

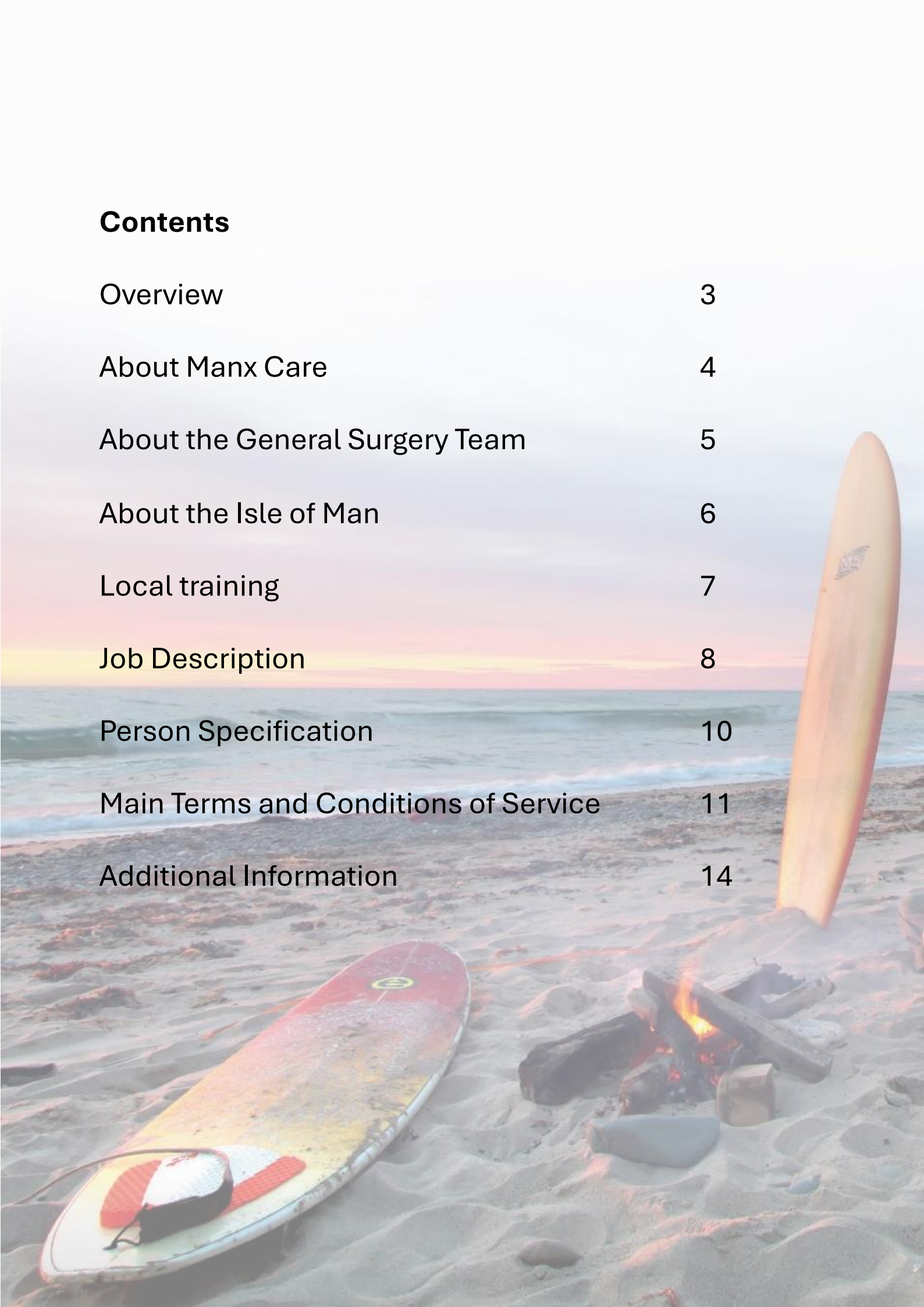


Surgical Clinical Fellow

Recruitment Information Pack

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Overview

Are you looking to develop and progress a career in general surgery?

Join our team on the beautiful Isle of Man, where we are aiming to become the best small Island based health and care system! If you would like to achieve a fantastic work-life balance with a professionally satisfying job, then this could be the job for you!

Whilst this is not a Deanery approved ‘training post’, training and learning is at the heart of how we work. You will have ample opportunities to gain experience in general surgery both routine and not-so-routine, given that we are the road racing capital of the world and experienced in managing high velocity complex injuries from racers and visitors alike.

The post is based at Noble’s Hospital, which is the Island’s District General Hospital and situated on the outskirts of Douglas, the capital of the Isle of Man.



About Manx Care



The Island's healthcare is provided by a National Health Service based on that in the United Kingdom.

Manx Care is the statutory organisation responsible for delivering health and social care services on the Isle of Man. Employing over 3,000 staff, Manx Care delivers DGH hospital care services from Noble's Hospital (above), cottage hospital services in Ramsey, General Practice, Ambulance Services, Mental Health and Social Care services.

Noble's hospital provides most specialist medical, surgical, women's and children's services and an emergency department, all supported by an intensive care and high dependency unit, well-equipped theatre complex, endoscopy suite, and outpatients. The on-site radiology service has access to all main radiological modalities including MRI, CT and nuclear medicine.

In addition, Manx Care has well-established working relationships with tertiary healthcare providers within the UK, mostly within North West England. Where transfer is required we have dedicated 24/7 transport services to the UK using a range of approaches including a ferry, scheduled airline, emergency air ambulance helicopter and fixed-wing aircraft.

Our CARE Values have been developed to help ensure that Manx Care is a place we enjoy working in and that our patients and service users are receiving the best possible service. Manx Care continues to work to deliver its values on commitment & passion, accountability & reflection, respect & inclusion and excellence & innovation. CARE represents what we are about, what we stand for and what we value.

Recruitment, performance, management and staff development are based on our CARE ethos



About the General Surgery Team

“Generalism is our Specialism”, Manx Care provides a range of general trauma & orthopaedic services to an isolated island comprising a rural geographical area of 220 square miles with a population of approximately 85,000.

As the Isle of Man is an isolated island, the General Surgery Service offers a range of general surgery to cater to the needs of the Isle of Man population including colorectal and vascular surgery. As part of this the service has to cover a wider range of conditions, which have to be assessed on what can be done locally (without necessarily operating on them) and make decisions on when to transfer patients to specialised centres in the UK. In emergency life threatening situations general surgery may need to make surgical interventions on island rather than transferring patients to the UK. Therefore our general surgical doctors need to have basic general surgical skills to enable them to cover general surgery admissions through the Emergency Department as well as the out of hours general surgical parts of different specialities such as urology, vascular, thoracic, paediatric. This includes a variety of ages

As the road racing capital of the world, the Isle of Man hosts the world-famous TT races and the Manx GP. This means that for 4 weeks a year General Surgery alongside Orthopaedics deal with a large intake of high velocity injuries from both racers and visitors alike.

You will work as part of one of four consultant led teams with a Consultant and an Associate Specialist \ Staff Grade Doctor. In addition, there are 3 Foundation Doctors to assist in the provision of ward care in general surgery. In-patient care is delivered from two dedicated orthopaedic wards.

The general surgery team currently see around 7,300 outpatients per year in face-to-face consultations and manage 1100 elective inpatient admissions and 2,000 emergency surgical admissions each year.

Manx Care treat carry out about 1,400 elective general surgery procedures a year.



About the Isle of Man

The Isle of Man is located in the Irish Sea between Ireland and England and 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 rate than the UK and lower than most 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**



An Isle of Man resident earning
£100,000 pays **£10,000 less**
income tax than in the UK



Local Training

Manx Care supports the requirements for continuing professional development (CPD) as laid down by the GMC and Royal College of Surgeons and is committed to providing time and financial support for these activities.

All resident doctors in Manx Care can expect excellent training and development opportunities.

Keyll Darree is our on-site education and training centre 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.

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.

We have a number of educational and clinical supervisors providing popular weekly teaching sessions. 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.



Job Description

Job Title: General Surgery Clinical Fellow

Reporting to: General Surgery Clinical Lead

Salary: Depending upon experience, ranging between STR0 experience £49,909 + on-call allowance, to STR5 experience £70,425 + on-call allowance

(the current 1:8 on-call rota attracts an on-call allowance of between £24,955 and £35,213. This means that, inclusive of on-call salary will be between £74,864 - £105,638 depending upon experience)

Job Purpose: Be an active part of the Manx Care general surgery team. This post is ideal for consolidating Foundation programme training, especially for those looking to develop a career in General Surgery.

The successful applicant will be operating at the level equivalent to a SHO doctor / resident doctor level and will work within a 'firm' including a Consultant, Associate Specialists\ Staff Grade Doctor and a shared Foundation Programme doctor.

Duties:

- General clinical duties including admitting patients from the Emergency Department and attending ward round.
- Review of patients on a regular basis in accordance with the plan of care.
- Attendance at out-patient clinics and theatre sessions.
- Attendance at postgraduate education sessions.
- Maintain appropriate clinical documentation.
- Actively participate in CPD, Audit, Research and Training.

Job Description

Main responsibilities:

- Administrative duties related to patient care and other such duties as may arise within the hospital and the care group.
- Communicating with patients, carers and colleagues to enhance and coordinate patient care.
- Participating in systems to which support clinical governance and improve patient safety and quality of care, including error reporting, root cause analysis, audit and quality improvement work. The post holder will take part in activities to support this, including when required attendance at the hospital's Patient Safety Meetings, leadership and teaching of trainee medical staff and medical students, ensuring the post holder meets their college requirements for continuing professional development, and participation in audit activities.
- The post holder will be an equal member of General Surgery and will be expected to work with the General Surgery Clinical lead, Clinical Director and Business Manager (Surgical Services) to maintain and develop the service, deliver workloads which are shared equitably amongst the clinicians and to attend to care group and other meetings as required.
- The post holder will be expected to develop and maintain effective working relationships, working in a collaborative manner with other members of the multi- disciplinary team.
- Taking personal responsibility for risk management in your own scope of work and undertaking to review practice and learn from mistakes, near-misses, and positive events.
- Taking part in activities which meet the requirements for appraisal, including internal and external continuing professional development. The care group supports the requirements for continuing medical education as laid down by the Royal College of Surgeons and is committed to providing time and financial support for these activities.
- Manx Care has the required arrangements in place to ensure that all doctors have an annual appraisal and job plan review. The hospital has a comprehensive system of annual appraisal which supports all doctors undergoing revalidation by the GMC.
- The post holder will be expected to undergo an annual job plan review with the Clinical Director and Business Manager (Surgical Services). An earlier review can be requested by either side as required.
- Participating in the regular clinical and non-clinical meetings of the Service.
- Keep up to date with best practice and maintain skills in orthopaedics, acute and general medicine – visits or formal links to units in the UK would be considered favourably.
- Comply with all relevant hospital policies and procedures.

Person Specification

General Surgery Clinical Fellow

Requirement	Essential (E) or Desirable (D)	Assessment
Qualifications		
Medical Degree	E	CV / Pre-employment checks
Full registration and license to practice with the GMC, with no restrictions to practice)	E	CV / Pre-employment checks
MRCs	D	CV
Research experience and / or higher qualifications	D	CV
Clinical Skills and Experience		
Completion of Foundation Year 2 (FY2), or equivalence, by time of starting	E	CV / Interview
Broad interest and experience in general surgery at ST1-2 level or above (preferably within UK NHS context).	D	CV / Interview
Good history and examination skills with ability to formulate a working diagnosis and ability to justify appropriate investigations.	E	CV / Interview
Experience of managing risk and prioritise clinical need, knowing when to seek help	E	CV / Interview
Basic IT skills	E	CV / Interview
Disposition		
Listening, patience, social skills and empathy	E	CV / Interview
Clear, fluent and articulate communication in English, including legibility of writing	E	CV / Interview
Good team player who is able to work flexibly.	E	CV / Interview
Reliable, punctual and sense of responsibility.	E	CV / Interview
Able 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
Empathetic and sensitive; capacity to take others perspective and treat others with understanding.	E	CV/Interview

Disposition (cont)

Willingness to work unsocial hours.	D	CV/Interview
Satisfactory Police Check	E	Pre-employment checks

Main Terms and Conditions

General Surgery Clinical Fellow

The contract issued by Manx Care will be based upon the Terms and Conditions of Service laid out within the NHS Medical and Dental Staff (England) 2002 Resident Doctors contract. In some instances local Manx Care variations have been made which improve the national Terms and Conditions of Service.

These may be amended by collective negotiation from time to time and are subject to local changes.

Salary

Basic Salary:

Doctors who have completed Foundation Programme training, or are equivalence will commence no lower than the STR0 paypoint. Higher STR paypoints will be used where appropriate skills and experience have been evidenced.

On-call rota payments will be made in addition to the basic salary, according to the 2002 England contract terms. At the time of writing this post attracts a 1A on-call allowance which is equivalent to 50% of the basic salary.

Annual leave

Up to 5 yrs of service: 29 days

More than 5 yrs of service: 34 days

Plus 10 days of public holidays (2 more than in the UK)

Occupational Sick pay

0-4 months of service: 1 months full pay

4-12 months of service: 1 months full pay plus 2 months half pay

During 2nd year of service: 2 months full pay plus 2 months half pay

During 3rd year of service: 4 months full pay plus 4 months half pay

During 4th and 5th years of service: 5 months full pay plus 5 months half pay

After 5 years' service: 6 months full pay plus 6 months half pay

Main Terms and Conditions (cont)

General Surgery Clinical Fellow

Pension

You will be eligible for entry into the Isle of Man Government Unified Scheme pension, into which Manx Care will make an employer contribution alongside your employee contribution.

Registration Requirements

It is a condition of your employment that you are, and remain, a fully registered medical practitioner and continue to hold a licence to practise with the GMC.

Appraisal

You must engage in annual appraisal, and fully engage with clinical governance processes.

Criminal Convictions

You are required to notify your Line Manager immediately if you are charged or convicted of any criminal offence. Consideration will then be given to the relevance of your conviction or charge to the duties of your post. Failure to disclose such information at any stage may lead to disciplinary action being taken.

Indemnity Cover

The post holder will be indemnified by Manx Care for all National Health Service work undertaken as part of his/her Contract of Employment. The provision of indemnity cover for any other medical activities outside of Manx Care will be the responsibility of the post holder.

Notice Period

The period of notice that you are entitled to give Manx Care is not less than one month.

Probationary Period

Employees new to Manx Care will be subject to a six month probationary period.

Additional Information



**Discover your work life balance
in the Isle of Man**

<https://www.locate.im/>

