

## Recruitment Pack

**Job Title: Consultant Ear, Nose and Throat**

**NHS Job Reference: 470-24-0001-TJ**

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

[https://youtu.be/rvHK\\_99p7f8](https://youtu.be/rvHK_99p7f8)

## Welcome letter from our Chief Executive



Isle of Wight NHS Trust is full of caring, compassionate, and highly capable people. Our vision is for high quality, compassionate care that makes a positive difference to our Island community – each and every day.

Being part of the NHS on the Isle of Wight is a unique privilege because the people who use our services are often our friends, family, or colleagues.

The Isle of Wight is a fantastic place to live, and you can see from our NHS Staff Survey results that we have made important progress in making the Trust a great place to work too. The Island is also an excellent place to test your skills and to work in new and innovative ways.

Our strategic partnerships, integrated services and commitment to quality improvement mean that you will get many opportunities to develop and to have a positive impact for our staff and our community.

Thank you for thinking about being an important part of #TeamIOWNHS, I hope we get to work together in the future.

Best wishes,

**Penny Emerit**

**Chief Executive**

**Isle of Wight NHS Trust**

## Welcome from our Executive Medical Director

The Isle of Wight NHS Trust is the only truly integrated Trust in the country, delivering acute, community, mental health and ambulance services to a population of 140,000 that increases significantly during the summer months. The breadth of its services and the demographics of the population presents its own unique challenges and as well as some great opportunities.



We are on an improvement journey and as part of that, we are developing partnership arrangements with other organisations to ensure the future sustainability of all our services. We are currently rated 'Good' by the Care Quality Commission.

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

The island is a fantastic place to live. I came here a number of years ago from another Trust and I have never regretted the move.

**Steve Parker**  
**Medical Director**  
**Isle of Wight NHS Trust**

## Background



Established in April 2012, the Trust provides a full range of health services to an isolated offshore population of 140,000. The Isle of Wight NHS Trust is unique in the NHS: we are the only organisation to have integrated community, ambulance, mental health and acute services. Designing a single organisational operational plan therefore presents greater challenges than those seen by traditional NHS

providers.

### Acute Care Services

Based at the heart of the Island, with 246 beds and handling 22,700 admissions each year, St Mary's Hospital in Newport is our main base for delivering acute services for the Island's population. Services include A&E, the Urgent Care Service (by referral only), Emergency Medicine and Surgery, Elective Surgery, Intensive Care, comprehensive Maternity, SCBU and Paediatric Services with approximately 1000 births per year.

### Community Care Services

Delivered in patients' homes, in a range of primary and community settings and from St Mary's Hospital, our Community Care services include community nursing teams, acute, community and children's therapies, rehabilitation services, an Integrated Discharge Team and Community Rapid Response team, Podiatry, Orthotics and Prosthetics, and a 14-bed community unit.

### Mental Health Services

Our Mental Health services provide inpatient & community based mental health care. We have 32 beds in Sevenacres, supported by a Home Treatment Team, and also deliver Community Mental Health services aligned to Primary Care Networks, a single point of access and crisis mental health services, a Recovery Service that delivers intensive community rehabilitation and an assertive outreach function, CAMHS, Mental Health Support Teams in schools, Early Intervention in Psychosis, Memory Service and dementia outreach service, both primary and secondary care psychological therapies, and community learning disability services.

## Ambulance Service

The Isle of Wight Ambulance Service consists of the operational delivery units for the 999 emergency ambulances, 999 and NHS 111 call centre, Emergency Planning Resilience and Response, Patient Transport Services (PTS), Ambulance Training and Community First Responder Service. Last year the service handled almost 30,000 emergency calls and were offered 104,000 NHS 111 calls. There were 26,400 emergency vehicle dispatches, 10, 700 PTS journeys and the service taught over 1000 people in the community lifesaving skills.

## Our Vision, Mission, Values, and Objectives

Our vision and mission describe what we want to achieve and why. By sharing this vision, we will all be able to bring about significant change and improve the service that local people rely on.

**Our vision** is for high quality, compassionate care that makes a positive difference to our Island community.

**Our mission** is to make sure that our community is at the heart of everything we do. We will work together and with our partners to improve and join up services for its benefit.

**Our values** guide how we behave and how we want people to experience our Trust – whether they are using our services or working in one of our teams.

OUR VALUES  
**care**



Compassion



Accountable



Respect



Everyone counts

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	Promoting inclusion Believing in myself and others

		others	
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## Our Objectives

To deliver our strategy and the improvement in services that we all want to see it is important that we set clear objectives. The 4Ps (Performance, People, Partnerships, Place) describe what our organisation wants to achieve and what success will look like for our community, staff and patients.

## Our Strategic Ambitions

Having a strategy is important because it sets out where our organisation is heading, what we want to achieve, why and how we will do it. We will improve the health and wellbeing of people who use our services, our staff and our Island community.

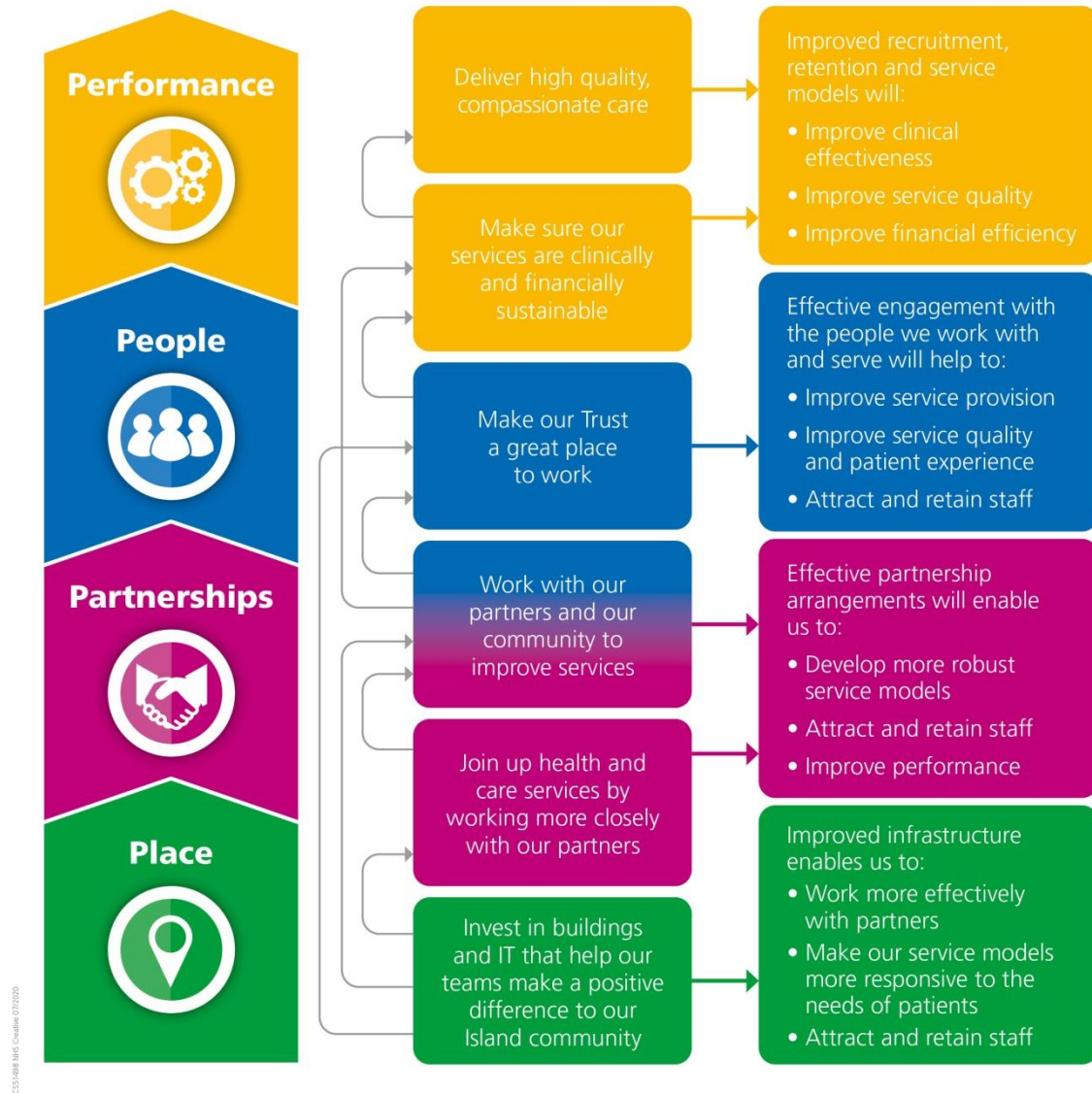
Our strategy sets out how we will work together, with our partners and with our community, to improve and join up health and care services.

Our strategy will guide how we set our priorities each year and it will help our teams to plan and take decisions. It responds to the changing needs of local people and national priorities, including the NHS Long Term Plan. For us to succeed we need to do things differently.

# Strategy on a page

How our strategic objectives work together to achieve our strategy.

From strong foundations to better outcomes for our patients



## Education, Training and Research

The Isle of Wight NHS Trust is a research active trust with a small R&D Department who work with NIHR/CRN Wessex in promoting, supporting and undertaking research activity.

The Isle of Wight NHS Trust is committed to the development and training of all employees. Based in the Education Centre; the Learning and Development, Clinical Education, Leadership Development and Library & Knowledge Services teams work together to support staff in their job roles and career progression.

We provide and co-ordinate internal and external training, for clinical and non-clinical staff, facilitate team and personal development and provide 24/7 library access to knowledge resources.

- Apprenticeships – clinical and non-clinical (including Nursing degree/Nursing Associate)
- Access to external courses, workshops and conferences (including Post Qualifying Training and CPD)
- Management and Leadership Development (including Coaching and Bespoke Training as requested by managers e.g. Team Development)
- Clinical Training (including Preceptorship, Care Certificate, and Clinical Band 1-4 CPD course (Continuing Professional Development))
- Information Technology (IT) Training
- Finding the Evidence
- Mandatory Training (including Corporate Induction Programme and Resuscitation training)
- E-Learning Courses

## Partnership Working

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

The Isle of Wight NHS Trust and Portsmouth Hospitals University NHS trust are working to develop and have formed a formal partnership. As part of this development, it is envisaged that rotational job opportunities will become available in the near future, further enhancing leadership and other areas of career development.

There are close links with both Portsmouth and Southampton Universities and successful applicants are encouraged to involve themselves with all aspects of undergraduate and post-graduate medical training. Honorary Senior Lectureships are available and encouraged.

## Hampshire and the Isle of Wight Integrated Care System



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

We have learned a great deal from working with and listening to local people over the past few years and this plan is

rooted in these local discussions. Working together also allows us to better share best practice and ensure we are coordinated when we make local changes.

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

## Priorities

- Delivering a radical upgrade in prevention, early intervention and self-care.
- Accelerating the introduction of new models of care in each community in Hampshire and the Isle of Wight.
- Ensuring a sustainable, high quality and affordable configuration of urgent and emergency services whilst addressing the issues that delay patients being discharged from hospital.
- Ensuring the provision of sustainable acute services across Hampshire and the Isle of Wight.
- Improving the quality, capacity and access to mental health services in Hampshire and the Isle of Wight.
- Improving the prevention and early detection of cancer, providing high quality treatment and supporting people to live with and beyond their cancer diagnosis.
- Ensuring the children and young people of Hampshire and the Isle of Wight have the best start in life, having access to high quality physical and mental health care.

## Links to further information

- Trust Board of Directors <http://www.iow.nhs.uk/about-us/our-trust-board/trust-board.htm>
- CQC Inspection Reports <https://www.cqc.org.uk/provider/R1F?referer=widget3>
- Quality Strategy <http://www.iow.nhs.uk/Publications/quality-strategy.htm>
- Trust Strategy can be found here, including HR and OD Strategy <http://www.iow.nhs.uk/about-us/trust-strategies.htm>
- Annual Report and Accounts <http://www.iow.nhs.uk/Publications/annual-report-and-accounts.htm>
- Isle of Wight Health and Care Plan (previously known as My Life a Full Life) <https://iowstartwelllivewellagewell.com/>
- Acute Services Review <http://www.iow.nhs.uk/news/Trust-endorses-recommendations-of-Local-Care-Board-for-hospital-based-services-and-welcomes-decision-of-Isle-of-Wight-CCG.htm>
- Key Worker Accommodation at St Marys: <https://www.sovereignkeyworkers.org.uk/isle-of-wight/>

## Living on the Isle of Wight



The Island offers our visitors and residents an amazing coastline with beautiful countryside, year-round sporting events, festivals and award-winning attractions. For those with children, the Island is an ideal place to bring up a family, offering state, private schools and further education.

The Island boasts many picturesque towns and villages within easy commuting distance with house prices remaining significantly cheaper than most regions of the South East of England. The island provides access to an enormous range of outdoor pursuits, ranging from surfing, sailing,

fishing and sea swimming, to walking, rambling and running across the downs and 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 South East of England<sup>1</sup>.

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<sup>1</sup> 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](http://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](http://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](http://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 looking for a dynamic and enthusiastic colleague to join our team of consultants in the provision of ENT services on the Isle of Wight. The successful candidate will have a special interest in Head and Neck Cancer in partnership with the Head and Neck team at Portsmouth Hospitals University NHS Trust (PHU). The post is 11 PAs consisting of clinics and theatre lists and a weekly attendance at PHU.

This is a new post, ideal for someone to join the department with an innovative and enthusiast personality to develop the service in partnership with local and PHU consultants.

## **The ENT Department**

The ENT Department is based within the Planned Care Directorate led by Dr Suparna Das, Clinical Director, Leann Hetherington, Associate Director of Operations and Lynda Hadley, Head of Nursing and Quality.

The ENT Department provides a wide range of services to the population of the Isle of Wight. Sub specialities include paediatrics, rhinology and facial plastics, otology and balance as well as head and neck cancer. Emergency and general 24/7 on call are provided. A hybrid service is organised with Portsmouth Hospital University NHS Trust for the Head and Neck Cancer, thyroid and parathyroid.

The ENT department participates in regional, national and international research and there are opportunities to publish research papers and presentations.

Appointees are encouraged to take up other roles within the Trust which can include educational supervision, conducting appraisals and other leadership roles.

### **Theatre**

- A range of procedures are provided on the island, including all major ear surgeries, rhinological procedures and laryngeal procedures.
- Over 500 operations are performed each year.
- The ENT department has 4 IOW theatre lists per week (20% of total Day Surgery capacity).

- The theatre is well equipped with a modern microscope and a modern camera stack with a digital video editing suite and a coblation unit for tonsillectomy and laryngeal surgeries.
- In addition to the latest nerve monitor for both facial and laryngeal nerve for otologic and head and neck procedures
- The majority of procedures are performed as day cases.
- Diagnostic workup for head and neck cancer patients is provided on the Island and cancer treatment is provided in partnership with PHU.
- Skull base cases are managed in partnership with Southampton skull base team.

### **ENT Outpatients**

- The department has well-equipped outpatient facilities with the latest modern imaging equipment including Stroboscope.
- The IOW has over 6,000 outpatient episodes per year.
- Each clinic profile is mixed to include new and follow up patients.
- One-stop head and neck lump clinics with ultrasound FNA support are held weekly.
- The ENT service is provided to both the adult and paediatric population of the island.

### **The Medical Team**

#### **Consultants**

Mr Razvan Tasca

Mr Sreeshyla Basavaraj

Mr Maher El-Alami

#### **Wider Team**

Head and Neck Cancer Nurse Specialist (x2 on a job share)

Dewaxing Specialist Practitioners (x2)

Outpatient Nurse Support

Audiology support (provided by PHU on the Island)

Speech and Language Therapy

Ultrasound FNA

Centralised Booking Service (booking outpatient clinics)

Pre-Assessment and Admission Service (booking inpatient procedures)

### **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**

Provision of a comprehensive ENT service.

To participate in the 1:4 Consultant on-call rota as agreed with appointee.

## **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 final timetable is to be agreed following successful appointment.

The proposed job plan, for 11.25 PAs will commence with 1.5 Supporting Professional Activities [SPA]. 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.

The post holder will be required to work partnership with PHU which will include caring for Island patients who have been transferred. This partnership will include working fixed sessions in PHU (with travel time included).

### **Programmed Activities in Job Plan:**

Direct Clinical Care includes emergency duties (including emergency work carried out during or arising from on-call); operating sessions including pre-operative and post-operative care, ward rounds, multi-disciplinary meetings (MDT), outpatient activities, clinical diagnostic work, other patient treatment, travel between sites and administration.

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

### On Call:

Consultants will provide a 1 in 4 with prospective cover with an 8% banding supplement. On call will commence Monday 9am until Monday 9am and is 24/7. The post holder will be non-resident first on call for ENT with surgical junior support. There is a system in place to minimise intensity with support from A&E colleagues and junior doctors. Admission, clerking initial management is supported by junior doctors with support from the on-call Consultant. As a result, the IOW has a lower than average admission rate when compared to other similar units in the UK. In patients are the responsibility of the on-call Consultant.

### Sample Timetable:

	Time	Work	DCC	SPA
Mon	AM	OPD (inc 30 mins admin)	1	
Tue	AM/ PM	SPA/ Admin	0.5	1.5
Wed				
Thurs	AM PM	OPD DSU (3.5 hr, 1 hr pre/post op)	2.25	
Fri	AM PM	PHU OPD inc. H&N MDT PHU OPD	3 (inc. 1 PA for travel)	
On-call			3	
Total			9.75	1.5

### 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](mailto:iownt.MedicalHR@nhs.net)

For an informal discussion please contact:

Mr Razvan Tasca, via his PA on 01983 534473 or email [iownt.ent-secretaries@nhs.net](mailto:iownt.ent-secretaries@nhs.net)

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.

## Person Specification

	Essential	Desirable
<b>Qualifications</b>	<p>MBBS or equivalent</p> <p>Membership with the relevant Royal College for the speciality</p> <p>GMC registration and licence to practice</p> <p>Entry on the GMC Specialist Register via a. CCT (proposed CCT date must be within 6 months of interview), b. CESR or c. European Community rights</p>	
<b>Experience and Skills</b>	<p>Can demonstrate a good level of clinical experience and competence in otolaryngology surgery and management of Head and Neck cancers</p> <p>Part of H&amp;N MDT team and able to do supportive diagnostic work</p> <p>Able to perform outpatient otolaryngology diagnostic procedures including nasal endoscopes</p> <p>Good experience in general ENT surgery</p>	
<b>Teaching</b>	Experience of teaching and training undergraduates, post graduates and junior medical staff	
<b>Audit and Research</b>	Evidence of participation in clinical audit relevant to speciality	
<b>Motivation</b>	Commitment to the development of a high-quality, cost-effective ENT service	
<b>Management</b>	<p>Knowledge and understanding of current NHS issues</p> <p>Ability to develop services</p>	Attendance at recognised management course
<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 education and professional development</p>	

## General compliance

1. To comply with all Trust Policies and Procedure, with particular regard to

- Risk Management
- Health and Safety
- Confidentiality
- Data Quality
- Freedom of Information
- Equal and Diversity and Dignity at Work
- Information and Security Management and Information Governance
- Counter Fraud and Bribery

2. The Trust has designated the prevention and control of healthcare associated infection (HCAI) as a core patient safety issue. As part of the duty of care to patients, all staff are expected to:

- Understand duty to adhere to policies and protocols applicable to infection prevention and control.
- Comply with key clinical care policies and protocols for prevention and control of infection at all time; this includes compliance with Trust policies for hand hygiene, standards (universal) infection precautions and safe handling and disposal of sharps.
- All staff should be aware of the Trust's Infection Control policies and other key clinical policies relevant to their work and how to access them.
- All staff will be expected to attend prevention and infection control training, teaching and updates (induction and mandatory teacher) as appropriate for their area of work, and be able to provide evidence of this at appraisal.

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

4. Ensure you work towards the Knowledge and Skills Framework (KSF) requirements of this post. KSF is a competency framework that describes the knowledge and skills necessary for the post in order to deliver a quality service.

5. Your behaviour will demonstrate the values and vision of the Trust by showing you care for others, that you act professionally as part of a team and that you will continually seek to innovate and improve. ***Our vision, mission, values and behaviours*** have been designed to

ensure that everyone is clear about expected behaviours and desired ways of working in addition to the professional and clinical requirements of their roles.

6. Perform any other duties that may be required from time to time.

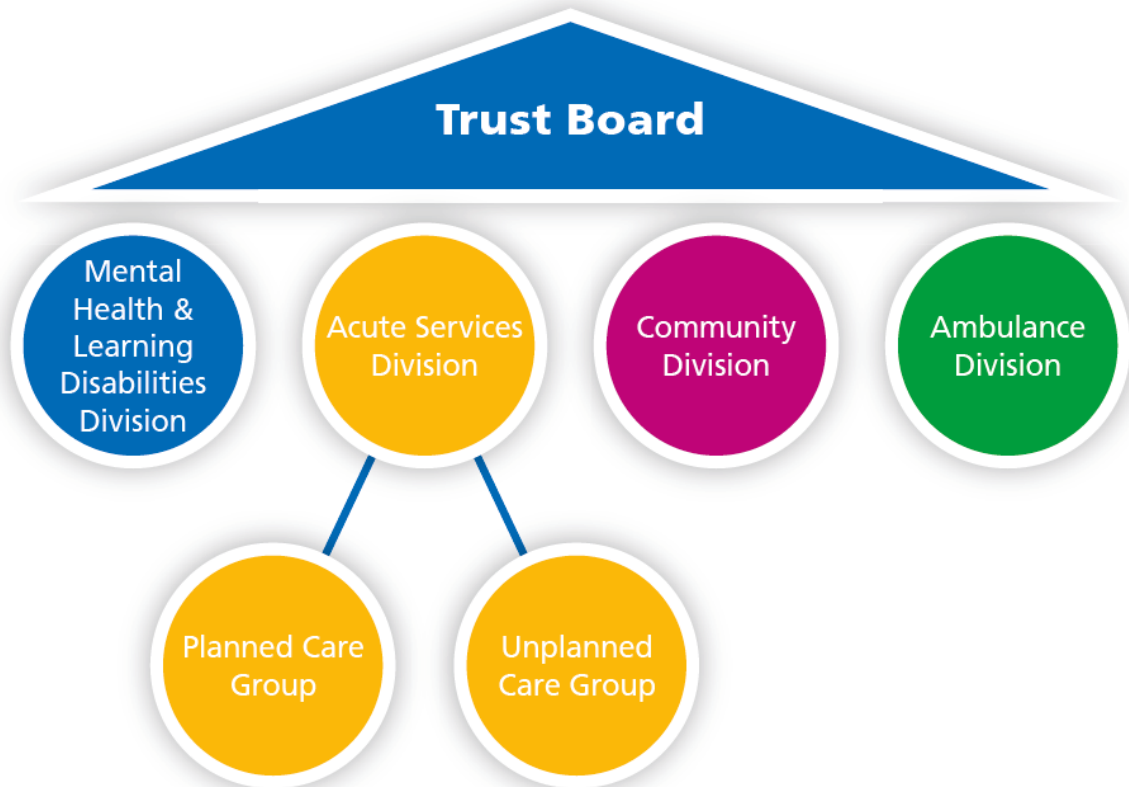
7. Patients come first in everything we do. Every post holder can make a difference to a patient's experience. You will come across patients as you walk around the hospital; we rely on all our staff to be helpful, kind and courteous to patients, visitors and each other.

8. Ensure you adhere to and work within local and national safeguarding children legislation and policies including the Children Act 1989 & 2004, Working Together to Safeguard Children 2013, 4LSCB guidance and the IOW Child Protection policy.

9. Ensure you adhere to and work within the local Multiagency safeguarding vulnerable adults policies and procedures.

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

## Appendix 1 - Organisational Chart - Trust Level



## Appendix 2 - Organisational Chart - Divisional Level

