

Recruitment Pack



Job Title: Speciality doctor in Anaesthesia and Intensive care medicine.

NHS Job Reference: 470-22-285-TJ

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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



CSJ/HRG/INE Creative/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 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

We are a friendly, genuinely supportive and active department looking to recruit an enthusiastic individual who will take part in the high quality delivery and development of the anaesthetic services on the Isle of Wight. Many of our current specialty doctors have trained overseas and successfully undertaken their first NHS post with us. We are committed to providing all new staff a safe and well supported settling in period. We are keen to support development in anaesthetic sub specialities the applicant may be less confident in.

We are seeking applicants to join our middle grade rota. The appointee will be expected to provide anaesthesia for elective and emergency cases in all the surgical specialties represented on the Island and also contribute to the resident on call speciality doctor rota.

The on call specialty doctor rota provides anaesthetic cover for intensive care, anaesthetic support to labour ward and anaesthesia for emergency surgery. Specialty doctors may choose to work either 12 or 24 hour shift when assigned to the on call rota.

The Specialty doctor job plan is based on a 10 session (PA) contract. Applicants wishing to work less than full time are welcomed. The job plan includes 1.5 sessions for continuing professional development to facilitate revalidation. Further professional responsibilities will receive appropriate SPA remuneration when agreed at annual job planning.

The anaesthetic rota is organised 6 weeks in advance so duties are known well ahead of time.

SAS support & development.

This Trust values its SAS doctors and is keen to support & engage them, the role is well developed in all specialities and excellent opportunities exist for education and personal development.

The Trust Board supports and is actively implementing the SAS charter. There is an active SAS Committee, SAS Chair, SAS Advocate & SAS Tutor. All SAS staff have the same core SPA for revalidation & annual leave accrual as their consultant colleagues. All newly appointed Specialty doctors will be appointed a Consultant mentor to allow familiarisation with local ways of working and to act as a point of contact for any settling in issues.

There is also a well organised CESR programme linked with PUHT & many other development opportunities.

The Medical Team

Consultants, special interest

Dr Muriel Prager, Director of ICU
Dr Oliver Cramer, ICU
Dr Gabor Debreceni, ICU
Dr Antina Michalou, ICU
Dr Obaid Tarin, ICU
Dr Sanyal Souvik, ICU
Dr Mike Pearson, Obstetrics Deputy Departmental Lead
Dr Mariam Rice, Paediatrics. Deputy Departmental Lead
Dr Michael Luckmann, Chronic Pain
Dr Isobel Rice, Chronic Pain. Department Lead
Dr Gosia Pirga, Acute Pain
Dr Piotr Pirga IT
Dr M Kaminski Regional anaesthesia
Dr Andrea Leinenkugel. Trauma
Dr Mandi Mortier. Paediatrics and QIP

Associate Specialists and Speciality Doctors

Dr Gay Francis
Dr Fiona Henderson
Dr Sunil Saxena
Dr Raymond Foster
Dr Michal Nadstawek
Dr Vasil Kiryazov
Dr Magdalena Tsoneva
Dr Michael Nadstawek
Dr Aneel Thakurdas
Dr Dominic Jesudos
Dr Wael Elsayed
Dr Anju John
Dr Raleke Okoye
Dr Muhammed Akram

Allied services

We have 6 operating theatres (4 main, 2 in a separate day case unit) and a dedicated obstetric theatre.

Pre Assessment

The nurse led pre assessment process of all elective patients is well established at St Mary's Hospital. There is a daily consultant anaesthetic clinic available to review

anticipated difficult cases and to communicate potential problems to colleagues. We run an Enhanced Recovery Program for orthopaedic, colorectal and gynecological surgery.

Obstetrics

The Maternity unit has about 1200 deliveries per year with an epidural rate of approximately 25% and a caesarean section rate of around 17%. The Anaesthetic department provides Consultant cover in hours to the labour ward. Out of hours there is a dedicated specialist doctor to provide anesthesia for obstetrics. This role would be included in the applicants regular work once they had been assessed as being competent to work on labour ward with distant supervision.

Acute Pain Service (APS)

The APS is provided by a consultant anaesthetist and a full-time acute pain nurse, supported by ward based link nurses. Apart from the clinical service, it provides teaching and education for medical and nursing staff. Post-operative pain is managed in a variety of ways including PCA and PCEA. Ultrasound guided nerve and plexus blockade are also commonly employed techniques. We have recently invested in several state of the art ultrasound machine and developed a protocol for local anaesthetic wound/nerve catheter infiltration postoperatively.

Intensive Care Unit (ICU)

The unit admits about 400 patients a year. The majority (70%) are critically ill adult medical patients. Paediatric ICU services and the regional neurological unit are based in Southampton. Initial assessment and resuscitation of these patients involves the anaesthetic team. Critical care outreach is well established and this nurse delivered service also lead the hospital at night team.

In hours the medical staffing of the unit consists of one of six dedicated ICU consultants supported by a resident specialty doctor. Out of hours the resident speciality doctor staffs the unit (included in this post) and is supported by the general on call consultant in anaesthesia. Weekend ICU ward rounds are undertaken by dedicated ICU consultants.

CPD, Teaching, Revalidation and Leave

CPD

The post-holder will need to undertake CPD to develop their own learning in line with the needs of the department. These aims should be discussed and documented during the appraisal process. The trust supports 30 days study leave /3 years and allocates each doctor a £800 study leave budget a year.

Appraisal and revalidation

The Trust has the required arrangements in place to ensure that all doctors have an annual appraisal with a trained appraiser and supports doctors going through the revalidation process. Annual appraisal is currently undertaken by senior medical colleagues with the Medical Director as Responsible Officer for revalidation.

The trust actively supports senior (consultant and speciality doctor) medical staff who wish to undertake appraisal training so that they may act as appraisers for their colleagues, this attracts a separate SPA remuneration.

Teaching and training

The post-holder will be expected to play his/her part in postgraduate activities with responsibility for carrying out teaching for junior medical and nursing staff.

The anaesthetic department runs monthly educational meetings for teaching, M and M and QI work. All anaesthetic staff are expected to attend and contribute.

We have close links with the Medical School at Southampton. Acute care students (4th year) are allocated three times a year to the anaesthetic department and final year students often choose to undertake a specialty block in anaesthesia at SMH.

The Resuscitation department runs APLS, ALS, NLS and EPALS courses throughout the year. Anaesthetic involvement is encouraged and supported by the department.

Leave

Specialty Doctors are entitled to 5.4 weeks (27 working days) holiday per year plus 8 Bank Holidays. This increases to 6.4 weeks (32 working days) after 2 years' service for the NHS.

Holiday must be requested at least six weeks but not more than a year in advance. It is expected that the majority of the leave is taken in week or longer blocks.

A calendar week shall remove 5 days' holiday from the total allocated and no weekend work shall be allocated to the weekends either side of the requested 5 working days.

The leave year is 1 April to 31 March. All authorised absence must be taken in accordance with departmental leave protocols.

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 47470-xx-xxx-xx). 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:

Deputy Lead Clinician: **Dr Mariam Rice**: via email mariam.rice@nhs.net

To arrange an informal visit please contact:

Assistant Operations Manager: **Charlene Summerfield** via 01983 822099 ext 2262 or via email: charlene.summerfield@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.

General Conditions of Appointment

Terms and Conditions of Service (TCS) are in accordance with the Specialty Doctor – England 2021, with local amendments as agreed with the Isle of Wight NHS Trust following negotiations with the Local Negotiating Committee (LNC).

<https://www.bma.org.uk/advice/employment/pay/sas-pay-england>

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 NHS trust 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, including Occupational Health Screening 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.

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.

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

Person specification

	Essential Criteria	Desirable Criteria	Where evaluated
Professional Qualifications	<ul style="list-style-type: none"> • MBChB or equivalent • Full GMC Registration • Licence to practise 	Primary FRCA or equivalent	Application Form GMC
Clinical Experience	<ul style="list-style-type: none"> • Core competencies and at least 4 years' experience in General Anaesthesia. • Core competencies in Obstetric Anaesthesia • Core competencies in Intensive Care Medicine. 	Advanced specialty training in Obstetric Anaesthesia or Intensive Care Medicine.	Application Form References Interview
Clinical Skills	<ul style="list-style-type: none"> • Practical skills commensurate with the above. • ALS Provider 	ATLS/ EPLS/ APLS Provider	Application Form References Interview
Clinical Knowledge	<ul style="list-style-type: none"> • Widespread broad based knowledge in all aspects of Anaesthesia & Intensive Care Medicine. 	Widespread broad based knowledge in all aspects of Intensive Care Medicine	Application Form References Interview
Audit Management & IT	<ul style="list-style-type: none"> • Demonstrate evidence of robust clinical audit practice and clinical governance 		Application Form References Interview
Academia Teaching skill & experience	<ul style="list-style-type: none"> • Commitment to medical education. 	Ability to teach in clinical settings.	Application Form References Interview
Personal Qualities	<ul style="list-style-type: none"> • Ability to work within a team • Demonstrate ability to take responsibility, lead, make decisions and exert appropriate authority. 	Demonstrated leadership ability.	References Interview

	<ul style="list-style-type: none"> • Demonstrate good time management skills • Ability to adapt and work in differing environments • Excellent communication skills, oral and written, including the ability to communicate and interact effectively with colleagues and patients. 		
Other		Access to transport	

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.

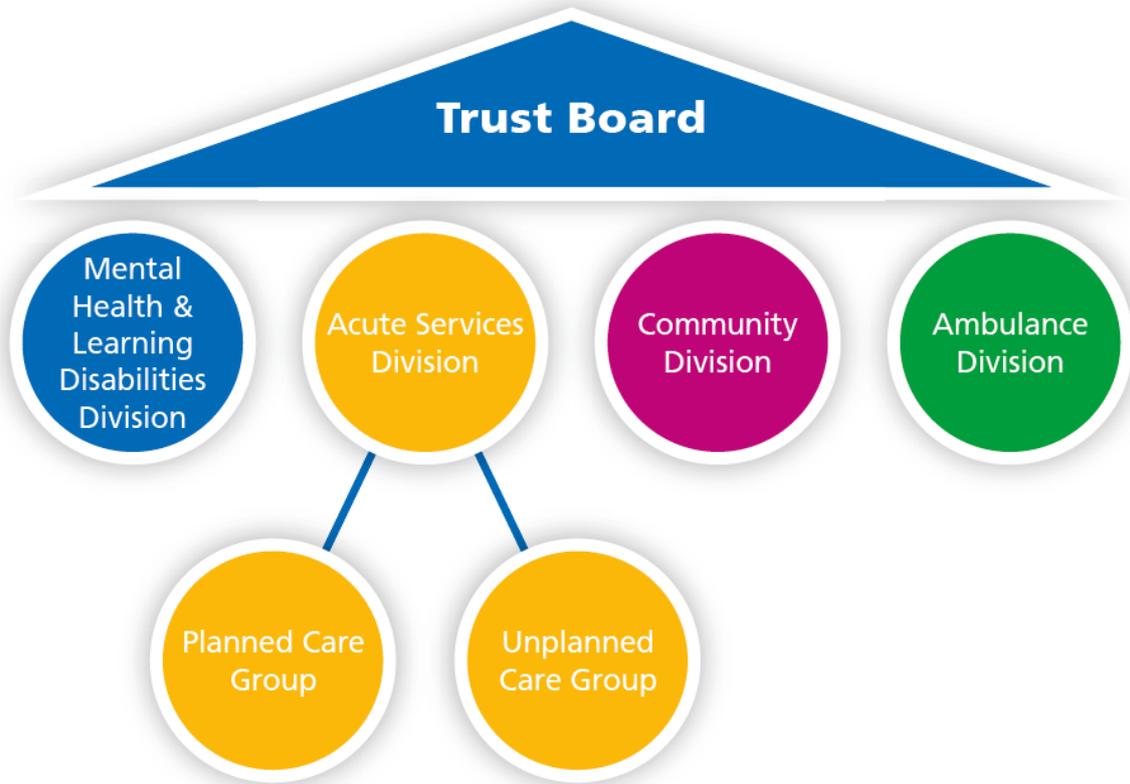
7. Patients come first in everything we do. Every post holder can make a difference to a patient's experience. You will come across patients as you walk around the hospital; we rely on all our staff to be helpful, kind and courteous to patients, visitors and each other.

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.

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 - Trust Level



Appendix 2 - Organisational Chart - Care Group Level

