a Consultant Clinical Supervisor and encouraged to enroll with the JRCTB (Joint Royal Colleges Training Board) which will provide access to electronic portfolio and work-based assessments to enable you to gain credit for your experience at Noble's Hospital if your intention is to aspire to higher medical training in a subspecialty. Our trainee doctors have succeeded in enrolling in higher medical training leading to Consultant status.

Noble's Hospital has a robust and supportive electronic appraisal and revalidation system into which you will be enrolled. This is overseen by two Associate Medical Directors for the entire Consultant and middle-grade workforce.

This job description, together with the job plan, will be reviewed annually and agreed with the Clinical Director and General Manager (Medicine) 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.

The successful applicants will be offered mentoring and support from the division through a named consultant within the Care Group.



The main duties and responsibilities of the Specialty Doctor are set out below:

- To provide a high standard of care to any patient for whom you have clinical responsibility.
- To participate in clinical and other service activities and developments with the aim of ensuring a high standard of patient care across our hospital.
- To work in close co-operation with other medical, professional and managerial colleagues, both within and outside the specialty, to provide high quality health care to our hospitals' patients, and to make a contribution to future thinking about our strategic direction.
- To participate fully in clinical governance of the specialty covering its hospital-wide activities.
- To attend bimonthly Patient Safety Forums.
- To participate actively in departmental audits, sharing co-ordination of audit activities within the department and implementation of change.
- To engage with undergraduate and postgraduate teaching.
- To ensure at all times that you comply with the General Medical Council's published guide "Good Medical Practice" including the Duties of a Doctor.
- To take personal responsibility for risk management in your work and undertake to review practices and learn from mistakes.
- To ensure that you respond promptly and efficiently to all complaints related to any patient care you or your staff have been involved with, assisting with our standard of replying to complaints within a specified time frame.
- To ensure that you develop and maintain effective working relationships with those agencies concerned with the provision of health and social care services and those representing the interests of patients.
- To undertake an annual job plan review as outlined in the Departmental Guide to Job Planning.
- You are required to take reasonable care for the health and safety of yourself and others who may be affected by what you do while at work. You must adhere to Hospital IRMER Regulations.
- Successful post-holders will have the opportunity to contribute towards the hospital's Emergency Preparedness, Response & Recovery (EPRR) planning and testing programme.

Clinical Rotation

- Successful candidates will have the opportunity to rotate between clinical specialties, thereby increasing exposure to a wide range of medical services, which will be particularly useful for doctors who are choosing to enter into a formal medical training programme in the UK, or for doctors seeking experience to contribute towards a CESR portfolio.
- Study leave support, both time and funding, will be provided to enable successful candidates to undertake training or attend courses/conferences within a range of medical specialties, providing the opportunity is in line with the doctor's personal development plan.



Audit

- Undertake clinical audit.
- Attend Grand Round lectures.
- Participate in and attend Patient Safety meetings.

Teaching

- Teaching to nursing staff, both registered and student nurses.
- Teaching of medical students and Physician Associates.

Appraisal

Interested candidates will be required to undergo annual appraisal in keeping with GMC guidelines and Hospital Policy. You will also be required to maintain a professional folder as suggested in GMC guidelines and to complete documentation in respect of CME undertaken.

Continuing Medical Education

Manx Care recognises the need for all medical staff on the Island to maintain connections with medicine in the United Kingdom and encourage links with other units 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.

Further information and Arrangements to Visit

Interested candidates are strongly encouraged to visit Noble's Hospital.

Contact Information

Mr Marc Jubb, General Medicine

Email: marc.jubb@gov.im

Telephone: 01624 650377

Dr Duncan Gerry: Interim Clinical Director for Medicine Department

Email: duncan.gerry@gov.im

Telephone: 01624 650000

Arrangements to visit can be made through Mrs Trudi Martin, Business Support Executive Officer, Medicine and Urgent Care

Email: trudi.martin@gov.im

Telephone: 01624 650776

Applications should be made online at www.gov.im/jobs. If you are unable to apply online please contact the Employment Services Team on (01624) 686300.



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 / Pre-Employment Checks
MRCP(UK) or equivalent.	E	CV / Pre-Employment Checks
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		
Experience in full range of medical conditions.	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
Ability to lead a 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 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 Physicians.	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	Interview
Ability and willingness to work within Manx Care 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	Interview
Other Attributes		
Enthusiastic with the ability to work under pressure.	E	Interview
Demonstrates honesty, commitment and integrity.	E	Interview
Ability to gain the trust and confidence of colleagues and patients.	E	Interview



Other Attributes		
To be empathetic, empathetic and sensitive; capacity to take others perspective and treat others with understanding.	E	Interview
Basic IT skills - Word, Excel etc.	E	CV/Interview
Satisfactory Police Check.	E	Pre-Employment Checks



A special place to live and work

The Isle of Man occupies a central position in the Irish Sea and the British Isles - between England and Ireland. The Island is accessible by sea and by air, with over 200 weekly flights off Island.

The Island is blessed with an extensive coastline, stunning natural landscapes and unspoilt beaches and is a popular holiday destination. Measuring 33 miles long and 13 miles wide, with a population of over 80,000 people, the Island has a diverse landscape, including glens, forests and beaches.

The Isle of Man is a self-governing country, but has always had and continues to have very strong ties to the UK. The Island offers an excellent education and an NHS style free healthcare system.

The Island has a strong national Manx identity and culture that is community spirited and celebrated with cultural, food and drink and sporting festivals throughout the year including the world renowned TT races, the Isle of Man Food and Drink Festival and the Manx Telecom Parish Walk.

Those living in the Island benefit from an unbeatable quality of life and great lifestyle opportunities. The Island is one of the safest places to live in Europe and is the only Island Nation in the world to be awarded UNESCO Biosphere status, making it a truly unique location to live and work.

All the information you could need on the Isle of Man is available for you at www.locate.im.



About Manx Care

Manx Care is a new public sector organisation responsible for delivering health and social care services across the Isle of Man.

Its' creation marks a once-in-a-generation shift in the way these services are provided to the Island's population. It forms part of an on-going transformation programme that aims to establish Manx Care as an exemplar of successful integration of both health and social care. Find out more about Manx Care at www.manxcare.im.



The medical specialties are structured as follows:

Medical Specialty	Consultant Workforce
Acute Medicine	Dr V Parana Dr R Raychaudhuri Dr V Babu
Geriatrics & Frailty	Dr Aly Dr Cross Dr I Pam Dr D Gerry Professor A Prakash
Cardiology	Dr G Chung Dr V Boukouvalas Dr L Paudyal
Respiratory	Dr R Homewood
Stroke Medicine	Dr J Thomas Dr R Balasubramanian
Rheumatology	Dr R Peshin
Endocrinology & Diabetes	Dr J Vamvakopoulos Dr A Krishnan
Gastroenterology	Dr A Palejwala Dr P Neville
Renal Medicine	Dr A Khalil
Haematology/Haemato-Oncology	Dr VB Krishnan Dr A Yenumula
Oncology	Visiting service from Clatterbridge
Neurology	Visiting service from Walton Centre