

Recruitment Pack

Job Title: Consultant Geriatrician

NHS Job Reference: 470-23-5054-GP



CONTENTS

Welcome letter from our Chief Executive	2
Welcome from our Executive Medical Director	3
Background	4
Our Vision, Mission, Values, and Objectives.....	5
Our Objectives	6
Education, Training and Research.....	8
Partnership Working	8
Hampshire and the Isle of Wight Integrated Care System	9
Links to further information	10
Living on the Isle of Wight.....	11
On-site Accommodation	12
Transport links	12
Job Description.....	13
Appointment and Selection Process.....	19
General Conditions of Appointment.....	21

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 several 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



©2018 GEI Inc. Created 07/2020

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 result, 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 Southeast 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 costal 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.

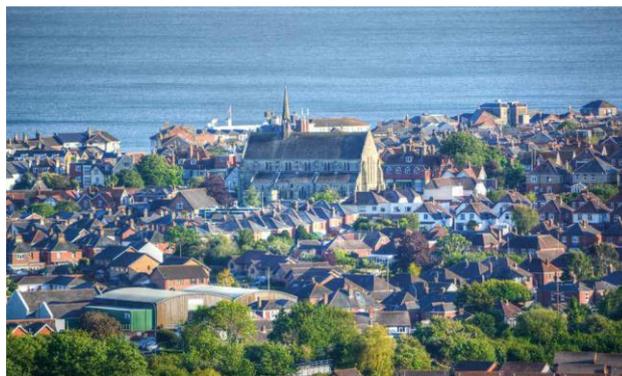
From town life to small villages, low crime levels and easy accessibility, it is a fantastic place for a relaxed pace of family life.

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 Southeast 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 can 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

Hover travel 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

We are seeking to appoint an enthusiastic and quality driven consultant to join our established team. The role will suit a consultant who has an interest in quality improvement and has a flexible approach to improving services. The Isle of Wight is rapidly developing its Frailty Service and the role will give the opportunity to support this service either directly or via speciality support.

The post is full time, but the final job plan can be flexible. Less than whole time working, and job shares will be encouraged and supported.

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 Medical Team

Dr C Sheen	Gastroenterology
Vacant	Gastroenterology
Vacant	Gastroenterology
Dr V Lawrence	Diabetes and Endocrinology
Dr L Arnez	Diabetes and Endocrinology (part time)
Dr Mani	Diabetes and Endocrinology
Vacant	General Medicine
Dr A Feather	Care of the Older Person
Dr K Debrah	Care of the Older Person
Dr S Gladdish	Care of the Older Person (part time)
Vacant	Stroke Medicine
Vacant	Stroke Medicine
PHU Consultant (weekly)	Stroke Medicine
Dr A Woolley	Respiratory Medicine
Dr Silva	Respiratory Medicine (Locum)
Dr C Undugodage	Respiratory Medicine (Locum)
Vacant	Acute Medicine
Vacant	Cardiology
Dr D Price	Cardiology
PHU Consultant (weekly)	Cardiology
Dr M Pugh	Rheumatology

Dr S Linton

Rheumatology

There are 4 WTE Associate Specialist/Speciality Doctors across general Medicine.

Junior Medical Staff

17 Speciality Registrars (ST3+)

14 Foundation Year 2, Core Trainees, GP Speciality trainees 1 -2

12 Foundation Year 1 (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

The appointments will allow annualised / blocks of GIM, both ward in-patient working and a weekly outpatient clinic (potentially moving towards a rapid access clinic). It is envisaged that all new appointments will work 2 x blocks of 7 weeks on the wards, but services and individuals may choose to work variations on this theme, depending on other specialist commitments.

The general medical emergency on-call rota – Frequency will be reduced to 1:11 weekdays. The on-call Consultant must be available between 2200-0800 for advice and to come in if required. The evening and morning weekday ward rounds are undertaken by the Acute Physicians. Acute and GIM weekend rounds – please see job plan for details.

- Provision of a comprehensive inpatient medical service.
- Responsibility for diagnosis and treatment of elderly patients.
- Undertake a weekly outpatient clinic
- To participate in the 1:11 Consultant on-call rota as agreed with appointee.
- Professional supervision and management of junior medical staff.

Activity

2022/23 Ward Stays

Inpatient activity	
Admission	317
Transfer	943
Grand Total	1260

2022/23 Outpatient Attendances (based on the current provision of two clinics a week)

	New Attendances	Follow Up Attendances	New: Follow Up Ratio
Clinic 1	60	50	0.83
Clinic 2	116	89	0.77
Total	176	139	0.79

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 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); 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 Acute Physicians 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.

Sample Timetable:

	Monday	Tuesday	Wednesday	Thursday	Friday
08:30-10:30	Ward Round (DCC)	Ward Round (DCC)	Ward Round (DCC)	Ward Round (DCC)	Outpatient Clinic (DCC)
10:30-12:30		Admin (DCC)		SPA	
	Lunch	Lunch	Lunch	Lunch	Lunch
13:00 – 15:00	SPA	SPA	Speciality Work (DCC)	MDT (DCC)	Ward Round (DCC)
15:00 – 17:00					
		On Call (DCC)	On Call (DCC)		

Weekly Programmed Activities in Job Plan:

Direct Clinical Care	PAs
Speciality Work/GIM	5
On call	1
Clinical Admin	1.5
Total	7.5

Supporting Professional Activity	PAs
Revalidation (inc audit, CPD and appraisal)	1.5
Teaching, training, research, clinical governance, clinical lead, JAG lead	1.0
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 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.