

## Person Specification

	Essential	Desirable
<b>Qualifications</b>	<p>MBBS or equivalent</p> <p>Membership with the Royal College of Physicians</p> <p>GMC registration and licence to practice</p> <p>Entry on the GMC Specialist Register in Geriatrics and general medicine via a. CCT (proposed CCT date must be within 6 months of interview), b. CESR or (c) European Community rights</p>	<p>Higher degree e.g MD, PhD, Masters in other subjects (Education leadership)</p>
<b>Experience and Skills</b>	<p>Should have completed a recognised training programme in General Internal Medicine.</p> <p>Must be able to demonstrate a high level of clinical experience and competence in GIM</p> <p>Knowledge of current trends in speciality</p> <p>IT skills</p>	
<b>Teaching</b>	<p>Experience of teaching and training undergraduates, postgraduates and junior medical staff</p>	
<b>Audit and Research</b>	<p>Evidence of participation in clinical audit relevant to speciality</p>	<p>Published audits. Publication in reviewed journals</p>
<b>Motivation</b>	<p>Commitment to the development of a high-quality, cost-effective service</p>	
<b>Management</b>	<p>Knowledge and understanding of current NHS issues</p> <p>Ability to develop services</p>	<p>Post Graduate qualification</p>
<b>Personal Skills</b>	<p>Energy and enthusiasm and the ability to work under pressure</p> <p>An enquiring and critical approach to work</p> <p>Caring attitude to patients</p> <p>Ability to communicate effectively with colleagues, patients, relatives, GPs, nurses and other staff and agencies</p> <p>Commitment to continuing medical</p>	<p>Attendance at communications workshops/courses</p>

	education and professional development	
--	--	--

## General compliance

1. To comply with all Trust Policies and Procedure, with 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.

## Appendix 1 - Organisational Chart - Divisional Level

