

Ministry of Health and Social Services
Terms of Reference
Physician Specialist

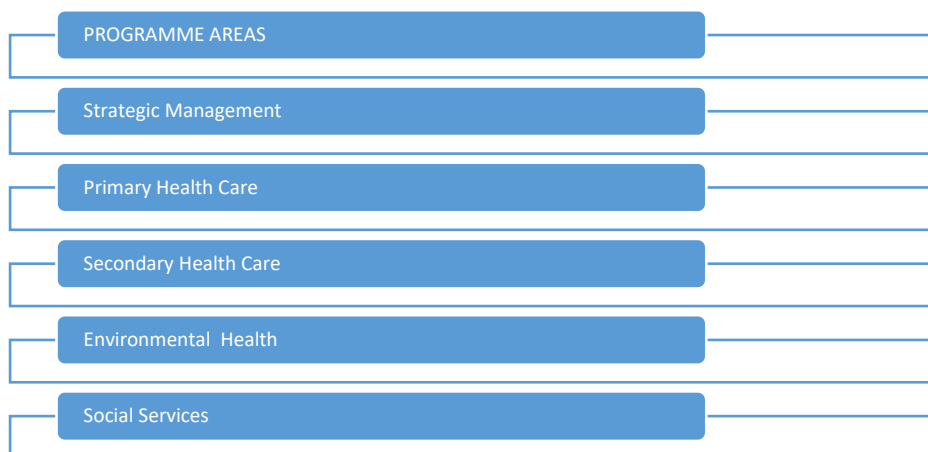
Background

Montserrat, a British overseas territory, is a small island in the Leeward island chain, with a land mass of 39.5 square miles and a resident population of 4566 persons (Census 2018). The eruption of the Soufrière Hills Volcano in 1995 rendered more than half of the island unsafe, as a result, three quarters of the island was declared an exclusion zone, which prohibits anyone from occupying that part of the island. Its capital, Plymouth, which housed a newly refurbished state of the art hospital yet to be fully occupied, was also destroyed. Hospital services were relocated to a former school in St. John’s in the north of the island. Overtime, the school has been refurbished to provide the relevant secondary care services.

The delivery of health and social care on Montserrat is the responsibility of the Government and is administered under the Ministry of Health and Social Services (MOHSS). A total of seven resident medical practitioners are responsible for providing services at the health facilities. These include the Chief Medical Officer, the Surgeon Specialist, an Anesthesiologist and four medical practitioners. Additionally, the public health system is strengthened by the visits of an ophthalmologist, a psychiatrist, a paediatrician, cardiologists, urologists and an orthopaedic surgeon from other countries. There are also 50 nursing positions supporting the physicians in care delivery for the residents on island.

The mission of the MoHSS is to promote health and wellbeing, by empowering individuals and communities and assuring access to quality preventative, curative and rehabilitative health and social care services in partnership with other stakeholders.

The Ministry has five programmatic areas:



Physician Specialist Services

The Ministry of Health and Social Services is currently in a process of reform and is expanding its Primary and Secondary Health Care services and is actively seeking to facilitate this venture through securing the services of a Physician Specialist.

Provision of current services

Internal medicine services are rendered through a mixture of medical officers with an Internist from a neighbouring island retained on an “on call” basis. Ward rounds for medical in-patients are conducted daily and there is a weekly out-patient medical clinic

Need for Physician Specialist Services

The Physician Specialist is particularly required in the management of persons with chronic illnesses such as diabetes and hypertension. Diabetes and hypertension are diseases classified under the term Non-Communicable Diseases (NCDs) which were the leading cause of death in Montserrat’s population for the last few years. This is a major public health concern that needs to be addressed. The Ministry of Health and Social Services has already made adjustments to improve primary healthcare so that prevention of these diseases can be the main focus. However, as indicated by the leading cause of death, complications of NCDs will continue to occur and this requires the expertise of a physician specialist to manage the persons experiencing these complications.

The Government of Montserrat is endeavouring to improve access to healthcare for its residents and securing the services of a fulltime Physician Specialist is one step towards that goal.

Purpose of Assignment

The key objective of the role is to support the Ministry’s efforts at delivering high quality and effective client-centered services which will complement existing medical programs and enable people to live meaningful and satisfying lives. This will be done by providing internal medicine services to the population of Montserrat through the services of a Physician Specialist.

Scope of Work

Clinical Services

The physician specialist will be responsible for the following:

- Management of the chronic (non-communicable) disease control programme including particularly diabetes, hypertension, respiratory disease and heart disease
- Management of the communicable disease control programme including sexually transmitted infections
- Provide assistance in the development, review and implementation of medical protocols assigned as priority by the Ministry of Health and Social Services
- Primary advisor to medical officers on general medical cases to include cases at the 'Golden Years' Residential Home, and 'Margetson Memorial Homes' and other similar institutions for the care of the elderly.
- Collaborate with the entire health care team to ensure the delivery of quality care for patients requiring internal medical services
- Conduct weekly outpatient clinics to assess and monitor all patients requiring this service
- Assist the Chief Medical Officer to conduct clinical audits, every six (6) months or as required
- Monitor patients' conditions and progress and re-evaluate treatment as necessary
- Collaborate with the relevant persons to arrange the management and transfer of patients overseas for treatment as required
- Supervising inpatient care regarding evaluation and diagnosis, treatment plan and discharge planning
- Diagnose, treat and manage the care of medical patients on an in-patient and out-patient basis. Determines inpatient care regarding evaluation, diagnosis, treatment plan and discharge planning. This will require:
 - Daily verbal communication with patients during examinations, and when providing medical advice at Casualty or on the ward.
 - Daily verbal communication with the hospital staff, providing professional support and guidance.
 - Written and verbal communication with the Chief Medical Officer, sharing and requesting medical information, face to face when conducting clinical audits, workshops, training sessions, meetings, etc.

- Verbal communication with other medical professionals to discuss best practices, information sharing at meetings and on the hospital compound.
- Written and verbal communication with the members of the Royal Montserrat Police Service providing reports on patients brought to the Casualty Department.
- Written and verbal communication with members of the legal fraternity providing reports re their clients (as instructed by the Chief Medical Officer).
- Oral and written communication with relatives of patients providing advice and information pertinent to the care of family members.
- Written and verbal communication with medical professionals regionally and internationally re transfer of patients to and from Montserrat, seeking information on the management and transfer of clients.
- Maintain adequate documentation of case management and patient contact and care
- Visit the homes of patients in accordance with clinical guidelines and local protocols
- Daily in-patient ward rounds as required
- Determines which patients (in consultation with the necessary specialist and the Chief Medical Officer) need to be referred off island
- Participates in the On-call roster/Casualty roster as instructed by the Chief Medical Officer

Training and Education

- Works with the Nursing Tutor and Chief Medical Officer to develop and deliver training programs in accordance with the needs of the country.

Administrative Tasks

- Submit monthly or quarterly reports to the Chief Medical Officer as required
- Undertakes the preparation of an end of contract report submitted with recommendations and agreed action plan prior to departure.

- Collaborate in the development of disease prevention and health promotion initiatives
- Developing protocols and procedures for the appropriate delivery of Internal Medicine services.
- Assists the Chief Medical Officer to conduct clinical audits, every six (6) months or as required

QUALIFICATIONS, SKILLS AND EXPERIENCE

Education

- Medical degree (MBBS or MD Degree) or its equivalent from a recognized University that meets the requirement for registration to practice as a medical doctor in Montserrat
- A Medical degree in Internal Medicine
- Current Certification in Basic Life Support (BLS) and Advanced Cardiac Life Support (ACLS) is a requirement for this post

Experience

- Proven working experience with at least five (5) years as an Internal Medicine consultant

Knowledge

- Knowledge of and ability to provide medical care according to best practice and established protocols that are evidence-based.
- Must keep abreast of current developments in the medical field

Accreditation

Officer must be a current member of a recognized professional accreditation or licensing body and membership should be maintained for the duration of the period of engagement.

Skills

- Excellent technical, analytical, presentation, verbal and written communication and interpersonal skills
- Excellent time management and organizational skills

- Computer literacy
- Teaching and training others
- Must be friendly and professional and enjoy working with people
- Must be comfortable in a wide variety of Environments and be able to relate to people at various social and intellectual levels.
- Self-motivated and be able to motivate others.
- Teambuilding and motivational skills.
- Strong leadership qualities

Abilities:

Should have the ability to

- Use initiative and work independently.
- Manage various initiatives while meeting deadlines.
- Exercise good judgment, integrity and discretion when handling confidential information.
- Negotiate and communicate effectively.
- Prepare written documents to support proposals.
- Review existing protocols and revise accordingly.

Remuneration

- Remuneration will be commensurate with qualifications and experience of the successful applicant.

Duration

- The terms of engagement will be for a contractual period of two (2) years

Reporting and Management Arrangements

- The Officer will report directly to the Chief Medical Officer but ultimate accountability will be to the Permanent Secretary Ministry of Health and Social Services.
- The Officer will work as part of a multi-disciplinary team for joint treatment planning and evaluation of clients.
- The Officer will produce written monthly and quarterly reports in accordance with the outputs and agreed objectives