

The Isle of Wight...

a great place to live and work!



Your guide to
opportunities
in primary care



Contents

- 4 Welcome**
- 5 About the Isle of Wight**
 - 6 Stunning scenery and beaches
 - 6 Steeped in history
 - 8 World-renowned events
 - 10 Reputation for innovation
- 13 Living here**
 - 14 Economy and retail
 - 16 Getting here and around
 - 16 Travel to the Island
 - 18 Transport on the Island
- 20 Moving here**
 - 20 Housing
 - 20 Education
- 22 Working here**
 - 22 Healthcare services on the Island
 - 22 Healthcare challenges
- 24 Working in primary care**
 - 26 Local primary care developments
 - 26 PCN locality map
 - 28 North East Locality
 - 30 Central and West Wight Health Alliance
 - 32 South Locality (IW)
- 34 Working with us**
- 36 Clinical roles**
 - 36 Clinical pharmacist
 - 38 First contact physio
 - 40 Physician associate
 - 42 Nursing associate
 - 43 Pharmacy technician
 - 44 Occupational therapist
 - 45 Dietitian
- 46 Non-clinical roles**
 - 46 Social prescriber
 - 48 Health and wellbeing coaches
 - 49 Care coordinators
- 50 Training and development**
- 52 Career prospects and support**
- 53 Working with our partners**
 - 53 Community care
 - 55 Hospital care
 - 56 Social care
 - 56 Commissioning services
- 57 Get in touch**



Welcome...

There has never been a more exciting time to work in primary care on the Isle of Wight.

With an ambitious vision for the future, we are exploring innovative ways of working, adopting new technology and being entrusted with national medical trials to help lead the way for the rest of the UK.

Our GP practices are now working together under new primary care networks strengthening their community teams with additional clinical and non-clinical roles and creating real opportunities to make a difference to patient care on the Island.

Joining us now will place you right at the heart of these developments, with support to grow your career and explore specialist interests.

And all within the backdrop of the stunning scenery and enviable lifestyle that living on the Isle of Wight brings.

We hope you find this brochure useful and please do get in touch if you want to have a chat about any of the roles and opportunities.

About the Isle of Wight...

The Isle of Wight is a diamond-shaped Island lying just a few miles off the coast of Hampshire.

It is home to a population of around 140,000 – a number that grows in the seasonal periods when around 2 million visitors come each year to sample the lifestyle that residents enjoy all year round.

Historically both a tranquil retreat and a hub of scientific and industrial innovation, the Island bustles with entrepreneurialism and is home to some of the world's most renowned events. Yet it also basks in some of the UK's best weather and boasts some of the country's finest natural environments.

It is a place where work and relaxation go hand in hand.



Stunning scenery and beaches

At just over 22½ miles across and 13½ miles deep, you are never more than a few miles from the Island's spectacular coastline. Half the island is designated as an Area of Outstanding Natural Beauty and in 2019 it was awarded UNESCO Biosphere status recognising the sustainable relationship between its residents and the local environment.

Increasingly, the Island is seen as a mecca for both cycling and walking. Not only are we home to some of the UK's best beaches, we also have around 200 miles of cycle tracks, byways, bridleways and footpaths to explore including the spectacular 68-mile coastal route.

Steeped in history

The Island has a rich, historical past, with Osborne House a favoured retreat for Queen Victoria and Carisbrooke Castle famed for its imprisonment of King Charles 1st.

In years gone by the Island has been home to famous poet Alfred Lord Tennyson and internationally acclaimed photographer Julia Margaret Cameron.

Regular visitors included poets Keats and Swinburne and author Charles Dickens who wrote most of David Copperfield here during an extended stay.







World-renowned events

The Island also enjoys a worldwide reputation for sailing and is home to Cowes Week, one of the world's oldest and largest annual sailing regattas, participated in by celebrities and locals alike.

The Isle of Wight Festival, made legendary by the 1970 event which marked the last performance of Jimi Hendrix, the largest UK music event ever with up to 600,000 in attendance – also brings the cultural spotlight back on to the Island when it is staged each June.

This pedigree complements an annual array of other arts based events including other smaller but nonetheless popular music festivals, the annual Isle of Wight Literary Festival which attracts international writers, plus numerous other events in a packed and diverse annual artistic calendar.



Main picture: Cowes week
Below: Isle of Wight festival



Reputation for innovation

The Island has long been a hotbed of innovation.

In the 1800s Marconi set up the world's first radio station at the Needles Battery and Alexander Graham Bell demonstrated an early version of the telephone to Queen Victoria at Osborne House.

Sir Christopher Cockerell, inventor of the hovercraft, undertook his research and development work in East Cowes, and John Milne, a pioneer of the science of seismology, lived and worked in Shide on the Island.





Today, the Island continues in its reputation for pioneering industries with many local companies making their name in the global marketplace.

Companies working in as varied industries as hi tech shipbuilding, wind turbines, software solutions, radiation decontamination, aerospace engineers, composite manufacturing and more.

The Isle of Wight NHS too has also been selected by Government for ongoing trials in a number of fields to advance patient care through cutting edge technology and practices.



Living here...

Though just a short ferry ride from the mainland, and only two hours travel away from London, there is a uniqueness to life on the Island.

The Isle of Wight has a strong community spirit with many clubs and organisations to suit all ages and interests. The Island is perhaps best known for its sailing and there are many opportunities to get involved in this popular pastime.

The natural beauty of the Island and the abundance of coastline make it an enviable location to live in and it provides ample opportunities for outdoor activities from paddleboarding, kayaking, canoeing and rowing to the more adrenalin fuelled experiences of parasailing and paragliding as well as surfing and windsurfing.

It also boasts a vibrant arts culture with plenty of music, theatre and heritage sites to explore.

With cosy pubs for winter evenings, outdoor terraced restaurants by the beach to enjoy in the summer months and plenty of local, homegrown delights, it is a foodie heaven too.

Young or old, single or with a family – the Isle of Wight is a great place to live and to find that work-life balance.





Economy and retail

The Island has a diverse economy.

Wholesale/retail is the largest business sector on the Island followed by accommodation and construction.

Professional, scientific and technical companies account for about one in ten businesses but these tend to be small and micro organisations.

Indicative of its geography and reputation as a holiday destination, tourism and ship and boat building are also key sectors.



Given its largely rural nature, agriculture is also an important industry and high quality local produce – as well as finding its way into some of the UK’s best known eateries – has also helped revive the Island as a haven for food lovers.

Regularly visited by TV chefs and now famous for sought-after produce including garlic, tomatoes, cheese and gin, the Island is a great place to dine with a multitude of eateries to suit all tastes.



Getting here and around

While there are almost infinite leisure and recreational opportunities, there are also plenty of practical reasons that make the Island a great place to live and work.

Travel to the Island

Located just a few miles off the South Coast of England, the Isle of Wight can be easily accessed via routes from Portsmouth, Southampton and Lymington served by three car ferry services, and high-speed catamarans and a hovercraft service for foot passengers.

Ferry operators Wightlink, Hovertravel and Red Funnel operate up to 200 crossings each day. The fastest route is via the hovercraft which operates a passenger service between Southsea in Portsmouth and Ryde, with journey times taking approximately 10 minutes. There are also foot passenger services operated by Wightlink between Portsmouth and Ryde taking approximately 22 minutes and by Red Funnel between Southampton and Cowes taking approximately 25 minutes.

Wightlink is the largest of the three operators and also runs car ferry services between Portsmouth and Fishbourne and Lymington and Yarmouth, taking around 40 minutes. Red Funnel operates a car ferry service between Southampton and East Cowes with a journey time of around 60 minutes.

All three companies offer various discounted tickets, special offers and have season tickets for those wanting to commute or use their services regularly (visit their websites for more details).







Transport on the Island

Measuring 22½ miles by 13½ miles it does not take long to get from A to B in the Isle of Wight! Its network of roads – which have undergone an upgrade in recent years – link the main towns and villages with scenic routes.

The Island is served by a network of buses operated by Southern Vectis with good links between Newport and the main towns. A train service also connects towns along the east coast of the Island – starting at Ryde Pier Head stopping at Brading, Sandown, Lake and Shanklin.

There are dedicated cycle routes between Sandown and Newport as well as Cowes and Newport for those keen to commute on two wheels. Electric Vehicle charging points can also be found in council car parks across the Island.



Moving here...

Housing

With over half of the Island designated as an Area of Outstanding Natural Beauty and the coast never far away, it is a great place for those with a love of the outdoors to live.

Property prices are on average lower than in the South but higher than those in the Midlands and further North. The average price for a house being around £250,000 compared to an average for England and Wales of nearer £300,000.

Education

The Island has an extensive choice of schools organised in a two-tier system like other parts of the country. There are 49 local authority maintained schools or academies: 39 primary schools (for pupils aged four to 11), six secondary schools (for pupils aged 11 to 19), one all-through school (for pupils aged four to 16) as well as schools offering specialist support. There are also two independent fee-paying schools on the Isle of Wight; Ryde School and Priory School which educate pupils from early years to the age of 18. The Island also has plenty of further education opportunities both academic and vocational.



Working here...

Healthcare services on the Island

The population of the Isle of Wight is served by a healthcare system that operates principally on the Island. Whilst some aspects of specialist, acute care are provided off the Island, primary care, acute, mental health, community care, social care and emergency care needs are all met by providers who are co-located on the Island.

All parts of the healthcare system have formed an Integrated Care Partnership and a health and care plan for the Island which seeks to support people to live healthy, independent lives.

Healthcare challenges

The Island faces many of the healthcare challenges common to other parts of the UK, for example, people leading unhealthy lifestyles (smoking, obesity, and alcohol related lifestyle issues).

However, we also have some fairly unique challenges including the fact that 27.1% of our population is aged 65+ and population projections indicate by 2025 this will have risen to 30%. With people living longer and needing more support, particularly those living with long-term conditions, this represents a significant challenge.

For those working in the profession here it also represents an opportunity to potentially look at undertaking specialisms and to work in an environment that will lead the way in tackling the challenges the rest of the UK will ultimately face.





Working in primary care...



Primary care services on the Isle of Wight, in other words those provided by General Practitioners (GPs) and other primary care professionals, are provided by 12 practices operating across the Island.

Practices vary in size as does the number of registered patients that each practice sees, ranging from between 5,500 – 28,000 patients.

All practices have been given a 'Good' or above rating by the Care Quality Commission.

Together practices care for the total population of around 140,000 people all of the time. During key seasonal periods, they will also provide temporary care to a large number of tourists visiting the Island.



Local primary care developments

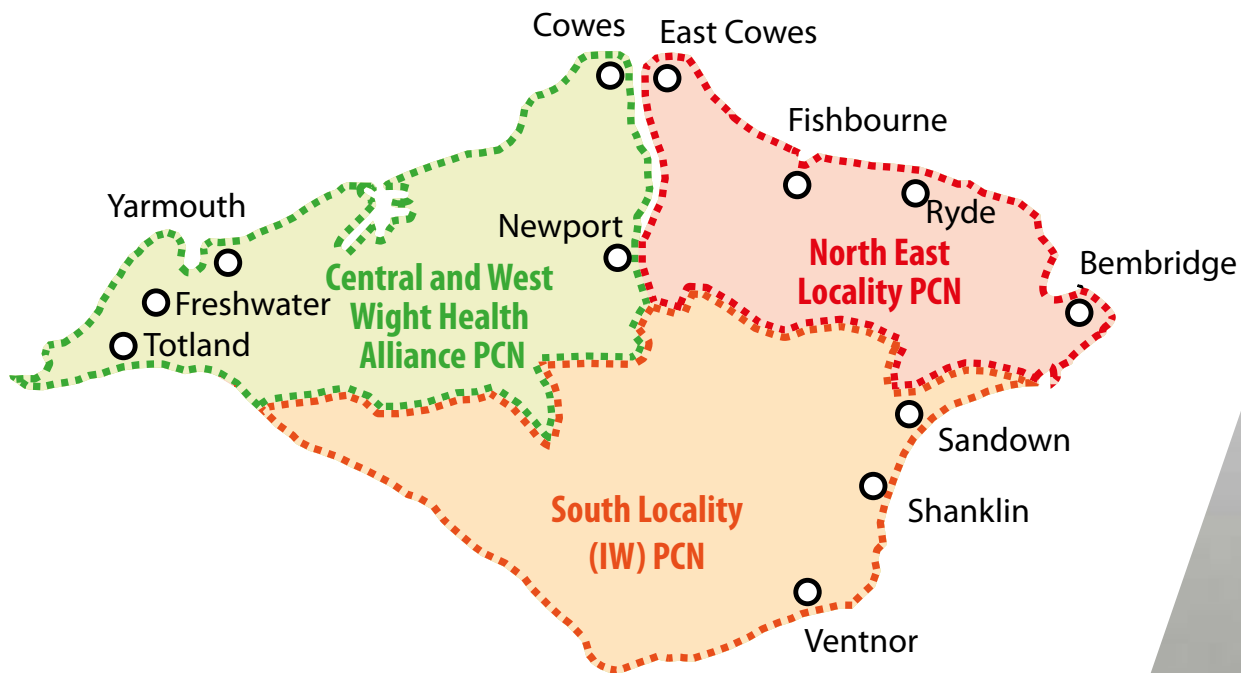
Primary care in England has undergone some significant changes over the last year as part of the Government's GP contract reforms to help implement the NHS long-term plan. These changes include setting up Primary Care Networks (PCNs); groups of GP practices who will work together and share their expertise and resources across a wider geographical area, working with a range of local providers to offer more personalised, coordinated health and social care to their local populations.

On the Island there are three primary care networks: North East Locality, Central and West Wight Health Alliance, and South Locality (IW).

Collectively our aim is to strengthen, develop and support local general practice, to enable the delivery of high-quality care to local people.

Together we have already begun some innovative work, supported by our GP Federation; One Wight Health, to find new, sustainable ways of improving our population's health and wellbeing.

PCN locality map





North East Locality PCN

The North East Locality PCN comprises six practices:

- Tower House Surgery, Ryde
- The Esplanade Surgery, Ryde
- Argyll House Surgery, Ryde
- East Cowes Medical Centre
- St Helen's Surgery, St Helen's
- Medina Healthcare, Wootton Bridge

The North East is the largest Primary Care Network by population size with 53,342 residents, and the most densely populated locality. The area offers a mix of urban and rural areas including the major gateway towns of Ryde and East Cowes.

Its population profile mirrors that of the wider population, with a higher proportion of older people. Around 22.5 per cent of people living in the North East Locality PCN have a long-term illness or disability. The locality also has the highest rate of unemployment at 4.83 per cent and contains several areas of deprivation but, conversely, parts of the area are also home to many second homeowners. This population profile presents a varied opportunity for healthcare professionals seeking new roles and all within easy commuting distance from the mainland or for those considering a move to the Island.

The network is well resourced both in terms of GPs and a wide range of different practitioners operating within and across the practices including advanced nurse practitioners and shared roles like paramedics, providing a patient visiting service, and clinical pharmacists. The practices also share flu clinics in the Ryde area and phlebotomy services and work to empower patients and their carers to improve their physical and mental wellbeing.

Together the practices within the network have embraced innovation, working on a number of initiatives to improve patient care including setting up the first primary care mental health practitioner model on the Island. This involves mental health practitioners (pictured right) working in practice to support patients, working in partnership with secondary care and with peer support from the Isorropia Foundation – a specialist mental health community interest company working on the Island. The initiative has been a great success for patients and professionals alike and is now being rolled out across the Island.

The member practices within the network work as a cohesive team to provide high quality medical services for their local community and together share learning and provide mutual support. They work collaboratively with neighbouring networks and with other health partners to deliver holistic services based around the needs of the community and individual patients.

Dr Jo Hesse (pictured right), Clinical Director said: "We are a vibrant and varied group of practices that work together to better the services we offer our patients, and to support each other. We are innovative, hard-working and provide opportunities for clinical leadership. We look forward to welcoming you to our team."



Central and West Wight Health Alliance PCN

The Central and West Wight Health Alliance PCN comprises three practices:

- Newport Health Centre
- Cowes Medical Centre
- Wight Primary Partnerships Ltd, Freshwater

The practices cover the largest geographical area on the Island measuring 16,508 hectares; almost half of the total area and a population of 49,832; almost two-fifths of the total Island population.

The area includes the seaside towns of Freshwater, Yarmouth, and Cowes as well as the more densely populated, main town of Newport, the Island's administrative centre.

The locality has the lowest percentage of unemployment at 3.7 per cent but the highest proportion of those claiming out-of-work benefits. There are several areas of deprivation within the locality, notably in Newport (Pan) with some of the highest figures on the Island for children living in poverty. At the same time, other parts of the locality such as the towns and villages of Calbourne, Gurnard, and parts of Carisbrooke, Northwood and Cowes are among the least deprived.

Its population profile mirrors that of the Island, but this varies considerably across the locality, with areas of the West Wight having an older population profile compared to, for example, parts of Newport in particular Pan. Perhaps surprisingly given its population profile, the locality has the lowest number of residents with a long-term illness or disability (21.7 per cent).

There have been some notable community initiatives in this locality including multi-agency partners working together on the Pan Estate, one of the more deprived areas of Newport, to improve the health and wellbeing of the population.

Similarly, in the West Wight, the sports and community centre in Freshwater has worked closely with its local GP practice and parish council to develop a community support hub for the local population. The centre has a health and wellbeing focus and brings together a number of healthcare professionals and voluntary sector partners to deliver a range of facilities, support, and advice.

The locality was also the first to pilot Musculo-Skeletal First Contact Practitioners working in practice (pictured right). This was a great success, enabling patients to

access specialist care quickly and freeing up 500 patient appointments with GPs and other healthcare professionals.

The locality has already seen several practices merge to provide services across dual locations and it has ambitions in the future to develop a health and wellbeing centre in the central town of Newport. The modern, state-of-the-art centre would not only support the clinical needs of the local population housing primary care support, but also complementary services from exercise facilities to nutrition advice providing holistic support to local people.

Health professionals within this locality have also been engaging with the Kings Fund to look at how it can develop its teams most effectively.

Dr Myrto Kaklamanou (pictured right), Clinical Director for the locality said: "We have strong community links across a very diverse network covering both semi-urban and rural areas which provides a great amount of variety in our day to day work. We pride ourselves on taking an innovative approach to our work and trying new things to improve our services both for our patients and for those who work closely with our teams. We look forward to welcoming new members to our supportive, innovative and passionate team"



South Locality (IW) PCN

South Locality (IW) PCN comprises three practices:

- The Bay Medical Practice
- Ventnor Medical Practice
- South Wight Medical Practice

The South Locality (IW) area covers over a third (37 per cent) of the Isle of Wight total area and just over a quarter of the population 41,762 (27.4 per cent). As such it is the least densely populated locality and covers a mix of seaside towns and rural areas with some remote places with limited public transport.

South Wight follows a similar population profile to the Island as a whole, although more exaggerated, with proportionately more elderly people (75+). This is also reflected in its economic profile, with the highest number of homes owned outright and the lowest percentage of economically active residents (63.1 per cent). As perhaps expected with its profile, it has the highest number of residents with a long-term illness or disability. There are also around 17,770 people who are socially isolated in this locality and it has the largest number of care homes.

A number of practices in this locality have already merged including one merger that created the largest practice on the Island; The Bay Medical Practice. This has a surgery in Sandown located next to one of the Island's main leisure centres and another surgery in Shanklin. Also, in this locality is one of the smallest practices on the Island; South Wight Medical Practice, which is set over three sites in Niton, Brighstone and Godshell.



South Locality (IW) PCN has built up a strong network of community partners, providing the opportunity for more joined up working with the voluntary sector, town and parish councils and other healthcare professionals. The network provides phlebotomy services removing the need for patients to visit the hospital in Newport. It also has the only dispensing practice on the Island.

The forward-thinking practices have already put in place a number of successful and innovative initiatives including employing a paramedic in practice to assist with patient visits, and a mental health nurse. The South Locality (IW) PCN also employs a social prescriber and clinical pharmacist working in practice across the network. The social prescriber supports patients with non-medical issues such as anxiety, social isolation, nutrition, and exercise.

There are no shortage of GPs in this locality offering an opportunity for GP supervision within a friendly and supportive environment. For many of those healthcare professionals working in this area, there is an opportunity to be based at the heart of these communities and to provide healthcare interventions across generations. The network is looking for people who are dynamic, friendly, and caring and can offer an innovative, forward thinking and supportive environment to anyone considering joining its team.

Dr Oommen John (pictured right), Clinical Director for South Locality (IW) PCN said: "Our vision is to provide a variety of high quality, efficient and responsive health and wellbeing services to our patients close to their homes. We look forward to welcoming you to our dynamic, caring, and friendly team."



Working with us...

This is an exciting time to be working with us as we begin to build and enhance our clinical teams across all three of our Primary Care Networks.

Each of our networks has a strong commitment to developing and supporting these teams to help us deliver the best possible health and care services to people on the Isle of Wight.

There are a significant number of employment opportunities and we expect these to grow further still over the next few years and many offer exciting and varied work and a chance to develop new skills or pursue specialist interests.

We are seeking like-minded people who are motivated to deliver excellent care within general practice. Those who want to be at the forefront of innovative work in primary care and enjoy working and collaborating as part of a dynamic team of people.

We have the infrastructure, relationships, and potential for you to make a significant difference to outcomes for local populations and for individual lives across the Island.

We are flexible and willing to explore aspects of remote working with the relevant IT support, for roles that can be adapted to this approach.

We also have peer support, mentoring, training, and leadership opportunities for you to forge and shape successful careers.

So, if you want to work in an environment that is interesting, rewarding and challenging then take a look at the following job opportunities and get in touch!



We're recruiting!

Clinical roles...

Clinical pharmacist

A clinical pharmacist supports and works alongside a team of pharmacists in general practice, supported by a senior clinical pharmacist who will develop, manage, and mentor them.

Working as part of a multi-disciplinary team, the role involves taking responsibility for chronic disease management in practice and undertaking clinical medication reviews with patients taking complex, multiple medications to proactively manage their care and treatment.

The role also involves working closely with the practice team with regard to prescription and medication enquiries, supporting the repeat prescription system, dealing with acute prescription requests, medicines reconciliation/safer prescribing and providing expertise in clinical medicines advice and medicines optimisation.

Your work may involve:

- advising GP practices on good prescribing;
- ensuring local prescribing is evidenced-based supporting best practice;
- developing local formularies;
- planning, commissioning, and delivering pharmacy services;
- financial management of prescribing budget;
- facilitating certain clinics;
- providing training to prescribers.

Personal qualities and skills

- Excellent knowledge of treatments.
- Attention to detail.
- Effective communication skills.
- Good IT skills.
- Ability to work independently and as part of a team.
- Problem solving/Solution seeking skills.
- Motivation to deliver excellent service within general practice.
- Clinical competencies.

Case study



Name: David France
Job title: Clinical pharmacist
Location: South Locality (IW)
Primary Care Network

My work as a clinical pharmacist in the South Locality (IW) Primary Care Network, means that I am involved in just about anything to do with medicines within the practices, from responding to patients enquiries about their medication to supporting colleagues within the practice with advice about patient medication.

“Every day is different, and the key is about being flexible and adapting your skills.”

I worked previously in a community pharmacy which I did enjoy, but working at a practice level gives you an opportunity to access so much more data and a chance to make even more meaningful interventions into patient care.

There is a different pace too, it is still busy but there is a chance to use your time differently, to talk to colleagues about patients and make a more rounded assessment of what’s needed.

It’s also rewarding because, you don’t just encounter patients as a one off like you might do in a community pharmacy, you have a chance to follow their journey and see how their medication and treatment has helped improve their health and wellbeing over the longer-term.

“If you are considering a move to the Island, well what better place to live. Where else could you wander down to the beach for a swim in your lunch break!”

First contact physio

The vast majority of musculoskeletal first contact practitioners are physiotherapists with enhanced skills. They can help patients with musculoskeletal issues such as back, neck and joint pain.

Patients with back and joint pain, including conditions such as arthritis, can see their local MSK first contact practitioner, rather than waiting to see a GP or being referred to hospital.

By making it easier for patients to access a physiotherapist, patients will have quicker access to diagnosis and treatment, helping them to manage their conditions more effectively and recover faster, so they can get back to normal life quickly. They will also help GPs to manage their workload more effectively and reduce the need for onward referrals.

Your work may involve:

- assessing and diagnosing issues;
- giving expert advice to patients on how best to manage their conditions;
- providing an initial treatment plan;
- referring patients onto specialist services if necessary.

Personal qualities and skills

- Ability to work with a high degree of autonomy.
- Excellent interpersonal skills.
- Good communication skills.
- Clinical competencies.

Case study

Name: Mike Constantine
Job title: First contact physio
Location: North East Locality
Primary Care Network



I work as a First contact physio based in GP practices in the North East Locality Primary Care Network on the Isle of Wight. I have only been in the role for six days, but I am already starting to feel at home here.

“There’s a great team and an infectious energy from those leading the development of these new roles in primary care which is really encouraging.”

I trained as a physiotherapist, qualifying in the mid 1990’s, and have been working recently in spinal triage in secondary care on the mainland. I saw the job role advertised on the Island and found the prospect of working in a role that bridges both primary and secondary care very appealing. I work two days a week in a GP practice in Ryde and one day a week in a GP practice in East Cowes and then I also work at St Mary’s Hospital on cases that have been referred for further treatment.

It means that I can help patients through that first stage of assessment and treatment, but also support them when things start to escalate and interventions are needed at the next level. It provides an element of continuity of care as well which I enjoy and keeps me in touch with the secondary care part of the role which is important to me.

“I hadn’t previously considered a role on the Island, but when I saw the role advertised, I was impressed. It showed me that the primary care networks were keen to develop an all rounded member of the team.”

My home is still on the mainland, but I live here during the week and return home at weekends. It is a lovely place to stay and a great professional opportunity.

Physician associate

A Physician Associate is a clinical graduate who, while not a doctor, possesses the attitude, skills and knowledge base to help diagnose and manage the treatment and care of patients, alongside the practice team, under the supervision of an experienced GP. In their role they can provide extra capacity to help with continuity of patient care and can help free up consultants to enable them to concentrate on more complex cases.

It is still a fairly new role in primary care but one that is evolving over time and with increasing opportunities.

Your work may involve:

- taking medical histories;
- performing examinations;
- working with patients, carers, and healthcare professionals;
- minor surgical procedures;
- diagnosing physical and mental health conditions;
- facilitating management of chronic conditions;
- analysing test results;
- running clinics.

Personal qualities and skills

- Good communication skills.
- Flexible and adaptable.
- Well organised.
- Confident and able to work on your own initiative.
- Ability to work independently and as part of a team.
- Committed to providing high quality care.
- Appreciation of the value of teamwork.
- Clinical competencies.

The Island also has a peer network to support those working in physician associate roles here. Coordinated by Professor Mark Pugh, Consultant Rheumatologist for the Isle of Wight NHS Trust, the group meets regularly and includes those working in a similar role in secondary care. Professor Pugh, who also works part-time with the University of Portsmouth School of Health Sciences and Social Work, is the medical lead for the Portsmouth Physician Associate training programme and is a GMC associate working on the regulation of physician associates.

Case study

Name: Alexandra Goodhead
Job title: Physician associate
Location: St Mary's Hospital, Newport



I qualified in December 2019 and I am one of three physician associates working at St Mary's Hospital. Though the role is fairly new in the UK I was pleased and surprised when I joined just how many people were aware of the role and what it entails.

I absolutely love the job and cannot imagine doing anything else now. No matter what challenges the day might bring, I always come back from work feeling accomplished and happy.

“There is just no downside to my work – it is 100 per cent the job for me.”

The whole medical team I work with is just so supportive and I feel so respected by all – supervisors, consultants, everybody. I work in the general medicine and gastroenterology department and enjoy the continuity of being based there as opposed to rotating around like a junior doctor might. But at the same time work is fast-paced and every day is different.

From speaking to colleagues on the mainland who work in primary care within GP practices, I know they feel the same about the role and, like me, thrive on making a difference to patients. I look forward to being joined by colleagues in similar roles working in primary care on the Island.

“I am originally from Leicestershire, but we moved here when I was eight. This is where I have grown up and the Island is very much home to me. I love it here – the people are so friendly, the weather and scenery are great and while the lifestyle is wonderfully laid-back there is always something to do.”

Nursing associate

Nursing associates are a new support role that help bridge the gap between healthcare support workers and registered nurses to deliver hands-on, person-centred care as part of the nursing team. It enables nurses to focus on more complex clinical work and offers career progression opportunities for healthcare assistants and other roles. Nursing associates work with people of all ages and in a variety of settings and the role is supported by/supervised by senior nursing staff or GPs.

Your work may involve:

- carrying out patient annual reviews;
- assisting in and performing routine tasks related to patient care;
- delivering health promotion advice, where appropriate;
- family planning;
- documenting consultations in line with NMC guidelines;
- chaperoning and assisting patients where appropriate;
- assisting GPs with minor surgery;
- requesting pathology tests;
- assisting in practice audits;
- cytology;
- childhood immunisations and vaccinations
- general and specific health screenings;
- advising patients on general healthcare;
- other work as directed by the senior practice team.

Personal qualities and skills

- Passionate about caring for other people.
- Educated to foundation degree level.
- Good communication skills.
- Effective team player.
- Ability to work independently.
- Knowledge of when to seek advice and refer.
- Ability to move between sites/settings.
- IT skills.
- Good time management.
- Excellent record keeping.
- Good inter-personal skills.

Pharmacy technician

Pharmacy technicians are senior members of the pharmacy team who manage and prepare the supply of medicines and give advice to patients and customers.

As a pharmacy technician you will work alongside the Primary Care Network's Clinical Pharmacists and as a key member of the GP practice teams, contributing to prescribing of the highest quality, safety, and value, supporting medicines management and prescribing processes.

This will include working in several general practices and care homes to ensure the medicines optimisation is delivered to support cost-effective prescribing and a high standard of patient care as part of the primary care GP practice team.

Your work may involve:

- preparing and dispensing prescriptions including repeat prescriptions;
- working with care homes to carry out medicine reviews under supervision;
- providing training and support on the legal, safe handling and storage of medicines;
- providing advice/answering queries from patients and carers;
- assisting in the delivery of patient safety audits;
- supporting practices with preliminary medication reviews and medication reconciliation;
- reviewing the prescribing of antibiotics;
- liaising with other members of the pharmacy and practice team;
- supporting the implementation of national and local prescribing policies.

Personal qualities and skills

- Accurate, methodical and responsible.
- Professional, calm, and efficient.
- Able to pay attention to detail.
- Effective communication skills.
- Ready to refer to the pharmacist when necessary.
- Able to understand law and guidelines on medicines.
- Able to read and carry out instructions.
- Clinical competencies

Occupational therapist

Occupational therapists work with people who have difficulties carrying out various day to day activities because of disability, illness, trauma, ageing, and a range of long-term conditions.

You will see a huge variety of patients and help them with many different issues as an occupational therapist. This could include things like helping someone adapt to life after major surgery, helping people with a mental illness or learning disability with everyday activities such as work or volunteering, or helping elderly people stay in their own homes by providing adaptations for their home.

Your work may involve:

- advising on how to approach a task differently;
- using equipment or assistive technology;
- adapting the living or working environment;
- finding strategies to meet an individual's goals;
- working with patients and their families;
- working with groups or other healthcare professionals;
- helping people find ways of doing activities that are important to them;
- helping improve people's quality of life.

Personal qualities and skills

- Excellent interpersonal and communication skills.
- Good organisational skills.
- Patience and enthusiasm.
- Creative ability to find solutions to problems.
- Ability to work independently and as part of a team.
- Clinical competencies.



Dietitian

A dietitian is an expert in dietetics – human nutrition and the regulation of diet. A dietitian translates the science of nutrition into everyday information about food. They work with patients to alter their nutrition based upon their medical condition and individual needs. Dietitians are regulated healthcare professionals licensed to assess, diagnose, and treat nutritional problems.

In your role you will advise people and help them make informed and practical choices about their food and nutrition. This could include, eg, people with digestive problems, those who want to lose weight, or who need to put on weight after an illness, or people with an eating disorder or a food allergy.

Your work may involve:

- assessing, diagnosing, and treating dietary and nutritional problems;
- informing other health professionals about diet and nutrition.

Personal qualities and skills

- Excellent interpersonal skills.
- Good communication skills.
- Well organised.
- An interest and understanding of science and food.
- An interest in people and lifestyles.
- Positive and motivating attitude.
- An understanding approach.
- Ability to explain complex things simply.
- Patience.
- Clinical competencies.



Non-clinical roles...

Social prescriber

People visit their GPs for a range of different reasons and sometimes these issues can be caused by underlying non-medical matters such as loneliness, anxiety, unemployment, illness, or debt and sometimes a medical prescription is not the best solution.

A social prescriber works with patients and their families to explore and help them access a range of local community services that provide practical or emotional support and guidance of a non-medical nature.

The role is hugely varied and rewarding with opportunities to make a difference and improve the health and wellbeing of people in the community and enable people to remain independent and live their best lives.

Working alongside the practice team, social prescribers can help free up the capacity of other healthcare professionals to help patients in need of medical support..

Your work may involve:

- researching local services and support;
- liaising with community contacts and local services;
- spending time listening to patients and understanding their needs;
- supporting them to develop a plan of action;
- liaising with and supporting other members of the practice team.

Personal qualities and skills

- Good communication skills.
- Effective listening skills.
- Ability to work independently and as part of a team.
- Problem solving.
- Flexible and adaptable.
- Confident and able to work on your own initiative.
- Caring and compassionate.
- Patience.
- Low level counselling skills.
- Sense of humour.

Case study

Name: Rudi Hendon-John

Job title: Social prescriber

Location: Central and West Wight Health Alliance
Primary Care Network



I work as a Social Prescriber across a number of GP practices in the Central and West Wight Health Alliance Primary Care Network. I have been working in community-based roles on the Island for the last few years and really enjoy the huge variety of work that brings and the opportunity I have to make a real difference to people's lives.

The topics I deal with on a day-to-day basis are extremely varied; one minute I can be supporting someone with an eating disorder, or someone trying to lose weight, the next someone who is isolated and lonely or someone experiencing domestic abuse or suffering from anxiety. I work closely with them and often with their family or wider support structures, to research and provide information and contacts that enable them to help themselves and get on the right track to improving their lives.

“The best bit of the job? Well that’s when they don’t need you anymore, that’s when you know you’ve done your job well.”

My background as a social worker has given me a solid knowledge base for this role. I have held a number sports coaching qualifications, which encourages you to think creatively, so that everyone experiences a degree of success. I think being able to adapt your language to explain things to people in the right way; putting yourself in someone else's shoes is a good skill to have too.

I really enjoy working across the different practices and with other professionals in different roles. We refer people to each other and share information where appropriate, very much working as a team to make life better for people in our community. My work can also help free up time for other patients with more complex medical needs to be seen by other healthcare professionals within the practice.

“If you are a real people person, if you are empathetic and like to get things done, then this is the role for you.”

Health and wellbeing coaches

Health and wellbeing coaches engage with people to support them in taking an active role in their health, providing advice and support for both patients and colleagues. They take a holistic approach helping people to identify difficulties or issues in all areas of their life and helping them find solutions and lifestyle changes that mean they can lead happy and fulfilled lives.

Health and wellbeing coaches can also play a key role in helping to tackle health inequalities.

Your work may involve:

- engaging with patients and helping them set realistic goals;
- delivering group/1:1 sessions on healthy eating, physical activity;
- developing personalised care plans;
- providing practical advice and support to patients;
- supporting and advising colleagues across the Primary Care Network.

Personal qualities and skills

- Good interpersonal skills.
- Effective communication skills.
- Well organised.
- Ability to work independently and as part of a team.
- Enthusiastic and motivated.
- Positive approach to integrated working.
- Clinical competencies.

Care coordinators

A care coordinator (or patient care coordinator) is a trained health professional that helps to manage a patient's care, for example the elderly or disabled. They monitor and coordinate patients' treatment plans, help educate them about their condition, connect them with health care providers and evaluate their progress.

Your work may involve:

- consulting with patients and family members;
- educating them about their condition and medication;
- providing specific instructions or advice;
- developing a care plan for their healthcare needs;
- liaising with other healthcare professionals/specialists;
- setting up appointments/treatment plans required;
- monitoring and evaluating progress.

Personal qualities and skills

- Good communication skills.
- Computer skills and proficiency in Microsoft Office.
- Strong analytical thinking.
- Ability to handle multiple tasks concurrently.
- Excellent customer relations skills.
- Compassion and empathy.
- Clinical competencies.



Training and development...

We offer a comprehensive training programme with opportunities for everyone involved in primary care.

We also actively encourage participation in leadership development opportunities and in peer support and mentoring training.

Opportunities for training and development also extend beyond the Island. We regularly have opportunities for people to participate in regional and national projects and secondments.

Our excellent working relationship with partners across the healthcare system also facilitates additional experience, secondment, or training opportunities within the acute, commissioning or community setting.



Case study



Name: Katie Clough

Job title: First contact practitioner
(physiotherapist)

**Primary care learning environment
lead, Health Education England**

Location: Based in primary and secondary care, Isle of Wight

I work in primary care on the Isle of Wight, as a first contact practitioner specialising in musculoskeletal (MSK) medicine, based in general practice within the Central and West Wight Health Alliance, Primary Care Network.

On average MSK conditions, such as arthritis, problems with muscles, tendons, ligaments, nerves or bones, account for around 17 to 33 per cent of a GP's caseload. A few years ago, we started a four-month pilot on the Island using Advanced MSK Practitioners working part-time within general practice. It proved so successful, freeing up 500 patient appointments, reducing costs and ensuring patient treatment with the right person at the right time, that we have since started rolling it out across the Island.

I am now helping to grow and expand the team and assisting with the training and development of some of those who are new to the role, so they have the right support.

“I’m enjoying having the opportunity to take on a role leading, training and mentoring others.”

I am also working two days a week on a six-month secondment to Health Education England using my experience to look how we can bring these and other new roles into Primary Care Networks across the country, to provide similar kinds of support, depending on the needs of their patient population.

“My experience on the Isle of Wight has given me an opportunity to develop my career further, working at a national level.”

Career prospects and support...

Your health and wellbeing is important to us and while we live in the perfect place to take advantage of the healthy lifestyle it affords, we seek to ensure that you are supported in all aspects of your work. From peer support groups, mentoring, training and personal development, we make it our mission to ensure you have the support you need to help you thrive in your career with us on the Island.

We take diversity and inclusion matters extremely seriously and consider ourselves to be an equal opportunities employer. We work with other partners on the Island and their networks to offer a wide range of support to those who choose to work with us.

We also offer excellent opportunities for career progression both on the Island and further afield. With opportunities to pursue specialist interests, experience of working in other healthcare sector environments and within multi-disciplinary teams.

All our roles are offered at competitive rates of pay and conditions.



Working with our partners...

We are working closer than ever with colleagues in our acute hospital and with our clinical commissioners as well as those working out in the community in social care and within our vibrant voluntary sector under our Integrated Care Partnership.

Together we are on a mission to work together to improve health and care, investing in community services and transforming mental health services so that people in our community can live healthy, independent lives.

Community care

Community services are delivered to patients at home, in local community hubs and at St Mary's Hospital on the Isle of Wight, by a wide range of professionals and voluntary services.

These include those provided by the hospital such as district nursing, health visiting, community nursing teams, a primary dental care service, orthotics, inpatient rehabilitation, and community post-acute stroke wards.

They work alongside others including care navigators, the Living Well service, pharmacists, and others to help people manage their care and general wellbeing in or closer to their home.

ST MARY'S



Hospital care

The Isle of Wight NHS Trust is the only integrated acute, community, mental health, and ambulance care provider in England. Established in April 2012, the Trust provides a full range of health services both at its St Mary's Hospital site in Newport and in the community across the Island.

St Mary's has 246 beds and handles around 22,850* admissions per year and is the main base for delivering acute services for the Island's population. Services include A&E and the Urgent Care Service (by referral only), emergency medicine and surgery, planned surgery, intensive care, comprehensive maternity, NICU and paediatric services.

The Island's ambulance service delivers all emergency and non-emergency ambulance transport for the Island's population. With 23,320* emergency calls and 24,186* emergency vehicles dispatched each year, the service operates from a number of bases across the Island.

Mental Health services provide inpatient and community based mental health care. There are 42* beds and Community Mental Health Teams supporting a caseload of 897* patients. Services include specialist CAMHS, Single Point of Access, early intervention in psychosis, Memory service and dementia outreach service for residential and nursing care homes.

*Isle of Wight NHS Trust Annual Report 2019-20

Social care

Social care services are provided in the main by the Isle of Wight Council, the Island's unitary authority established in 1995. The council runs both adults and children's social care services with access to expert practitioners across both services.

The council introduced its new strategy Care Closer to Home in 2017, which is already seeing a 39 per cent reduction in the rate of permanent admissions to care homes for those aged 65 and over.

There are also a number of independently run care providers on the Island providing care services for children and adults and many individual carers, both informal and formal, supporting people across the Island.

Commissioning services

The Island's health and care services are commissioned (planned and bought) by the Isle of Wight Clinical Commissioning Group (IWCCG), with the exception of some areas of specialised commissioning which are covered by NHS England.

The IWCCG Commissioners review the healthcare needs of the Island population and decide what services need to be purchased to meet these and, once purchased, they monitor the delivery of these checking quality, capacity, and resources.

The IWCCG has recently joined five other CCGs to form the Hampshire, Southampton, and Isle of Wight CCG in line with the national reorganisation of clinical commissioning groups.



Get in touch...

We hope you are inspired by everything you have read and seen.

Please do get in touch if you are interested in a role in primary care on the Isle of Wight, if you need more information or simply want a chat about the opportunities available here.

You can contact us by email: contact@onewighthhealth.co.uk

It is a great place to live and work and we look forward to welcoming you to our team!







Pictures

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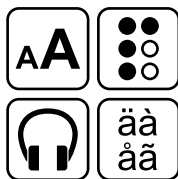
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