

Recruitment Pack

Job Title: Consultant in Acute Medicine

NHS Job Reference: 470-23-5052-MS



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The Isle of Wight NHS Trust looks forward to receiving your application soon. If you want to see more follow the link below

https://youtu.be/rvHK_99p7f8

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.

We are seeking engaged and enthusiastic individuals who want to join us on our improvement journey. You will be committed to upholding our Trust values. In return, you will join a friendly multidisciplinary team, delivering compassionate care to our island residents and visitors. We will invest in you as an individual and in your future professional development.

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 22,700 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, Elective Surgery, Intensive Care, comprehensive Maternity, SCBU and Paediatric Services with approximately 1000 births per 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 104,000 NHS 111 calls. There were 26,400 emergency vehicle dispatches, 10, 700 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.

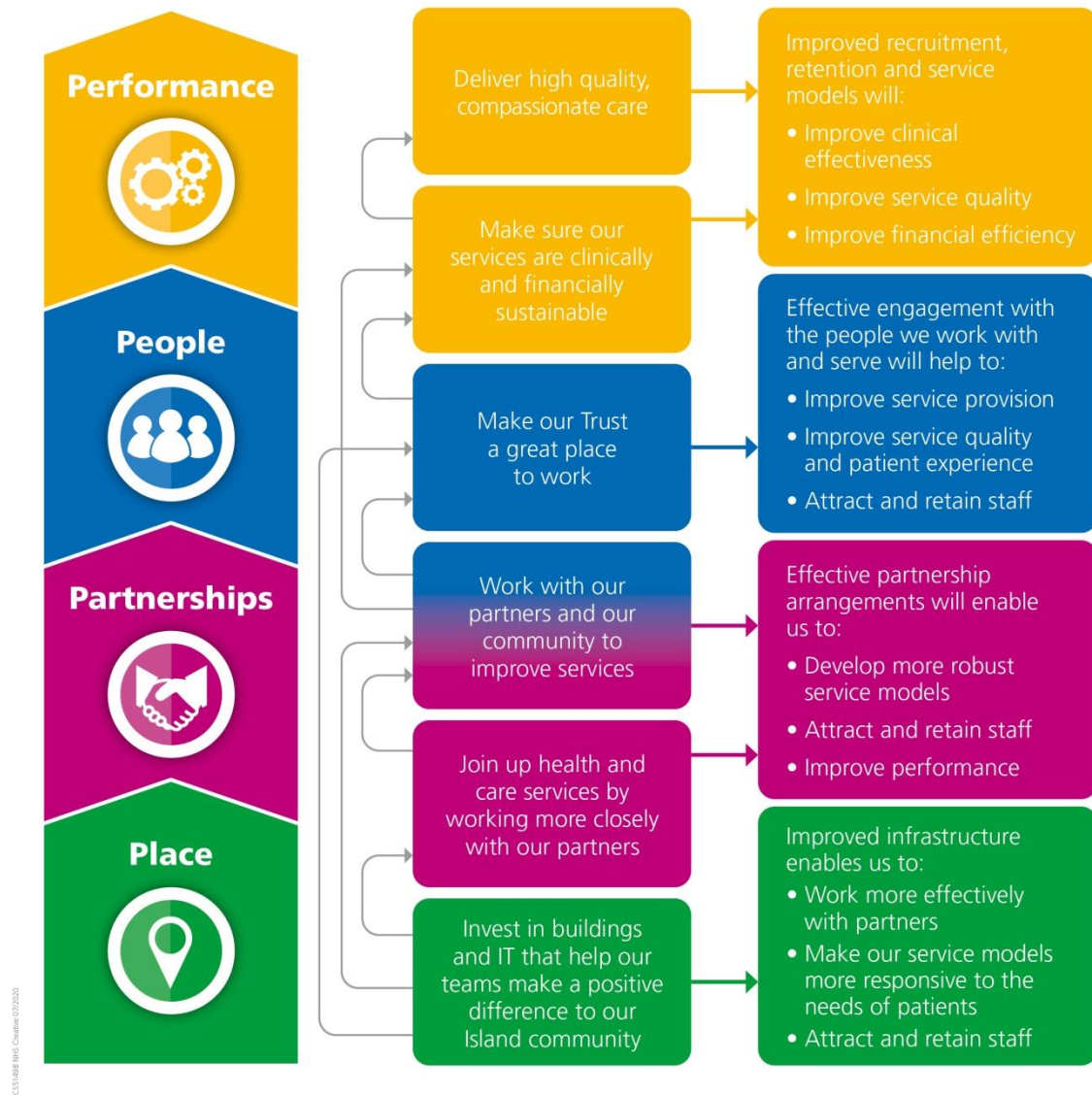
Our strategy sets out how we will work together, with our partners and with our community, to improve and join up health and care services.

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



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 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 Trust and Solent NHS Trust recognise that organisations are stronger when they work together. Mental Health and Learning Disability services across both organisations have established a strategic partnership underpinned by a Memorandum of Understanding. In the first year, the partnership focussed on development of a clinical strategy for MH&LD services in the IOW, and the focus is now on implementation of that strategy and delivering a comprehensive programme of transformation that touches all aspects of MH&LD services on the IOW.

The Isle of Wight NHS Trust and Portsmouth Hospitals University NHS trust are working to develop and have formed a formal partnership. As part of this development, 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



On 1 July 2022, Hampshire and Isle of Wight Integrated Care System (ICS) was established to support local place-based plans to achieve transformational changes that local people and clinicians have told us they want. As a results, Multiple stakeholders have come together to do the things that can only be achieved by working at scale and 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.

Alongside the ICS, we are currently working with our on-island partners in primary care, the local authority and voluntary sector to develop our place-based Integrated Care Partnership. These plans are underpinned by a Health and Wellbeing strategy for the island.

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 full-time post is an exciting opportunity for an ambitious consultant to join our team of Consultant physicians in the provision of acute and general medical services. As a replacement position we hope to recruit someone of high calibre who wants to participate in the development of the central role of the Acute Assessment Unit (AAU), Same Day Emergency Care (SDEC) and ED in-reach to deliver seamless, patient- centred acute medical care across our emergency floor.

The post-holder will be a key member of the Acute Medicine department at St Mary's Hospital, Isle of Wight and will be one of five whole time equivalent Consultants in Acute Medicine Department.

There are three positions being recruited to; one of which can be a leadership opportunity for the appointed candidate.

This is a full-time position but candidates wishing to work part-time, flexibly 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. Annualised job plans will be considered.

The Unplanned Care Division

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)
- Whippingham Ward (27 beds)
- 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
- Acute Medicine
- Gastroenterology
- Cardiac Rehabilitation
- Care of Elderly
- Stroke Medicine

The Acute Assessment Unit and Same Day Emergency Care Department

The Acute Assessment Unit (AAU) occupies 24 beds and works together with the Emergency department to facilitate smooth, seamless care for patients. On average 25-35 patients are seen over a 24-hour period, with a majority of these being discharged from AAU within 48 hours.

Junior doctor support currently consists of a Specialty Doctor, Specialist Doctor (SAS), an Acute Medicine Registrar, Acute Medicine deanery trainee (ST3 and above), a Foundation Year 2 (FY2) and two Foundation Year 1 (FY1) doctors. There will also be Junior and Senior Clinical Fellows.

Speciality interface occurs through a direct referral system. Patients remain under the care of the AAU teams until transfer to other appropriate clinical areas. This will change with the ongoing development of amended internal professional standards.

The AAU is also supported by a physiotherapist, occupational therapist and social worker who operate between AAU and ED. Early morning and afternoon huddles with the full multi-disciplinary team ensure facilitated discharge of appropriate patients whenever possible and continuous rounding ensures patient assessment and treatment is delivered without unnecessary delay.

The team works seamlessly with Emergency Care providing responsive in-reach, rolling reviews of medical patients and early senior clinical decision making and support as appropriate.

SDEC is supervised currently by an Acute medicine consultant and Middle grade doctor. Additional or alternative support is provided a senior nurse, and an Advanced Nurse Practitioner. SDEC is currently provided in A bay of the AAU and there is a plan for SDEC to move to a dedicated space as part of an exciting estates improvement programme and expansion to a seven-day service.

Medical take patients on average can be 35/40 in a 24hr period.

On average SDEC reports 330 monthly attendances; the average length of stay is 3.2 hours (direct discharge) and 5.6 hours for ward transfer.

The Acute Medicine consultants contribute to the Medicine on call roster (currently 1 in 11 weekday nights (Mon to Thursday 1700-0800) and the Saturday on-call (1700-0800) when covering the Acute Medicine 1 in 7 weekends on AAU (0800-1700).

All Acute Medicine consultants contribute to education, mentoring and supervision of junior medical staff and the development of Advanced Nurse Practitioner roles within the department.

On appointment, specific clinical responsibilities will be agreed with the post holder and the job plan can be adjusted to meet the service needs and interests of the appointee.

The AAU/SDEC is part of the Urgent and Emergency Care group of clinical services and sits with Unplanned Care working in close partnership with the Ambulance Service and Emergency Department. The team is:

- Medical Director: Mr Steve Parker
- Care Group Director – Unplanned Care: Jeannine Johnson
- Clinical Lead (Interim): Dr Adam Feather
- Associate Director of Operations UEC (Interim): Dawn Sullivan
- Head of Nursing UEC: Samara Lamb

Care Group directors meet with the Medical Director on a monthly basis to ensure there is consistent quality service provision across the whole range of patient services.

The Medical Team

Consultants

Dr A Feather (Interim clinical lead)	Acute Medicine
Dr Anand Sharma (Acting Up)	Acute Medicine
Dr Sushil Agarwal (Locum)	Acute Medicine
Dr Vaibhav Borse (Locum)	Acute Medicine
Dr Mark Gibson (Locum)	Acute Medicine
Dr Dora Affam (Locum)	Acute Medicine
Dr A Woolley	Respiratory Medicine
Dr M Silva (Locum)	Respiratory Medicine
Dr C Undugodage (Locum)	Respiratory Medicine
Dr V Lawrence	Diabetes & Endocrinology
Dr L Arnez	Diabetes & Endocrinology
Dr H Mani	Diabetes & Endocrinology
Dr D Jagannath (Locum)	General Medicine
Dr S Gladdish	Elderly Medicine
Dr K Debrah	Elderly Medicine
Dr C Sheen	Gastroenterology
Filled by Stroke Consultant (Portsmouth)	Stroke
Dr D Price	Cardiology
Dr M Pugh	Rheumatology
Dr S Linton	Rheumatology

SAS Doctors

In addition to the Consultants, there are 15.6 FTE SAS grade doctors across the Unplanned Care Group.

In AAU and SDEC the service is funded for 1 FTE Specialty Doctor and 1 FTE Specialist grade.

Doctors in Training

As well as HEE Doctors in Training (1 FTE SpR, 1 FTE Foundation Year 2 and 2 FTE Foundation Year 1 doctors), the Acute Assessment Unit also has additional trust funded posts:

- 2 FTE SpR
- 5 FTE Clinical Fellows
- Non-medical Staff

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

The working day in AAU is well structured starting at 08:00 with a post-take ward round beginning in the AAU and Emergency Department with the junior doctors' team. This is followed by consultant led ward round with the day team. The AAU Consultant reviews the morning admissions; further admissions after this time are managed using a rolling ward round system reviewing patients throughout the shift. Rolling rota also is allocated for SDEC. The acute admissions unit currently uses a physician of the week (POW) model where the POW provides continuity of clinical leadership over the week and the linked weekend; additional hours worked during this week are compensated for with off days following the worked weekend and a reduction in hours in the subsequent working days. These are the key clinical roles expected of the Consultant are as follows (this is not an exhaustive list):

- Early senior decision making & sign posting: "right patient, right place, first time"
- Early senior assessment and intervention according to clinical acuity
- Enabling and empowering the clinical and multidisciplinary team in patient management
- Leading flow through AAU and SDEC in partnership with the wider management team
- In-reach into ED with rolling review and early intervention for medically unwell patients
- Giving clinical leadership to the multidisciplinary huddles and discharge planning process
- Escalating clinical response in times of challenged patient flow
- Ambulatory care of appropriate patients through the SDEC
- Early liaison with speciality teams to ensure effective speciality interface
- Clinical supervision, education and mentoring of junior doctors within AAU and SDEC
- Ensure updated evidence-based practice for medical urgencies and emergencies according to national recommendations
- Provide Audit and Quality Assurance around patient care, outcomes, and national directives for the Department of Acute Medicine.
- Work with the Clinical Lead, Associate Director of Operations and Head of Nursing for Urgent and Emergency Care to ensure the provision of safe and high-quality services within the department.
- Work collaboratively with clinical and non-clinical members of staff to ensure safe, effective, efficient, and patient-centred care is delivered in a positive and harmonious environment

- Provide sub speciality services as agreed, according to clinical competency and commensurate with trust requirements and feasibility.
- Offer flexibility to working patterns in times of high patient demand

Clinical Governance and Audit

In line with requirements of clinical governance, the appointee will be expected to participate in clinical audit, including where appropriate, local on-going and new audits, and specialty regional and national audit programmes.

Teaching and Training

The post holder will be expected to play his/her part in postgraduate activities with responsibility for carrying out teaching, examination and accreditation duties as required and contribute to undergraduate, postgraduate, continuing medical and nursing education, where appropriate.

Research and Development

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

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.

Professional

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.

In line with GMC Good Medical Practice, it is the responsibility of the post holder 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.

Policies Procedures and Standing Financial Orders

Compliance is expected with agreed policies, procedures, standing orders and financial instructions of the Trust and their Health and Safety policies. As part of this all staff are

required to adhere to the Trust's policies and procedures for the Prevention and the Control of Infection. Compliance with standard infection control policies for hand hygiene, use of personal protective equipment and antibiotic prescribing policies is expected of all consultants, who also have an important role for their juniors. The post holder is required to attend mandatory infection control training provided for them by the Trust.

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 12.25 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; 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); ward rounds, multi-disciplinary meetings (MDT), outpatient activities, clinical diagnostic work, other patient treatment, travel between sites and administration.

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

On Call:

The Acute Medicine consultants contribute to the Medicine on call roster (currently 1 in 11 weekday nights (Mon to Thursday 1700-0800) and the Saturday on-call (1700- 0800) when covering the Acute Medicine 1 in 7 weekends on AAU 0800-1700).

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 2 PA.

Sample Timetable:

The below timetable outlines an example job plan for the post holder, with specific 'off' day to be agreed between the appointee and service.

	AM	Lunch	PM
Mon	0800-1200 PTWR/AAU WR		1300-1700 Ward Round
Tue	0800-1200 PTWR/AAU WR		1300-1700 SPA
Wed	0800-1200 PTWR/AAU WR		1300-1700 SPA – including senior medical operations meeting (1330-1500) 1700-2100 Twilight
Thurs	0800-1200 PTWR/AAU WR		1300-1700 Admin
Fri	Off		
Sat & Sun	1:7 0800-1700 Ward Round and huddle. Rolling review ED/AAU		

Job Plan Summary

The Trust recognises the contribution made by the Acute Medicine Physicians to deliver seven-day shop floor working. The Acute Medicine Consultants therefore receive an enhanced local agreement of 2-hour DCC PA's at the weekend. The below Job Plan represents an 12 PA role.

Weekly Programmed Activities in Job Plan:

Direct Clinical Care (DCC)	PAs
Week-day shop floor DCC in job plan as above	6.75
Acute Medicine 1 in 7 weekends (0800-1600) (Enhanced PA local agreement) & 1 in 11 GIM on-calls (Mon to Thursday & Saturday when working AIM weekend. (Category A 3% on call supplement GIM)	2
Admin	1

Total	9.75
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Supporting Professional Activity (SPA)	PAs
Core CPD and requirements of revalidation	1.5
Additional SPA – teaching, governance and management	1
Total	2.5

Review:

The ongoing number of PAs and personal job plan objectives will be decided in negotiation with the Care Group Director or Lead Clinician and with the Associate Director of Operations at the three-monthly review of the job plan. At this stage any necessary adjustments will be made to reflect the actual hours worked. Job planning will be conducted annually thereafter.

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 may be 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. 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, Care Group Director for Unplanned Care – via email at jeannine.johnson@nhs.net or 01983 534300.

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

Part Time Appointment

Any Consultant who is unable, for personal reasons, to work full-time will be eligible to be considered for the post. If such a person is appointed, modification of this job plan will be discussed between the candidate and the Medical Director. Job share applications would also be considered on a similar basis.

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.

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.

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