

Recruitment Pack



Job Title: General Practitioner – Urgent Treatment Centre

NHS Job Reference: C9470-22-438-MS

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**The Isle of Wight NHS Trust looks forward to receiving your application soon.
How to Apply See Page 15**

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.

Serving this close-knit community for the last four years has been an honour and I am proud to have been given the opportunity to lead this organisation as we continue to improve and join up the services that local people rely on.

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,

Darren Cattell
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.

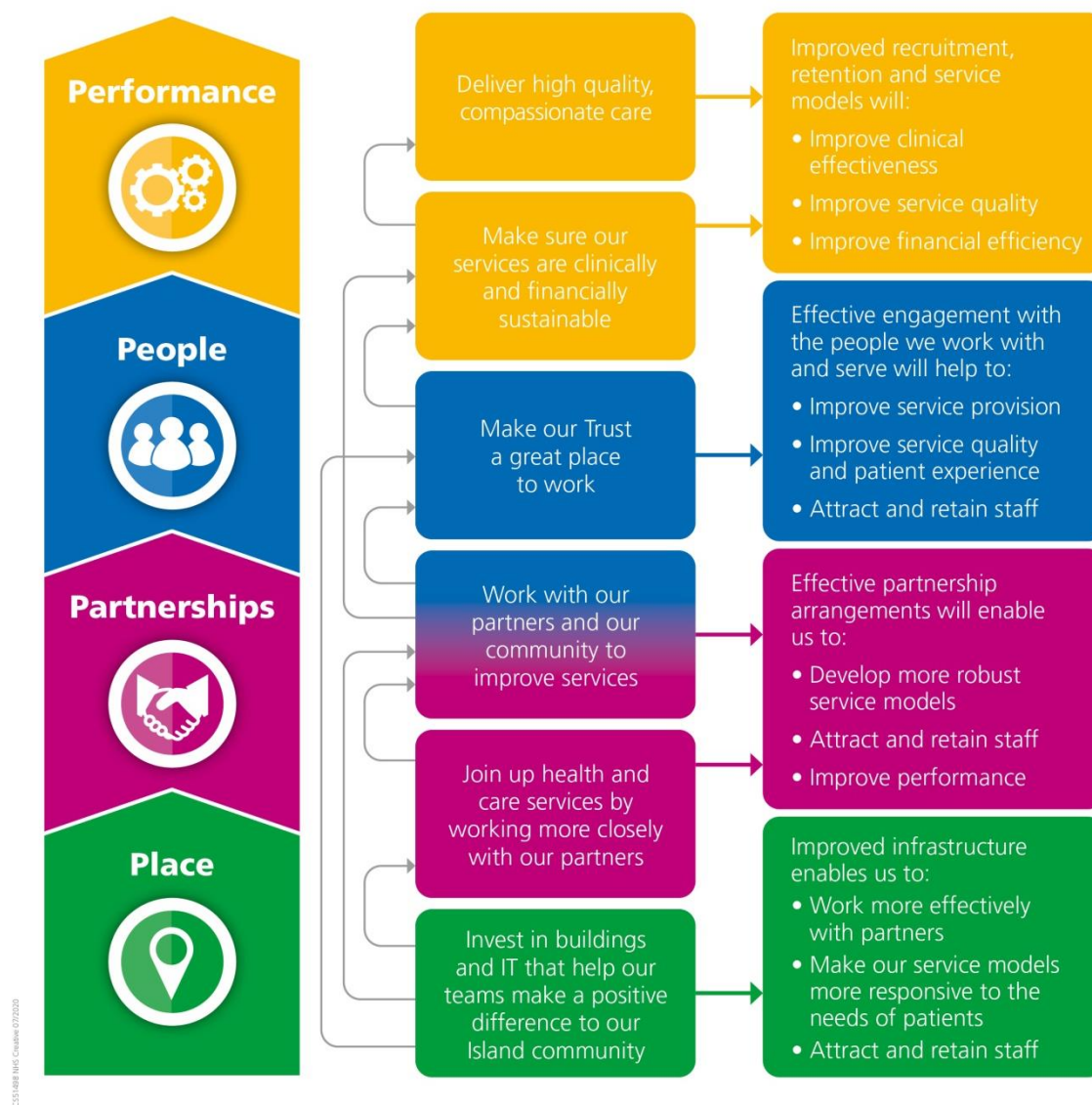
Our strategy sets out how we will work together, with our partners and with our community, to improve and join up health and care services.

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



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

We are appointing a salaried GP for the Urgent Treatment Centre and out of hours GP service. The post is a permanent post based in the Urgent Treatment Centre at the Isle of Wight NHS Trust.

Applicants must be registered as a GP and on the Performers list.

The service runs from 08.00 to midnight 7 days a week and both in hours and out of hours work is available.

Full Registration with a licence to practice, with the GMC at time of application is essential. Applicants must also be eligible to work in the UK and have excellent skills in written and spoken English, adequate to enable highly effective communication about medical topics with patients and colleagues.

The Urgent Treatment Centre

The Urgent Treatment Centre opened in November 2019 as a service for people of all ages who require urgent treatment for minor injuries and illnesses where their condition is urgent enough that they cannot wait for the next GP appointment but who do not need treatment at the emergency department.

The service is a GP led, primary care service with access to a range of onsite diagnostics including; blood tests, electrocardiograms and x-rays, enabling treatment of a range of minor injuries and illnesses.

The Urgent Treatment Centre is made up of a multiprofessional team including GP's Associate Specialist, Advanced Clinical Practitioners, Emergency Nurse Practitioners, Senior Nurses and Allied Health Professionals, Health Care Assistants, out of hour Drivers and Administrative staff.

Activity:

	2021-2022
Telephone Advice calls	7,169
Out of Hours Home visits	1,406
Face to face base consultations	11,900
Minor injuries	11,448

KEY DUTIES OF THE POST:

- To undertake consultations which may include telephone triage and/or face-to-face either at the designated base or alternatively at the patient's home residence.
- Provision of support and teaching to the multiprofessional team. To work within government set National Quality Requirements (NQRs) and local Key Performance Indicators (KPIs) relevant to the Urgent Care Service.
- Active participation in Clinical Governance, audit & research activities of these services.
- Administrative tasks for these services
- Keeping up to date & participating in CME & CPD
- Participation in annual appraisals
- To be aware of current Safeguarding processes and refer as appropriate to Social Services/other external agencies.
- To liaise with local health services, Hospitals, Walk-in Centre, Social Services, District Nursing teams, Palliative Care teams and other external services when a patient referral or specialist advice is required

Appraisal:

Post holders will take part in Annual Appraisal and performance review against objectives.

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 C9470-22-438-MS). 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:

Dr Ganga Singh, Clinical Lead e-mail ganga.singh@nhs.net

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:

Alison Price, Operations Manager on 01983 822099 5462 email alison.price4@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 model terms and conditions of service for salaried General Practitioners employed in Secondary Care.

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

Annual leave is 30 working days per year for full time practitioners and is pro-rated for part time appointments. 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 GP Register and Performers List.

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	<ul style="list-style-type: none"> • RCGP Membership • Registered as a GP on National Performers List 	Valid Level 3 Safeguarding
Eligibility	<ul style="list-style-type: none"> • Full GMC Registration with a licence to practice at time of application. • Eligibility to work in the UK 	
Language Skills	All applicants to have demonstrable skills in written & spoken English that are adequate to enable highly effective communication about medical topics with patients & colleagues	
Health	Meets professional health requirements (in line with GMC standards in Good Medical Practice)	
Clinical knowledge & skills	<ul style="list-style-type: none"> • Applicant's knowledge is up to date & is safe to practice • Capacity to apply sound clinical knowledge relevant to the job • Experience in making clinical decisions & managing risk. Knows when to seek help, able to prioritise clinical need • Shows aptitude for practical skills, required in the job • Proven ability to work effectively in different clinical 	

	settings required in the job	
Clinical governance /improving quality of patientcare	<ul style="list-style-type: none"> • Capacity to be alert to dangers or problems. Demonstrates awareness of good decision making. Aware of own limitations. • Participation in audit. • Familiarity with clinical governance systems 	
Communication skills	<ul style="list-style-type: none"> • Demonstrates clarity in written/spoken communication & capacity to adapt language as appropriate to the situation • Capacity to listen & take in others' perspectives • Always considers patients preferences when discussing treatment options • Always considers the full impact of clinical decisions on the patients. Practice shared decision making • Directs & supports patients to access the information they need to support decision making • Excellent communication skills • Ability to provide constructive feedback • Demonstrable influencing and team working skills in a multi-professional environment. 	
Personal skills	<ul style="list-style-type: none"> • Demonstrated experience working in a team, values the input of other professionals in the team • Capacity to work co-operatively with others & demonstrate leadership when appropriate. • Capacity to use logical/lateral thinking to 	

	<p>solve problems & make decisions</p> <ul style="list-style-type: none"> • Capacity to organise oneself & prioritise own work. Demonstrates punctuality, preparation & self-discipline. • Able to adapt & work with the Trust to deliver improved patient care • Promotes equality & diversity 	
Probity	<ul style="list-style-type: none"> • Capacity to take responsibility for own actions & demonstrate a non-judgemental approach towards others. Displays honesty, integrity, awareness of confidentiality & ethical issues 	
Commitment to on-going CPD	<ul style="list-style-type: none"> • Demonstrates a willingness to fully engage in appraisal and self-development and progress. Self awareness & ability to accept & learn from feedback 	

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.

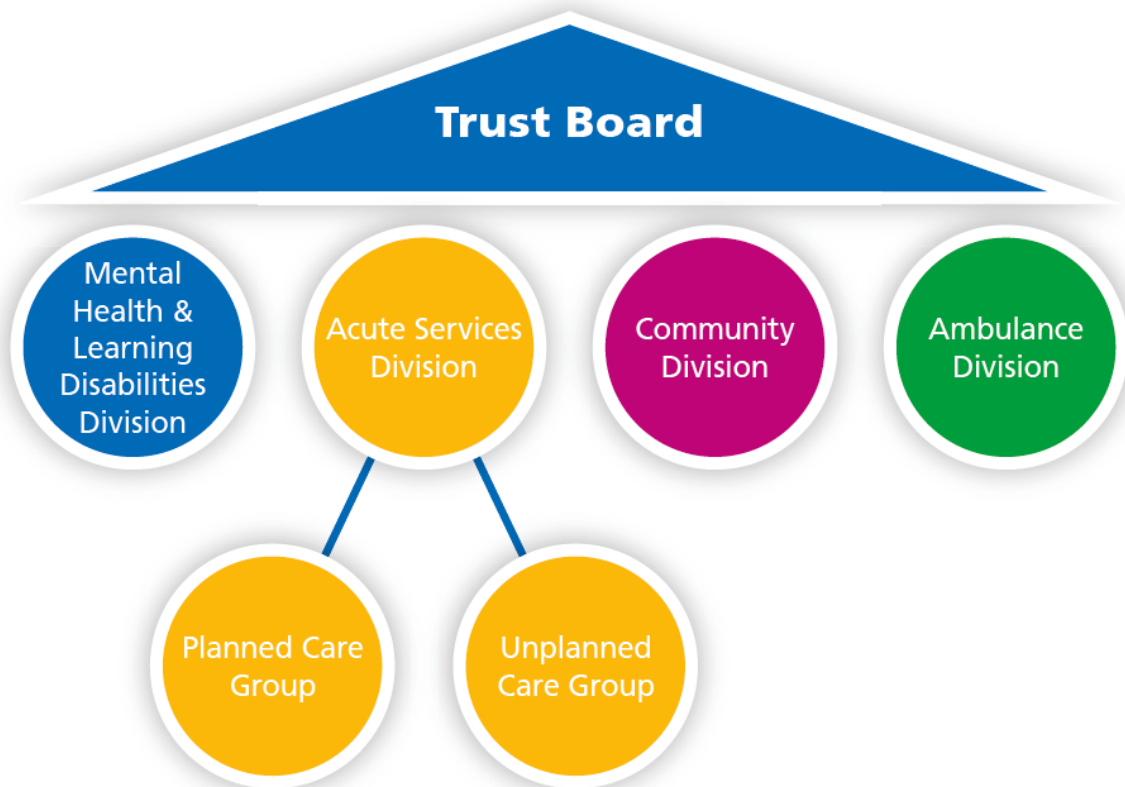
3. To perform your duties to the highest standard with particular regard to effective and efficient use of resources, maintaining quality and contributing to improvements.

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

