

Recruitment Pack

Job Title: Consultant Physician in Stroke Medicine

NHS Job Reference: 470-23-5010-GP-B

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**The Isle of Wight NHS Trust looks forward to receiving your application soon.
How to Apply See Page 18**

Welcome letter from our Chief Executive



Isle of Wight NHS Trust is full of caring, compassionate, and highly capable people. Our vision is for high quality, compassionate care that makes a positive difference to our Island community – each and every day.

Being part of the NHS on the Isle of Wight is a unique privilege because the people who use our services are often our friends, family, or colleagues.

The Isle of Wight is a fantastic place to live, and you can see from our NHS Staff Survey results that we have made important progress in making the Trust a great place to work too. The Island is also an excellent place to test your skills and to work in new and innovative ways.

Our strategic partnerships, integrated services and commitment to quality improvement mean that you will get many opportunities to develop and to have a positive impact for our staff and our community.

Thank you for thinking about being an important part of #TeamIOWNHS, I hope we get to work together in the future.

Best wishes,

Penny Emerit

Chief Executive

Isle of Wight NHS Trust

Welcome from our Executive Medical Director

The Isle of Wight NHS Trust is the only truly integrated Trust in the country, delivering acute, community, mental health and ambulance services to a population of 140,000 that increases significantly during the summer months. The breadth of its services and the demographics of the population presents its own unique challenges and as well as some great opportunities. We are on an improvement journey and as part of that, we are developing partnership arrangements with other organisations to ensure the future sustainability of all our services. We are currently rated 'Good' by the Care Quality Commission.



The island is a fantastic place to live. I came here a number of years ago from another Trust and I have never regretted the move.

Steve Parker
Medical Director
Isle of Wight NHS Trust

Background



Established in April 2012, the Trust provides a full range of health services to an isolated offshore population of 140,000. The Isle of Wight NHS Trust is unique in the NHS: we are the only organisation to have integrated community, ambulance, mental health and acute services. Designing a single organisational operational plan therefore presents greater challenges than those seen by

traditional NHS providers.

Acute Care Services

Based at the heart of the Island, with 246 beds and handling 22,685 admissions each year, St Mary's Hospital in Newport is our main base for delivering acute services for the Island's population. Services include A&E, the Urgent Care Service (by referral only), emergency medicine and surgery, planned surgery, intensive care, comprehensive maternity, SCBU and paediatric services with approximately 1000 births last year.

Community Care Services

Delivered in patients' homes, in a range of primary and community settings and from St Mary's Hospital, our Community Care services include community nursing teams, acute, community and children's therapies, rehabilitation services, an integrated discharge team and community rapid response team, podiatry, orthotics and prosthetics, and a 14 bed community unit.

Mental Health Services

Our Mental Health services provide inpatient & community based mental health care. We have 32 beds in Sevenacres, supported by a Home Treatment Team, and also deliver Community Mental Health services aligned to primary care networks, a single point of access and crisis mental health services, a Recovery Service that delivers intensive community rehabilitation and an assertive outreach function, CAMHS, Mental Health Support Teams in schools, Early Intervention in Psychosis, Memory Service and dementia outreach service, both primary and secondary care psychological therapies, and community learning disability services.

Ambulance Service

The Isle of Wight Ambulance Service consists of the operational delivery units for the 999 emergency ambulances, 999 and NHS 111 call centre, Emergency Planning Resilience and Response, Patient Transport Services (PTS), Ambulance Training and Community First Responder Service. Last year the service handled almost 30,000 emergency calls and were offered 104,236 NHS 111 calls. There were 26,475 emergency vehicle dispatches, 10,675 PTS journeys and the service taught over 1000 people in the community lifesaving skills.

Our Vision, Mission, Values, and Objectives

Our vision and mission describe what we want to achieve and why. By sharing this vision, we will all be able to bring about significant change and improve the service that local people rely on.

Our vision is for high quality, compassionate care that makes a positive difference to our Island community.

Our mission is to make sure that our community is at the heart of everything we do. We will work together and with our partners to improve and join up services for its benefit.

Our values guide how we behave and how we want people to experience our Trust – whether they are using our services or working in one of our teams.



Compassion	Accountable	Respect	Everyone counts
Helping others in need	Providing safe care	Building trust	Putting people first
Being caring and supporting	Taking responsibility	Being open & honest	Working together
Showing empathy	Doing the right thing	Recognising achievement	Valuing our differences
Being non-judgemental	Delivering quality improvement	Celebrating success Encouraging others	Promoting inclusion Believing in myself and others

Our Objectives

To deliver our strategy and the improvement in services that we all want to see it is important that we set clear objectives. The 4Ps (Performance, People, Partnerships, Place) describe what our organisation wants to achieve and what success will look like for our community, staff and patients.

Our Strategic Ambitions

Having a strategy is important because it sets out where our organisation is heading, what we want to achieve, why and how we will do it. We will improve the health and wellbeing of people who use our services, our staff and our Island community.

Our strategy sets out how we will work together, with our partners and with our community, to improve and join up health and care services.

Our strategy will guide how we set our priorities each year and it will help our teams to plan and take decisions. It responds to the changing needs of local people and national priorities, including the NHS Long Term Plan. For us to succeed we need to do things differently.

Strategy on a page

How our strategic objectives work together to achieve our strategy.

From strong foundations to better outcomes for our patients



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Education, Training and Research

The Isle of Wight NHS Trust is a research active trust with a small R&D Department who work with NIHR/CRN Wessex in promoting, supporting and undertaking research activity.

The Care Group Director will have a key role in promoting and supporting appropriate research with the clinicians in their directorates, ensuring that there is leadership for research and development in the services and that clinical practice is evidence-based and effective.

The Isle of Wight NHS Trust is committed to the development and training of all employees. Based in the Education Centre; the Learning and Development, Clinical Education, Leadership Development and Library & Knowledge Services teams work together to support staff in their job roles and career progression.

We provide and co-ordinate internal and external training, for clinical and non-clinical staff, facilitate team and personal development and provide 24/7 library access to knowledge resources.

- Apprenticeships – clinical and non-clinical (including Nursing degree/Nursing Associate)
- Access to external courses, workshops and conferences (including Post Qualifying Training and CPD)
- Management and Leadership Development (including Coaching and Bespoke Training as requested by managers e.g. Team Development)
- Clinical Training (including Preceptorship, Care Certificate, and Clinical Band 1-4 CPD course (Continuing Professional Development)
- Information Technology (IT) Training
- Finding the Evidence
- Mandatory Training (including Corporate Induction Programme and Resuscitation training)
- E-Learning Courses

Partnership Working

The Isle of Wight NHS Trust and Portsmouth Hospitals University NHS trust are working to develop formal partnerships and as part of these developments it is envisaged that rotational job opportunities will become available in the near future, further enhancing leadership and other areas of career development. There are close links with both Portsmouth and Southampton Universities and successful applicants are encouraged to involve themselves with all aspects of undergraduate and post-graduate medical training. Honorary Senior Lectureships are available and encouraged.

Hampshire and the Isle of Wight Integrated Care System

The central and evolving role of the Integrated Care System (ICS) has been to support the local place-based plans to achieve the changes that local people and local clinicians have told us they want. The plan does not replace or slow down local transformation programmes. Instead, organisations have come together to do the things that can only be achieved by working in partnership.



We have learned a great deal from working with and listening to local people over the past few years and this plan is rooted in these local discussions. Working together also allows us to better share best practice and ensure we are coordinated when we make local changes.

The challenges we face are not unique to our area. In fact, Hampshire and the Isle of Wight was one of 44 areas across England that were developing detailed local transformation and sustainability plans (STPs) to find ways of solving them. This work is now being taken forward by the ICS alongside island place-based plans for an Integrated Care Partnership with local authority.

Priorities

- Delivering a radical upgrade in prevention, early intervention and self-care.
- Accelerating the introduction of new models of care in each community in Hampshire and the Isle of Wight.
- Ensuring a sustainable, high quality and affordable configuration of urgent and emergency services whilst addressing the issues that delay patients being discharged from hospital.
- Ensuring the provision of sustainable acute services across Hampshire and the Isle of Wight.
- Improving the quality, capacity and access to mental health services in Hampshire and the Isle of Wight.
- Improving the prevention and early detection of cancer, providing high quality treatment and supporting people to live with and beyond their cancer diagnosis.
- Ensuring the children and young people of Hampshire and the Isle of Wight have the best start in life, having access to high quality physical and mental health care.

Links to further information

- Trust Board of Directors <http://www.iow.nhs.uk/about-us/our-trust-board/trust-board.htm>
- CQC Inspection Reports <https://www.cqc.org.uk/provider/R1F?referer=widget3>
- Quality Strategy <http://www.iow.nhs.uk/Publications/quality-strategy.htm>
- Trust Strategy can be found here, including HR and OD Strategy <http://www.iow.nhs.uk/about-us/trust-strategies.htm>
- Annual Report and Accounts <http://www.iow.nhs.uk/Publications/annual-report-and-accounts.htm>
- Isle of Wight Health and Care Plan (previously known as My Life a Full Life) <https://iowstartwelllivewellagewell.com/>
- Acute Services Review <http://www.iow.nhs.uk/news/Trust-endorses-recommendations-of-Local-Care-Board-for-hospital-based-services-and-welcomes-decision-of-Isle-of-Wight-CCG.htm>
- Key Worker Accommodation at St Marys: <https://www.sovereignkeyworkers.org.uk/isle-of-wight/>

Living on the Isle of Wight



The Island offers our visitors and residents an amazing coastline with beautiful countryside, year round sporting events, festivals and award-winning attractions. For those with children, the Island is an ideal place to bring up a family, offering state, private schools and further education.

The Island boasts many picturesque towns and villages within easy commuting distance with house prices remaining significantly cheaper than most regions of the South East of England. The island provides access to an enormous range of outdoor pursuits, ranging from surfing, sailing, fishing and sea swimming, to walking, rambling and running across the downs and coastal pathways.

They say that ‘good things come in small parcels’, and at just 23 miles across by 13 miles high, you’ll be amazed by how much the Isle of Wight packs in! Over half the island is designated as an Area of Outstanding Natural Beauty, with its rich variety of distinctive landscapes. The island is full of attractions, from adventure parks and botanical gardens, to a steam railway and a garlic farm.

It is often argued that the Isle of Wight is the sunniest place in the UK, averaging 37 hours of sunshine per week, in comparison to a national average of 29 hours. Ventnor in particular benefits from a unique microclimate that has been likened to the Mediterranean.

Island Life means there’s always something going on to occupy the mind, body or soul. The headline acts are its world famous music festival and its annual Cowes Week celebrations.

From town life to small villages, low crime levels and easy accessibility, it is a fantastic place for a relaxed pace of family life.

Living on our beautiful island also brings with it the added advantage of lower housing costs over 30% less than the average house bought elsewhere in the South East of England¹.

¹ Source: Rightmove.co.uk (2016 average house price on the Isle of Wight £231,617 in comparison to £339,275 across the South East as a whole.

On-site Accommodation

On-site accommodation is also provided at St Mary's Hospital and is run by Sovereign Housing who are able to offer accommodation to any Trust member of staff from one night to six months and in some cases longer. Click [here](#) for information.



All accommodation is new, refurbished or upgraded and maintained to a high standard. There are 100 units with en-suite facilities and a kitchen/lounge shared among four people. Shared houses, family bungalows and two bedroom flats are also available.

Transport links

When it comes to visiting family and friends or even if you choose to commute, there are numerous ways of getting to and from the island.

There is a regional airport at Southampton; with flights to many European destinations as well as UK mainland cities

Wightlink operates car ferry services from Portsmouth to Fishbourne and Lymington to Yarmouth with journey times around 40 minutes. There is also a catamaran passenger service from Portsmouth to Ryde with a crossing time of 22 minutes: www.wightlink.co.uk



Red Funnel operates a car ferry service from Southampton to East Cowes taking 60 minutes. The Southampton to West Cowes Red Jet service offers a short journey of 25 minutes for passengers only: www.redfunnel.co.uk



Hovertravel operates a passenger hovercraft service from Southsea to Ryde with a journey duration time of just 10 minutes: www.hovertravel.co.uk

From the ferry ports there is easy connection to all main rail links and roads in the UK. There is a free bus from the Red Jet terminal in Southampton to the central railway station.

By train, London is only 96 minutes from Portsmouth and 90 minutes from Southampton.

Job Description and Person Specification

This is a new post for a Consultant Physician with specialist interest in Stroke Medicine. We are looking for a dynamic and enthusiastic colleague to join our team of Consultant Physicians in the provision of general medical and stroke medicine services.

The post holder will provide outpatient and inpatient Stroke Medicine services along with infrequent inpatient General Medicine services but including a regular 1 in 11 commitment to the acute medical on-call rota.

This is a full-time position but candidates wishing to work part-time or in a job-share are encouraged to apply. If a part-time or job-share person is appointed modification of the job plan will be discussed with the appointee on a personal basis.

Employer

The Isle of Wight NHS Trust

Base

St. Mary's Hospital, Newport, Isle of Wight.

The Stroke Department

The Service is supported by a Stroke Specialist Team composed of a Nurse Consultant in Stroke (Clinical Director), 7/7 Stroke Nurse Specialist Team who are trained in initial stroke assessment, Occupational Therapists, Physiotherapists, Speech and Language Therapists, Nurses trained in the management of stroke patients, Dieticians and Care Managers (Social Workers) as an outreach service to the rest of the hospital. The Stroke Team includes 2.0 WTE Consultant Physicians, (1 visiting from Portsmouth) 1 WTE Registrar, 2 WTE foundation years 1 Doctor, 1 Foundation year 2 and 1 CMT Doctor.

As per the National Stroke Strategy, the acute stroke and stroke rehabilitation service in the Isle of Wight NHS Trust is developing in line with the National Stroke Strategy and SSNAP requirements and the soon to be released National 3-year Stroke Plan. The Island Stroke Service is part of the Wessex Stroke Network. The successful candidate will be expected to participate in this network as well as work alongside our Clinical Lead for stroke in continuing to develop our Services.

The Service consists of daily contact with stroke patients on the Stroke Unit shared with a colleague with an interest in Stroke. This unit operates as a combined Unit and includes a HASU, Acute Stroke and Stroke Rehabilitation and aims to accept patients within 4 hours of presenting to our Emergency Department.

Thrombolysis of suitable patients with Ischaemic Stroke is currently provided twenty four hours, seven days a week. Other duties will include daily ward rounds on the Stroke Unit. A daily one stop Transient Ischaemic Clinic (TIA clinic) is run Mondays to Sundays supported by three Consultants (inc a Consultant Nurse). There is a plan to include a regular Registrar, Core Medical Trainee and GP Vocational Trainee in the TIA clinic roster, with one of the two Stroke Physicians overseeing their work as a training opportunity. Ten dedicated CT and carotid duplex slots have been agreed with the Imaging (Radiology Department) per week. The weekend TIA referrals are managed by the on call Specialist Medical Registrar.

Monthly Imaging meetings occur in the Stroke and Rehabilitation Therapy Gym on Fridays between 8.30 a.m. and 9.30 a.m. with a Consultant Radiologist in attendance. Thrombolysed patients and images of interest which pose interpretation difficulties are discussed. Every two months an interdisciplinary Team Continuing Professional Development meeting takes place along with other educational forums at regular intervals. Weekly MDT meetings take place regularly to discuss all the stroke patients, set goals and plan discharges.

A Community Stroke Rehabilitation Team (CSRT) Early Supported Discharge team has been in place since October 2010 and has helped to reduce the length of stay for those Stroke patients meeting the admission criteria into the CSRT programme.

The appointee is also encouraged to participate in research working alongside the Consultant Nurse.

The Unplanned Care Group

The Unplanned Care Group sits within the Acute Division of the Trust.

There are currently 4 medical ward areas

- Colwell Ward (28 beds)
- Appley Ward (up to 28 beds of which 18 are Respiratory)
- Stroke Unit (24 beds)
- Coronary Care Unit (CCU) (6 beds) and Cardiac Step/Acute (12 beds).
The Coronary Care Unit provides the cardiac monitoring facilities including the insertion of temporary and permanent pacemakers.

In addition to this there is a 24 bedded Acute Assessment Unit (AAU). Most emergency admissions will be admitted to the AAU first and then triaged to the other ward areas. Consultant ward rounds, led by the Acute Medicine Physicians, take place in the AAU in the morning and in the early evening.

In addition to the above, the Trust has a 6 bed Intensive Care Unit caring for both level 2 and level 3 patients.

The post holder would normally have clinical responsibility for a number of General Medical patients, alongside the majority of the other Specialist Physicians. The post holder will also be part of the Consultant on-call rota (currently 1 in 11).

The Unplanned Care Group includes: -

- Cardiology
- Diabetes and Endocrinology
- Rehabilitation
- Gastroenterology
- Cardiac Rehabilitation
- Care of Elderly
- Stroke Medicine
- Rehabilitation Medicine

The Medical Team

Consultant Medical Staff:

Dr A Woolley	Respiratory Medicine
Dr M Silva (Locum)	Respiratory Medicine
VACANT	Respiratory Medicine
Dr L Arnez	Diabetes and Endocrinology
Dr V Lawrence	Diabetes and Endocrinology
Dr D Venugopalpura Jagannath (Locum)	General Medicine
Dr S Gladdish	Elderly Medicine (part-time)
VACANT	General Medicine
Dr C Sheen	Gastroenterology
VACANT	Gastroenterology
VACANT	Gastroenterology
Dr Nair (Locum)	Stroke Medicine
VACANT – THIS POST	Stroke Medicine
Dr A Mukhtar	Acute Medicine
Dr R Rizvi	Acute Medicine
Dr J Mattappillil	Acute Medicine

Dr S Nakash	Acute Medicine
Dr M Connaughton	Cardiology
Dr D Price	Cardiology
VACANT	Cardiology
Dr M Pugh	Rheumatology
Dr S Linton	Rheumatology

In addition to the above Consultant staff, Unplanned Care also has 2 WTE Specialty Doctors.

Junior Medical Staff:

17 x Specialty Training Registrars (ST3+)

2 x GPST

4 x CT

4 x FY2

12 x FY1

Support and Office Facilities

Trained medical secretarial support will be available and suitable office accommodation will be provided. Secretarial support will be provided at a minimum of 0.5 wte support. The post holder will share office space with a desk and IT support with access to Microsoft Office, the Hospital intranet, internet and email facilities.

KEY DUTIES OF THE POST:

General

Provision of a comprehensive Acute Stroke and Stroke Rehabilitation Service with Consultant Colleagues.

Responsibility for diagnosis and treatment of illness for several general medical inpatients.

To participate in the 1 in 11 Consultant general medical emergency on-call rota to include cover for colleagues' annual leave and other authorised absences. The weekday on-calls require the Consultant to be available between 2000-0800 for advice and to come in if required. The evening and morning weekday ward rounds are

undertaken by the Acute Physicians. Weekends requires the on-call Consultant to perform a morning and evening ward round.

Cover for colleagues' annual leave and other authorised absences.

Teaching and Training

Clinical supervision of junior medical staff including the observance of local employment and human resource policies and procedures, and this is included in the 1.5 PA allocation for SPA outlined in this job description.

Responsibilities for carrying out teaching, examination and accreditation duties as required and contributing to undergraduate, postgraduate and continuing medical education activity, locally and nationally.

Clinical governance and audit

Participating in medical audit, the Trust's Clinical Governance processes and in CPD is provided in job plans and attendance at audit and other governance meetings is mandatory.

The post holder must always carry out his/her duties with due regard to the Trust's Equal Opportunities Policy.

Research and Development

There are opportunities for research relevant to the service to be pursued within the agreed job-plan.

Policies, Procedures and Standing Financial Orders

It is the responsibility of all employees to comply with Trust Health and Safety policies and maintain a safe and healthy environment for patients, visitors and staff.

All employees have an individual responsibility to have a knowledge of and employ the basic principles of infection control practice and to ensure adherence to the requirements in the Infection Control Manual.

All staff who have access to or transfer data are responsible for that data and must respect confidentiality and comply with the requirement of the Data Protection Act 1998, in line with the Trust's policies.

The post holder is responsible for data quality and complying with the policies, procedures and accountability arrangements throughout the Trust for maintaining accuracy and probity in the recording of the Trust's activities.

The post holder is expected to comply with Trust policies and procedures.

Staff are required to comply with the requirements of the Freedom of Information Act 2000 in line with Trust Policy.

Professional

In line with GMC Good Medical Practice, it is the responsibility of the postholder to ensure that all duties are carried out to the highest possible standard, and in accordance with current quality initiatives within the area of work.

The Trust supports the requirements for continuing professional development as laid down by the Royal College of Physicians and is committed to providing time and financial support for these activities.

To participate in the Trust's appraisal and revalidation process.

Management

You will be required to co-operate with local clinical and operational managers as well as contributing to the efficient running of services. You will be expected to share with consultant colleagues in the medical contribution to management within your supporting professional activities. Attendance and contribution to departmental and directorate meetings is encouraged.

Any other duties which may be required from time to time.

THE JOB PLAN:

The job plan will be based on the provisional timetables shown below. The job plan is a prospective agreement that sets out the consultant's duties, responsibilities and objectives for the coming year. It covers all aspects of the consultant's professional practice including clinical work, teaching, research, education and managerial responsibilities. It will provide a clear schedule of commitments, both internal and external. In addition, it will include personal objectives including details of their link to wider service objectives and details of the support required by the consultant to fulfil the job plan and the objectives.

The job plan, for 10 PAs will commence with 2.5 Supporting Professional Activities [SPA]. After six months in post the SPA allocation will be reviewed with the post holder to confirm there are activities in place to justify the 2.5 SPAs; any necessary adjustments will be made with a minimum of 1.5 SPAs. One SPA may be worked flexible and off site if desired in accordance with agreement with LNC.

The Job Plan will be reviewed at 3 months and annually thereafter by the Clinical Director/Lead Clinician.

Programmed Activities in Job Plan:

Direct Clinical Care includes emergency duties (including emergency work carried out during or arising from on-call); operating sessions including pre-operative and post-operative care, ward rounds, multi-disciplinary meetings (MDT), outpatient activities, clinical diagnostic work, other patient treatment, travel between sites and administration - 7.5 PAs.

Supporting Professional Activities (continuing professional development CPD, medical education, formal teaching, audit, job planning, appraisal, research, clinical management and local clinical governance meetings) -2.5 SPAs.

On Call:

The on call commitments is 1 in 11 and the appropriate supplement is Category A low frequency with 3% payable. There is an on-call allocation of 1.0 PA which is incorporated into the 10 PA job plan. The on call is covered by the MAU Consultants 8am-5pm Monday to Friday, so the Consultant will only take over the on call from 5pm to 8am during a weekday on call. The Consultant will work a 1 in 11 weekend and come in for a post take ward round on both Saturday and Sunday morning when on call.

Job Plan

	AM	PM	DCC	SPA
Mon	0900-1300 Ward Round (inc HASU)	1300-1700 SPA	1	1
Tue	0900-1100 Ward Round (inc HASU) 1100-1300 Admin	1400-1600 MDT Stroke	1.5	
Wed	0900-1100 Ward Round (inc HASU) 1100-1300 TIA Clinic	1300-1500 SPA 1500-1700 Patient Admin	1.5	0.5
Thurs	0900-1300	1300-1500 TIA High Risk Clinic	1.5	

	Ward Round (inc HASU)			
Fri	0900-1100 TIA Clinic 1100-1300 Patient Admin	1300-1700 Ward Round (inc HASU)	2	
TOTAL			7.5	1.5

Job Plan Summary

Direct Clinical Care (DCC)	7.5
SPA	1.5
On-call	1.0
Total	10

Review:

The Clinical Director will review this work programme at the start of this appointment to ensure consistency with other colleagues' timetables.

Mentoring:

An individual mentoring programme will be developed to provide ongoing assistance, support and development in the role.

Appraisal:

Post holders will take part in Annual Appraisal and performance review against objectives as well as specific requirements laid out above.

Mr Stephen Parker is the Medical Director and Responsible Officer for the Trust for the purpose of Revalidation.

Appointment and Selection Process

This post is advertised through a range of routes, including external website, BMJ, NHS Jobs, Social Media including LinkedIn. However, all adverts will advise to apply directly through NHS Jobs (Vacancy Number 470-22-400-TJ). Successful applicants will be notified by Medical HR and invited for interview.

Should you have any questions regarding applying online contact the Medical HR Team directly by email: iownt.MedicalHR@nhs.net

For an informal discussion please contact:

Jeannine Johnson, Clinical Director for Stroke via email jeannine.johnson@nhs.net or via switchboard 01983 822099

Applicants are strongly advised to visit the island, the Division and wider trust, family visits are encouraged. All visitors will be given a warm welcome.

To arrange an informal visit please contact:

Scarlet Gale, Business Support Officer on 01983 822099 or via email scarlet.gale@nhs.net

Commencement of Duties

The successful candidate will be required to take up the post within 6 months of the interview date unless a special agreement has been made between the appointee and the Trust. If you consider it unlikely that you will be able to take up the appointment within such a period, you are advised to point this out at the time of your application.

General Conditions of Appointment

Terms and Conditions of Service (TCS) are in accordance with the new consultant contract 2003 with local amendments as agreed with the Isle of Wight NHS Trust following negotiations with the Local Negotiating Committee (LNC).

The Trust is committed to ensuring that new appointees will have equitable working conditions to their colleagues.

The appointee will become eligible for additional pay thresholds at intervals set in Table 1, Schedule 14, of the Terms and Conditions for Consultants (England) 2003 on the anniversary of appointment. The basic salary for the post will reflect previous experience (NHS and non-NHS) as described in Schedule 13 of the Consultant 2003 Terms and Conditions.

Annual leave is 6 weeks and 3 days plus bank holidays increasing to 6 weeks and 5 days after 7 years' service plus bank holidays. Study leave is 30 days in 3 years. The leave year is 1 April to 31 March. All authorised absence must be taken in accordance with leave protocols.

The post is pensionable within the NHS Pension Scheme (unless the appointee opts out or is ineligible to join).

Removal expenses will be in accordance with the Trust's Assisted Relocation Expenses Policy.

The Isle of Wight requires the successful applicant to have and maintain full registration and a licence to practise with the General Medical Council and be on the Specialist Register.

Because of the nature of the work involved in this appointment, this post is exempt from the provisions of Section 4(2) of the Rehabilitation of Offender's Act 1974 (exceptions) Order 1975. Applicants are therefore not entitled to withhold information about convictions for which for other purposes are "spent" under the provisions of the Act and in the event of employment; any failure to disclose such convictions could result in dismissal or disciplinary action by the Trust. Any information given will be completely confidential and will be considered in relation to an application for post to which the Order applies.

Pre-employment disclosure checks are undertaken on all newly appointed medical and dental staff. The Disclosure Barring Service (DBS) is authorised to disclose in confidence to the Trust details of any criminal record including unspent and spent conditions, cautions, reprimands and final warnings. This DBS check will be made prior to the start of the appointment.

The completion of a health questionnaire is required which may result in a medical examination together with compliance with the Trust's Infection Control and Occupational Health Policies.

Any offer is subject to receipt of references which are considered satisfactory to the Isle of Wight NHS Trust as detailed in the NHS Jobs application form and in accordance with NHS employment advice.

You will only be indemnified for duties undertaken on behalf of the Isle of Wight NHS Trust. You are strongly advised to ensure that you have appropriate Professional Defence cover for duties outside the scope of the Trust and for any private work that you undertake.

You will be required to be resident on the Isle of Wight when on-call. Except in exceptional circumstances, the Trust expects, when on-call, that Consultant will be required to be able to return to base (St Mary's Hospital) within 30 minutes of receiving the call to return to base.

This job description may be altered to meet changing needs of the service and will be reviewed in consultation with the post holder.

Person Specification

	Essential	Desirable
Qualifications	<p>MBBS or equivalent.</p> <p>MRCP or equivalent.</p> <p>Entry on the GMC specialist register for General Internal Medicine and either Stroke Medicine or Geriatrics via (a) CCT (proposed CCT date must be within 6 months of interview), (b) CESR or (c) European Community rights”</p>	Higher degree e.g. MD. PhD
Experience Clinical Skills	<p>Should have completed a recognised training programme in General Internal Medicine and Care of the Elderly with experience of Stroke Medicine</p> <p>Must be able to demonstrate a high level of clinical experience and competence in GIM, Care of the Elderly and Stroke Medicine</p> <p>Fully competent in diagnostic and therapeutic management of Acute strokes.</p> <p>Knowledge of current trends in specialty.</p> <p>IT skills</p>	
Teaching	Experience of teaching and training undergraduates, postgraduates and junior medical staff	

Audit and Research	Evidence of participation in clinical audit relevant to specialty	Published audits Publication in reviewed journals
Motivation	Commitment to the development of a high quality cost effective service to Stroke Medicine and General Internal Medicine	
Management	Knowledge and understanding of current NHS issues Ability to develop services	Attendance at recognised management course
Personal skills	Energy and enthusiasm and the ability to work under pressure. An enquiring and critical approach to work. Caring attitude to patients. Ability to communicate effectively with colleagues, patients, relatives, GPs, nurses and other staff and agencies. Commitment to Continuing Medical Education and Professional Development.	

General compliance

1. To comply with all Trust Policies and Procedure, with particular regard to

- Risk Management
- Health and Safety
- Confidentiality
- Data Quality
- Freedom of Information
- Equal and Diversity and Dignity at Work
- Information and Security Management and Information Governance
- Counter Fraud and Bribery

2. The Trust has designated the prevention and control of healthcare associated infection (HCAI) as a core patient safety issue. As part of the duty of care to patients, all staff are expected to:

- Understand duty to adhere to policies and protocols applicable to infection prevention and control.
- Comply with key clinical care policies and protocols for prevention and control of infection at all time; this includes compliance with Trust policies for hand hygiene, standards (universal) infection precautions and safe handling and disposal of sharps.
- All staff should be aware of the Trust's Infection Control policies and other key clinical policies relevant to their work and how to access them.
- All staff will be expected to attend prevention and infection control training, teaching and updates (induction and mandatory teacher) as appropriate for their area of work, and be able to provide evidence of this at appraisal.

3. To perform your duties to the highest standard with particular regard to effective and efficient use of resources, maintaining quality and contributing to improvements.

4. Ensure you work towards the Knowledge and Skills Framework (KSF) requirements of this post. KSF is a competency framework that describes the knowledge and skills necessary for the post in order to deliver a quality service.

5. Your behaviour will demonstrate the values and vision of the Trust by showing you care for others, that you act professionally as part of a team and that you will continually seek to innovate and improve. ***Our vision, mission, values and behaviours*** have been designed to ensure that everyone is clear about expected behaviours and desired ways of working in addition to the professional and clinical requirements of their roles.

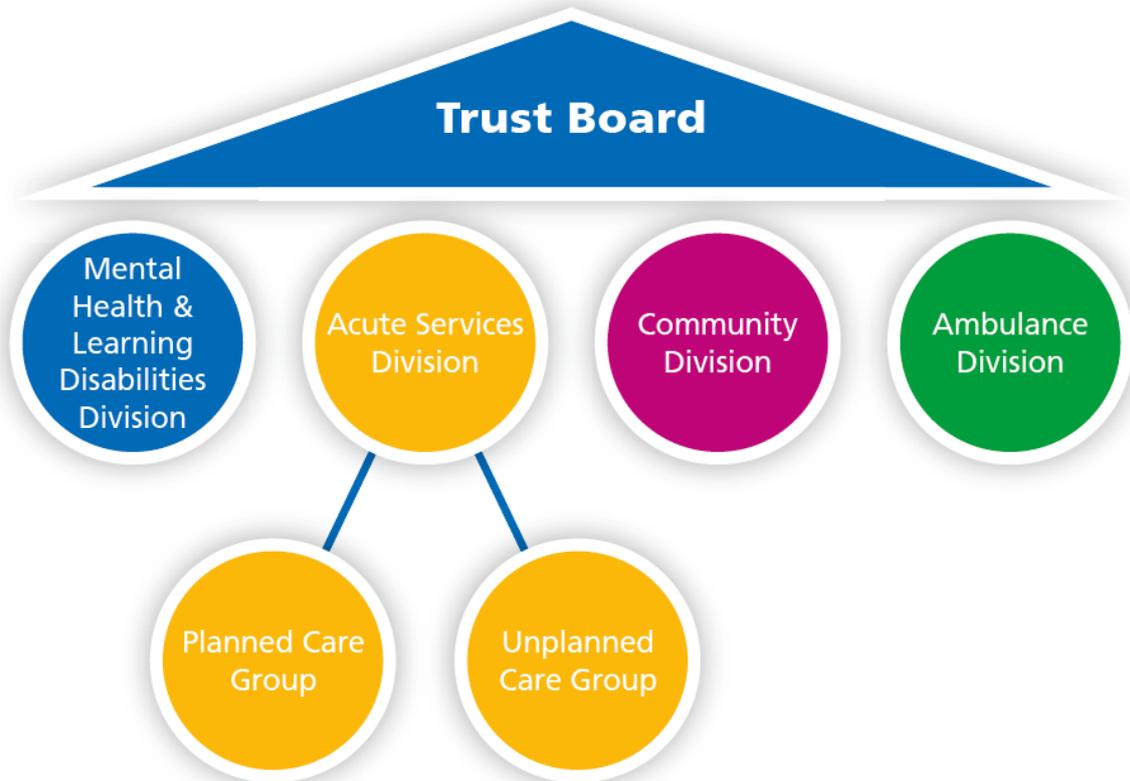
6. Perform any other duties that may be required from time to time.

7. Patients come first in everything we do. Every post holder can make a difference to a patient's experience. You will come across patients as you walk around the hospital; we rely on all our staff to be helpful, kind and courteous to patients, visitors and each other.

8. Ensure you adhere to and work within local and national safeguarding children legislation and policies including the Children Act 1989 & 2004, Working Together to Safeguard Children 2013, 4LSCB guidance and the IOW Child Protection policy.

9. Ensure you adhere to and work within the local Multiagency safeguarding vulnerable adults policies and procedures.

Appendix 1 - Organisational Chart - Trust Level



Appendix 2 - Organisational Chart - Care Group Level

