

Department:	Department of Health and Social Services)	Section:	Medical
Reports to:	Chief Medical Officer		
Grade:	Falkland Islands Government Grade – (spot salary)	Job Code:	
Overall Purpose of the Role			
To provide high quality general practitioner and emergency care services to local population, military personnel and visiting foreign nationals and tourists, using locally available resources in an effective manner.			
Job Facts & Figures:			
<p>The FIG Health and Social Services Department provides comprehensive primary, secondary and community services to a resident population of about 3,700 persons, plus short-term residents and visitors. The KEMH provides all secondary care to the military base at Mount Pleasant (35 miles away).</p> <p>All health care is based in a 24-bed GP-led hospital in the Islands' capital, Stanley. There is a permanent surgical team comprising of an anaesthetist and general surgeon as well as theatre practitioners. The service is supported by a wide range of allied health professionals and a Social Services Department.</p> <p>The population is largely of UK origin but with many other nationalities present. Our health service follows UK practices and standards of care (e.g. NICE/SIGN/NHS), modified to meet local needs and circumstances. Preference will be given to GMC registered GPs who are familiar with working to UK best practices owing to the integration of the Islands' health system with the NHS. GPs with remote and rural experience from other similar healthcare systems internationally will also be considered.</p> <p>This post is for a full-time Medical Officer position that covers both General Practice as well as providing cover to the Emergency Department and Ward (including on-call commitment- typically 1 in 4).</p>			
Key Role Activities			
<p>The Medical Officer has continuing clinical and professional responsibility for patients under their care. It is also the duty of the Medical Officer to:</p> <ul style="list-style-type: none"> ❖ Provide full general practice care to the population following recognised evidenced based medicine frameworks (NICE, SIGN, GMC Good Medical Practice) and to follow in-house prescribing guidelines and referral practices. ❖ In conjunction with the wider health and social care team, monitor, maintain and promote the health of the population, undertaking chronic disease management clinics and auditing of health care targets. ❖ Provide urgent and emergency GP clinic reviews to visiting foreign nationals (mostly fishermen), tourists, military personnel and their dependents, treating medical problems ranging from minor to severe in the general practice setting. <p><i>The job description is not an exclusive or exhaustive definition of your duties. You shall undertake such additional or other duties as may reasonably be required by FIG commensurate with your role and grade.</i></p>			

Additional Information

- ❖ Participate in the duty rota for the Emergency Department (ED) and the Ward, providing evidence-based treatment for a wide range of acute medical conditions.
- ❖ Participate in the medical officer on-call rota, covering emergencies outside of standard working hours.
- ❖ Refer patients appropriately for further treatment by visiting specialist or medical treatment overseas (MTO)- where treatment cannot be delivered locally and in accordance with local policy. This may include initiating emergency referrals (in consultation with Chief Medical Officer).
- ❖ Ventilate and transfer patients via aeromed to the South American mainland if competent to do so.
- ❖ Provide a police surgeon service to the Royal Falkland Islands Police Force, excluding forensic work unless fully trained.
- ❖ Examine patients to certify fitness for insurances, immigration, pension purposes etc., and provide appropriate reports.
- ❖ Keep patients (and/or their carers if appropriate), informed about their condition and involve them in decision making about their treatment.
- ❖ Keep accurate, legible and complete records of all consultations within the patient's medical records in accordance with good professional practice and the requirements of the FIG health service.
- ❖ Maintain appropriate confidentiality of patient, hospital and government matters.
- ❖ Contribute to the development of medical and hospital practice by participating in continuing professional development, teaching, encouraging learning and promoting good practice.
- ❖ Participate in clinical governance activities including clinical audit, quality improvement processes, clinical risk management and delivery/development of evidence-based practice.
- ❖ Participate in the planning, development and evaluation of service improvements.
- ❖ Deputise for absent colleagues as necessary.
- ❖ Adhere to hospital policies and guidelines.
- ❖ Ensure continuing membership of a medical defence organisation, remain on the GMC Register (or equivalent), maintain professional standards and obligations as set out from time to time by the General Medical Council (GMC) (or other registering body) and comply in particular with the GMC's guidance on 'Good Medical Practice' as amended or substituted from time to time.

Criminal Record Checks: (This post is regarded as a sensitive post)

All applicants for Government posts will be asked to disclose convictions upon application. Criminal records will only be considered for recruitment purposes when the conviction record is relevant. Having an 'unspent' conviction will not necessarily bar a candidate from employment. This will depend on the circumstances and background to the offence(s).

Any information given will be completely treated as confidential and will be considered only in relation to the post to which the application refers.

Failure by a candidate to reveal information that is directly relevant to the post applied for could lead to the withdrawal of an offer of employment.

Person Specification:	Medical Officer		
Criteria	Essential	Desirable	Assessment Method
Qualifications & Training			
Registered and licensed to practice with the UK GMC or equivalent professional organisation.	✓		A/I
Certificate of Completion of Training (CCT) in General Practice / Certificate Confirming Eligibility for General Practice Registration (CEGPR), or equivalent	✓		A/I
Full valid driving licence	✓		A
Relevant further training (e.g. ALS/ATLS or special interest)	✓		A/I
Relevant postgraduate qualifications (e.g. MRCGP, DRCOG, MRCP) and/or other relevant diplomas.		✓	A/I
It is desirable if the individuals can provide full pre- intra- and post-partum obstetric services without immediate back-up of obstetrician, however training in this area may be facilitated.		✓	A/I
Knowledge, Skills and Experience:			
Ability to work well on a one-to-one basis or with groups	✓		A/I
Proficient in the use of GP clinical electronic patient record systems to enter and retrieve data	✓		A/I
Sound word processing and spreadsheet skills	✓		A/I
Extremely good organisational skills	✓		A/I/R
Desire to review and improve GP services and ensure up-to-date clinical practices are observed	✓		A/I/R
Ability to effectively write and present reports and case studies	✓		A/I/R
Evidence of skilled use of spoken and written word		✓	A/I/R
Experience of working with EMIS (or equivalent hospital records management system), Word and Excel		✓	A/I/R
Evidence of group organisation or leadership skills		✓	A/I/R
Experience of remote and rural medical practice		✓	A/I/R

Person Specification:	Medical Officer		
Criteria	Essential	Desirable	Assessment Method
Personal Attributes:			
Strong team player, supportive of colleagues, reliable	✓		A/I
Flexible approach to work, as unsocial hours and on-call duties will be required	✓		A/I
Must be physically fit enough to cope with flying and sea duties as well as everyday tasks	✓		A/I
Adaptable approach, with a friendly, co-operative attitude	✓		I
Capacity to be decisive and assertive, yet sensitive and sympathetic to the needs and abilities of others	✓		A/I
Ability to maintain absolute confidentiality at all times	✓		A/I
Respect for, and understanding of, other professional groups	✓		A/I
Ability to remain calm under pressure and work effectively to meet prescribed deadline	✓		A/I
Perceptive and supportive		✓	A/I
Ability to rapidly analyse the needs of others		✓	A/I
Evidence of having worked in high pressure situations		✓	A/I
Ability to provide examples of having operated pro-actively as a member of a team		✓	A/I

Note to Applicants: Please ensure that you demonstrate your ability to meet the requirements of the job in your application form by giving clear, concise examples of how you meet each criterion.

Method of assessment:

A - Application Form

I - Selection Interview

R – Reference

O - Other