

Job Description

Job Title:	Consultant in Ophthalmology (Glaucoma)
Base:	Great Western Hospital
Grade:	Consultant
Reporting to:	Clinical Lead for the department
Relocation expenses	Included as standard, applicants are able to claim up to £8,000 in relocation expenses (subject to eligibility, policy available on request).

Our Values

Our STAR values are at the heart of everything we do. You can expect to see them in the way we act and the way we treat each other. Our values make us who we are. We will expect your values and behaviours to reflect the STAR Values of the organisation:

- Service** We will put our patients first
- Teamwork** We will work together
- Ambition** We will aspire to provide the best service
- Respect** We will act with integrity

Visiting or Questions

We are a friendly department and would welcome any interested candidates to visit the Trust or to get in touch to ask any questions that you might have. The team are also open to discussing other sub-specialty interests you might like to explore in a potential job plan. To discuss the role or arrange a visit, please contact Mr Mohamed El Ashry, Clinical Lead, Ophthalmology, Secretary: Lesley Hodge: Direct Line 01793 604857, Lesley.hodge1@nhs.net.

Shortlisted candidates are encouraged to visit the Trust and meet senior members of staff and management teams. Details will be shared following shortlisting.

Summary of the role & Department overview

This role is a replacement role within the department of Ophthalmology, the appointed candidate(s) will join an existing team of 14 senior medical staff including 7 Consultants & 5 SAS doctors and one associate specialist. The post holder will be expected to contribute to the glaucoma and cataract service and he/she is required to meet the department's service commitment to delivery of efficient, safe and high-quality patient care.

On joining the department, you will become part of a well-established, friendly team and will help us continue to drive forward improvements in the service that we provide to our patients. As a senior member of the team, you will become a key part in the delivery of training and supervision to our junior colleagues. As a Trust, we place high importance on staff wellbeing, you will be offered a wide variety of support to help you maintain your wellbeing and to help colleagues maintain theirs. The Trusts Health and Wellbeing team has won a National Award during 2020 for the work they have done locally.

The Ophthalmology Department lies within the Surgery, Women and Children Directorate, which encompasses the main surgical specialties of General Surgery, Urology, Ophthalmology, Oral Surgery, Ear Nose and Throat as well as Gynea/Obs and Paediatrics

The directorate is supported by a General Manager, Deputy General Manager and Senior Nurse Manager, with an Associate Medical Director in charge.

Mr Angus Waddell	Associate Medical Director
Ms Suzanne Wills	Divisional Director
Mr Mohamed El Ashry	Clinical Lead, Ophthalmology
Ms Jennifer McMahon	Head of Service, Ophthalmology
Miss Emma Adkins	Operations Manager, Ophthalmology

Facilities

A full range of ophthalmic conditions are managed in the department. Current sub-specialities include Medical and Surgical Retina, Glaucoma, Anterior segment, Oculo-plastics. We have an active audit programme and are supported by the department of Clinical Audit.

The department has following equipment to support the services offered OCT scan, biometry, B scan, Humphry's Visual field analyser, Pachymetry, Auto-ref, Yellow dye Laser, SLT, YAG laser, Corneal topography, Phaco machine, Vitrectomy, Endo Laser, Fundus camera, FFA etc.

Support Staff include:

Nursing staff
Orthoptics
Optometry
Clerical & Secretarial Support

Consultant Medical Staff

<u>Consultants</u>	<u>Sub Specialty Interest</u>
Mohamed El-Ashry	Surgical Retina (Clinical Lead)
Imran Zaheer	Glaucoma
Guy Smith (part-time)	Anterior Segment
Nimish Shah (part-time)	Medical Retina
Allaaeldin Abumattar	Medical Retina
Melanie Chak (part-time)	Oculo-plastics
Radwan Al mossa	General ophthalmologist with special interest in cornea
Jeremy Hoffman	Cornea and anterior segment
Vacant	Paediatric Ophthalmology

Junior Medical Staff

The department currently has 5 Specialty Doctors, one associate specialist and 2 Trainees on rotation from the Severn Deanery.

We are located on the first floor in the main Hospital building, which has excellent travel links (including good onsite parking), with many cities within easy range. The Trust is located on the edge of Swindon with access to a variety of outstanding areas to live which include both urban or village areas with short commutes to the site.

We will help you achieve your goals

Continuing Professional Development and Continuing Medical Education:

We expect all staff to be committed to the concept of lifelong learning, we will support you to achieve this using personal development plans. You will be given a minimum of 1.5 SPAs within your job plan for CPD, within this core SPA, you will be able to prepare for revalidation, undertake personal study, attend educational meetings, undertake QI/Audits, complete appraisals, mandatory training and support basic teaching sessions. In addition, there are a variety of roles that attract additional SPA, such as being an Appraiser, taking on lead roles, chairing meetings, rota leads and educational supervision.

Lifelong learning is vital to the maintenance of a safe, patient focused, effective service and we expect all team members to participate in academic development of our department. We actively offer a range of medical education opportunities to our colleagues, including collaborative educational sessions with primary care colleagues in our PCN.

The post holder will be given access to the Trusts Consultant Mentoring scheme which aims to support new consultants in the transition from trainee to consultant and moving to a new hospital. Your mentor will be allocated from outside of your own speciality enabling a more open conversation, they will be an experienced consultant who has received training in mentoring.

Clinical Excellence Awards:

The Trust actively participates in an annual Clinical Excellence Awards process and encourages consultants to apply and achieve National awards.

Any spare CEA funding is allocated collaboratively with our LNC, in previous years this has been transferred to the study leave budget enabling all consultants access additional funding supporting a constant strive for excellence.

Leadership support:

Having capable leaders is a key element in striving for future excellence, our executive team are personally committed to supporting our staff and developing leaders. There are a range of packages available to help individuals fulfil potential as a leader, these include a monthly leadership forum with a variety of speakers and additional training for those that wish to develop this aspect of their career.

Equal Opportunities:

We feel the Trust is a progressive organisation, we pride ourselves on having a collective Equality, Diversity and Inclusion strategy that is more than just words. We use this to translate principles into real practise across the organisation, with tangible outcomes. This together with multiple groups and committees enables all voices to be heard and all groups to be represented, ultimately improving the working experience for all trust staff.

The Trusts EDI strategy can be viewed on the following link:

https://www.gwh.nhs.uk/media/2913/equality_and_diversity_strategy.pdf

Main duties of the role

The Duties outlined below are not definitive and may be changed in accordance with the needs of the service.

Clinical Duties:

- Multidisciplinary team working is key component of the working within the Trust and involves regular MDT discussions with colleagues
- Providing evidence-based care for patients in a multidisciplinary setting.
- Continuing responsibility for the care of patients in your charge, including all administrative duties associated with patient care (with secretarial support)

- Development and improvement of the glaucoma service
- Responsibilities for carrying out teaching, examination and accreditation duties are required, and for contributing to undergraduate and post-graduate and continuing medical education activity.
- Provision of cover for Consultant colleagues' periods of leave in accordance with arrangements agreed within Trust policy.
- Participation in clinical audit and in continuing medical education.
- Conducting suitable duties in cases of emergencies and unforeseen circumstances.
- The post holder will participate in an out of hours consultant rota, detailed within the job plan section

Management and Leadership Responsibilities:

All staff in each Division are managerially accountable through their Lead Clinician to the Associate Medical Director, who has overall responsibility for the services within the Division. Consultants are key members of the Division and are accountable and responsible for leading changes to service that will improve the patient experience.

- To support the Clinical Lead in policy and strategy development as a senior member of the Division Management Team.
- To contribute to the leadership and development of Services under the direction of the Clinical Lead and Associate Medical Director and in line with the Trust's business plans.
- The post holder will ensure effective communication and involvement of staff across the Division including support to the Divisional Director to achieve their objectives.
- Work in partnership with colleagues in other Divisions within the Trust.
- As part of the Division Management Team, assist in the cost-effective utilisation of resources, including pay and non-pay items such as equipment and drugs, within budgets.
- Work within the Trust's framework for Clinical Governance and Risk, including the development of clinical policies and adherence to standing orders, standing financial instructions and financial procedures.
- Undertake direct supervision of junior colleagues and participate in departmental/trust wide teaching programmes.
- Undertake investigations and report writing for incidents and participate in clinical risk management
- Appointed candidates will embody the STAR values and use the principles of the NHS Constitution for England to guide decisions.

Clinical Governance and Audit

All consultants are expected to participate in clinical effectiveness activities. They are expected to maintain and foster improvements in the quality and standards of clinical services. Consultants lead the safeguarding of high standards of care by participating in the creation of environment in which excellence in clinical care will flourish.

Consultants are expected to support the Clinical/Medical Leadership teams within their division to achieve the following:

- Production of a Division annual clinical governance plan.
- Production of a Division quality strategy.
- Production of a Division quarterly report to the Trust's Clinical Governance and Risk Committee.
- Ensuring targets within the plan are met, including:
 - Adoption of evidence-based practice including compliance with government guidance, e.g. NICE
 - Establishment and implementation of a Division clinical audit programme
 - Completion of risk assessments as required and compliance with the Trust's risk management policies and strategies including controls assurance standards
 - Encouraging research and development

- Ensuring, through the Divisional Director, in association with the Division of Workforce and Education, that Division staff meet the education and training targets agreed within the Trust's annual plan.
- Ensuring through the Divisional Director that complaints management is timely and effective including implementing action plans relating to individual complaints.
- Contributing to work force planning to ensure timely availability of appropriate clinical skills to maintain excellence in patient care.

Salary and conditions of service

- The appointment is made subject to the national Terms and Conditions for Consultants as amended from time to time, most recent version is available here: [https://www.nhsemployers.org/pay-pensions-and-reward/medical-staff/consultants-and-dental-consultants/consultants-and-dental-consultants-tcs-handbook/consultant-contract-\(2003\)](https://www.nhsemployers.org/pay-pensions-and-reward/medical-staff/consultants-and-dental-consultants/consultants-and-dental-consultants-tcs-handbook/consultant-contract-(2003))
- All participants of on call rotas are required to be able to attend the hospital within 30 minutes when on call.
- Consultants are expected to provide cover for each other during annual leave, study leave and sick leave, including supervision of the junior staff, supporting them in patient management.
- All Trust employees are expected to abide by local Trust policies
- Due to the nature of the work in these posts, they are exempt from the provision of section 4 (2) of the Rehabilitation of Offenders Act 1974, by virtue of the Rehabilitation of Offenders Act 1974 (Exemption Order 1975).
Applicants are therefore not entitled to withhold information about convictions, including those, which, for other purposes are "spent", under the provisions of the Act, and are required to disclose convictions, including those pending, to the Trust. Failure to disclose such information may result in dismissal or disciplinary action.
- The appointments are subject to standard pre-employment checks including references and a satisfactory medical examination
- The post holders will have a broad base of training in Ophthalmology and must hold full registration with the General Medical Council and have CCT (or equivalent for non-UK applicants of equivalent status), or be accredited (or equivalent), and be on the GMC Specialist Register in the specialty appropriate for this consultant post at the time of taking up the consultant appointment. Alternatively, candidates can hold or be within 6 months of their CCT at interview.
- The person specification attached to the job description reflects the requirements for both experienced consultants and those Specialty Registrars who have recently attained their CCT.

Other aspects of the post

The above is an outline only. It is not exhaustive and may be altered from time to time in accordance with the needs of the Trust. The post holder will be required to be co-operative and flexible in accordance with the needs of the Trust.

Safeguarding

The Trust is a safeguarding employer committed to the safeguarding and promotion of welfare of children, young people and vulnerable adults and expects staff and volunteers to share this commitment.

What the patients can expect from Staff

Patients can expect to be treated with courtesy and respect when they meet Trust staff. They can expect confidential information about them not to be disclosed to those who have no need to know. Patients can also expect staff to respond constructively to concerns, comments and criticism.

What the Trust expects of individuals

The Trust expects individuals to act with honesty, integrity and openness towards others. Individuals will show respect for patients, staff and others. Individuals are expected to learn and adapt the use of information technology where relevant, in order to transform the way we respond to patients. Staff should be helpful to patients and their visitors at all times, should respond constructively to criticism and praise, and should work to foster teamwork both within the immediate team and across the Trust.

What individuals can expect from the Trust

Individuals can expect to be trained for the job they are employed to do. Individuals can expect to be given feedback on their performance and to be encouraged and supported in their personal and professional development. Individuals can also expect to be treated with respect by others including those who manage them. Individuals can expect that issues of cultural diversity are treated tactfully and with respect by all who work within the organisation.

The Trust will provide appropriate office space, secretarial support, and access to IT.

Policy Statement

It is the policy of the Trust that neither a member of the public, nor any member of staff, will be discriminated against by reason of their sex, sexual orientation, marital status, race, disability, ethnic origin, religion, creed or colour. Individuals can expect to have their views listened to, particularly when they are raising legitimate concerns about the quality of the service provided. The Trust is committed to the spirit of as well as the letter of the law, and also to promotion of equality and opportunity in all fields.

Flexibility

This job description is not intended to be exhaustive, and it is likely that duties may be altered from time to time in the light of changing circumstances, in discussion with the post holder. This role profile is intended to provide a broad outline of the main responsibilities only. The post holder will need to be flexible in developing the role with initial and on-going discussions with the designated manager.

Job Plan

1. Post Details

Specialty	Ophthalmology	
Clinical Division	Surgery, Women's and Children	
Nature of Contract	Full Time	
Number of programmed Activities	Contracted (10 or less)	Additional
	10	

2. On-call Availability Supplement

Specialty:	Ophthalmology
Frequency:	1: 8
Category A or B:	B
On-call supplement:	2 %

3. Supporting Resources

Facilities and resources required for delivery of duties and objectives
<ol style="list-style-type: none"> 1. Study / Professional Leave (30 days over a 3 year cycle) 2. Access to shared secretarial support – 37.5 hours / week. 3. Training and provision of Electronic Patient Record system 4. Training and competency with department equipment

4. Objectives

Objectives and how they will be met:
<ol style="list-style-type: none"> 1. Participate in an annual job planning process using the Trust's electronic system. 2. Participate in an annual appraisal process. 3. Keep up to date with mandatory training. 4. Manage junior staff within the department.

Programmed Activities

The Job Plan will include the following elements but will be subject to review and agreement of final Job Plan following recruitment:

Day	Time	Location	Type of Work	Categorisation	No. of PAs	
					DCC	SPA
Monday	AM	GWH	Theatre	DCC	1.25	
	PM	GWH	SPA	SPA		1
Tuesday	AM	GWH	OP laser	DCC	1.25	
	PM					
Wednesday	AM	GWH	OP Clinic	DCC	1.25	
	PM					1
Thursday	AM	GWH	OP Clinic	DCC	1.25	
	PM	GWH	OP Clinic	DCC	1.25	

Friday	AM	GWH	OPD clinic week 1	DCC	0.25	
	PM	GWH	Theatre	DCC	1.25	
Saturday						
Sunday						

Predictable emergency on-call work	0.25	Direct clinical care	
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Programmed activity	Total Number
Direct clinical care (including predictable/unpredictable on-call)	8.0
Supporting professional activities	2.0
Other NHS responsibilities	
External duties	
TOTAL PROGRAMMED ACTIVITIES	10

Job Plan Overview

Job plans will be reviewed annually.

Ward Work

The successful candidate will be expected to see their patients pre-operatively, including management of care in the ITU, HDU and general wards. When on-call, management handovers will be required and written into the timetable for activities.

Teaching

All consultants are expected to take part in the department's postgraduate education programme. This involves taking part in both informal teaching and the formal teaching programme.

Audit

All consultants will be mandated to participate in and contribute to audit via the dedicated clinical audit support staff.

Person Specification

Job Title:	Glaucoma Consultant in Ophthalmology
Base:	Great Western Hospital

Criteria	Essential
Qualifications	<ul style="list-style-type: none"> ▪ Fully registered with the GMC ▪ CCT (or equivalent for non-UK applicants of equivalent status), or be accredited (or equivalent), and be on the GMC Specialist Register in the specialty appropriate for this consultant post at the time of taking up the consultant appointment. Alternatively, candidates can hold or be within 6 months of their CCT at interview. ▪ MRCOphth (UK) or equivalent
Clinical Experience	<ul style="list-style-type: none"> ▪ Clinical training/experience equivalent to that required for gaining UK CCT ▪ Expertise in full range of glaucoma surgical procedures ▪ Ability to lead a multi-professional team and take full and independent responsibility for clinical care of patients ▪ Fellowship in glaucoma ▪
Management Administration	<ul style="list-style-type: none"> ▪ Demonstrable ability to manage priorities ▪ Demonstrable multi-disciplinary team leadership skills ▪ Experience of audit and management ▪ Flexible approach to work organisation Ability to lead project teams ▪ Evidence of management/leadership skills training ▪ Intermediate to Advanced level IT skills
Teaching & Research	<ul style="list-style-type: none"> ▪ Ability to teach clinical skills to trainees and multi-disciplinary teams ▪ Interest in leading multi-professional education ▪ Publications in peer reviewed journals ▪ Ability to supervise post-graduate research
Personal Attributes	<ul style="list-style-type: none"> ▪ Ability to work in a multidisciplinary team ▪ Enquiring, critical approach to work ▪ Caring and empathetic attitude to patients ▪ Ability to communicate effectively with patients, relatives, GPs, hospital staff and other agencies. ▪ Commitments to Continuing Medical Education ▪ Willingness to undertake additional professional responsibilities at local, regional or national levels ▪ Willingness to work in other areas of the Trust or Trust wide sites if required as directed by the department Clinical Lead