

University Hospital Plymouth NHS Trust – Royal Eye Infirmary

Post Title: Consultant Ophthalmologist with specialist interest in Medical Retina & Uveitis

Grade: Consultant

Contract: 10 PA's plus CAT A-5% On Call, Substantive

[Welcome to University Hospitals Plymouth NHS Trust - YouTube](#)

Ophthalmology in Plymouth:

The Royal Eye Infirmary (REI) is the main ophthalmic centre for the region, with a catchment population for secondary work of approximately half a million. UHP provides some tertiary services to the population of Devon and Cornwall, and there are further opportunities to extend the present service in tertiary roles. The REI is currently served by twelve consultants and supporting medical and ancillary staff, in a purpose-built Ophthalmology Centre comprising theatres, urgent care, outpatients with Macular Treatment Centre and optical dispensary. When required, an inpatient bed is available on Lynher ward within Derriford Hospital.

The new purpose-built REI Ophthalmology Centre contains 3 large modern fully equipped operating theatre rooms with ceiling mounted microscopes (Zeiss OPMI Lumera 700 with Callisto) and B&L Stellaris surgical equipment. Each operating room has its own preparation room and anaesthetic room, with a shared recovery area. One theatre will be dedicated to high flow cataract surgery as per GIRFT guidelines. The adjacent day case unit comprises 3 fully equipped examination rooms for preoperative rounds, and dedicated discharge facilities. The Preoperative assessment area consists of 2 preoperative assessment rooms equipped with the latest IOL Master machines (IOL Master 700). Additionally, this area also has a fast-track cataract clinic consulting room which works together with the other preoperative rooms to provide a streamlined service for cataract referrals.

Urgent care is easily accessible on the ground floor with separate consulting and treatment rooms. The outpatient department is located on the 1st floor comprising a range of accommodation, including a Macular Treatment Centre (with two treatment rooms - for intraocular injections), Imaging Hub, Orthoptist and Ocular Motility Rooms, two laser rooms (YAG/SLT and PASCAL) and a stand-alone paediatric area. The department is well-equipped, including, 5 OCT machines (all Zeiss HD5000 and 6000, two with Angio-OCT), 4 Humphrey Visual Field Analysers, Optos California and Zeiss Clarus, one RetCam, an anterior segment camera, 2 B-Scanners, Pentacam and a Specular Microscope. All images, OCT scans and visual field tests can be viewed and manipulated in all clinic rooms and consultants' offices with the Zeiss Forum system (including glaucoma and medical retina suites).

Organisation Structure

The Trust Board comprises eight Non-Executive Directors and eight Executive Directors, including the Chief Executive Officer.

Executive Directors

Ann James	Chief Executive
Mark Hamilton	Chief Medical Officer
Jo Beer	Chief Operating Officer
Lenny Byrne	Chief Nurse and Director of Integrated Clinical Professions
Sarah Brampton	Chief Finance Officer
Steven Keith	Director of People
Stuart Windsor	Future Hospital Director

Non-Executive Chairman

James Brent	Chairman
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Clinical Management Structure

Clinical Groups	
Medicine & Emergency Care	Surgical Services
Acute Medicine Cardiology Clinical Haematology & Immunology Dermatology Diabetes & Endocrinology Elderly Care Emergency Medicine Gastroenterology Geriatric Medicine & Rehabilitation Neurology & Neurophysiology Oncology Renal Medicine Respiratory Medicine Rheumatology Stroke	Ophthalmology Vascular General Surgery Endocrine Surgery Gastrointestinal Surgery Urology Plastic Surgery Trauma & Orthopaedics Anaesthetics Critical care ENT & Audiology Oral, Maxillo-Facial & Dental
Women & Children's Services	Clinical Support Services
Obstetrics Neonatology Paediatric Medicine Gynaecology Gynaecological Oncology Genito-Urinary Medicine Breast Surgery	Diagnostic Radiology Interventional Radiology Nuclear Medicine Microbiology Haematology Immunology Biochemistry Histopathology Pharmaceutical

A Clinical Directorate structure is in place and each specialty has a Clinical Director. Sub-divisional management structures vary depending on the needs of the division. Named nursing, HR and finance specialists support the clinical groups management teams.

General Description of the Post

The post is for a fully accredited Ophthalmologist with a specialist interest in Medical Retina with the expectation to expand the role in Uveitis.

With the growth of our department, we are recruiting 4 new consultant positions across various sub-specialities. This post will support the growth of our Medical Retina Team in delivering specialist care, and development of our patient pathways.

We believe in supporting the growth of the future workforce and therefore the post-holder will partake in teaching and training of AHPs, trainees and fellows.

A Job Plan review will take place within the first 6 months, to support the successful candidate in developing services for treatment of specialist services, including pathway redesign.

Departmental Information

There is a scheduled teaching programme for junior staff consisting of one-half day weekly. This includes regular sub regional and regional Southwestern Ophthalmological Society meetings, which all doctors are expected to participate in. Continuous medical education at all levels is encouraged, and there is an active multidisciplinary Clinical Governance programme. Mentoring support for newly appointed consultants is available at department and trust level.

The REI currently has four Specialty Registrars above ST2 from the Peninsular Ophthalmology training programme. In addition, we have the equivalent of four SHOs, of which one is an ST 1 or 2 from the Peninsular Ophthalmology training programme, one is an ST2 on the peninsular G.P. rotation and two F2 trainees.

The ophthalmic nursing staff at the REI is very proactive, taking up extended roles to support the diagnosis and treatment of patients. The unit provides nurse led services for surgical preassessment, post cataract surgery assessment, minor operations (including intraocular injections of anti-VEGFs) and botulinum toxin injections.

The REI has strong connections with the Peninsula Medical & Dental School (Plymouth University), providing regular teaching and research opportunities for the last 20 years. In addition, the Trust Research and Development Department offers opportunities to support the set-up research projects, providing access to national and international studies.

As is appropriate for a unit of this size, all the Consultants are General Ophthalmologists who can manage most ophthalmic problems that may arise, although each ophthalmologist has a particular subspecialty interest and internal cross referrals are undertaken where necessary. Non-consultant level doctors provide general ophthalmology and certain specialist ophthalmology services.

Proposed Work Programme:

Please note the job plan is set out for a candidate who would be providing Adult Strabismus and Cataract Services. The job plan will be reviewed and discussed with the successful applicant.

Fulltime consultants are contracted to a 10 Programmed Activities (PAs). This equates to a maximum working week of 40 hours and will secure progress on improving the working lives of consultants. This post will be comprising of 10 programmes activities (PAs),

- DCC = Direct Clinical Care PA
- SPA = Supporting Professional Activities PA

**This job plan is for indicative purpose only and the final plan will be agreed with the Clinical Director after appointment. As the service develops, evening and weekend work may become part of this post*

		Work	Cat	
Monday	08:30 -13:00	Patient Admin	DCC	1.0
	13:00 – 17:00	Laser clinic	DCC	1.0
Tuesday	08:30 -13:00	Clinic (Macular Treatment Centre)	DCC	1.0
	13:00 – 17:00	Virtual Reporting - MTC	DCC	1.0
Wednesday	08:30 -13:00	Clinic (Medical Retina)	DCC	1.0
	13:00 – 17:00	Generic SPA	SPA	1.0
Thursday	08:30 -13:00	Generic SPA/Non-Generic SPA	SPA	1.0
	13:00 – 17:00			
Friday	08:30 -13:00	Clinic (Uveitis)	DCC	1.0
	13:00 – 17:00	Theatre	DCC	1.25
Saturday				
Sunday				
Flexible		Assigned Clinical Supervisor (ACS)		0.16
		Virtual MDT Clinic		0.5
SPAs available to be discussed with the successful candidate (e.g. educational/clinical supervisor, Medical School/Research) to achieve 10PA Job Plan or above.				10.0

On Call

Frequency of rota comment	Category A	
1 in 5 – 1 in 8 Rota	5%	X
Agreed PA Value of on Call	0.65PA	
Agreed on call rota frequency	1:6 (subject to change with the increase in consulting body)	

Salary Scale

The salary scale for this post is Medical & Dental pay scale (pay point will depend on previous experience)

Consultant Office and Secretarial Support

There is office accommodation for all consultants in a shared room separate from the main department. There is secretarial support for this position.

Relationships

The post holder will be professionally accountable to the Medical Director and managerially accountable to the Service Line Director – Kwabena Frimpong-Ansah.

Where required a newly appointment consultant will have support of a designated named mentor who is able to support them clinically dependent on specialism.

Key Duties of the Post

1. To collaborate and work to maintain Ophthalmology services in line with strategic requirements.
2. To provide, with the other Consultants in the specialty, routine and emergency Ophthalmology services to the Trust, operating a system of mutual out-of-hours cover, and cover for annual, study and professional leave.
3. To provide a consultation and advisory service to medical colleagues in other specialties in the Trust
4. To develop a special interest to complement those of the existing Consultants in the specialty and in accordance with the priorities of the Trust.
5. To develop appropriate services and techniques required to fulfil clinical needs, within available resources.
6. To take responsibility for the professional supervision and appraisal of junior medical staff, in conjunction with colleagues.
7. To participate in the education and training of junior doctors, medical students, nurses, paramedics and general practitioners.
8. To participate in the training and assessment of specialist registrars rotating through the department.
9. To liaise with medical staff in other specialties and participate in clinical meetings and postgraduate activities in the Trust.
10. To maintain and develop good communications with general practitioners.
11. To participate in research in accordance with priorities agreed within the Division and the Trust within available resources.
12. To contribute to the development of Ophthalmology services, treatment guidelines and the promotion of greater knowledge of the management of Ophthalmology conditions in primary care.
13. To demonstrate a firm commitment to the principles of clinical governance, including:
 - a. Developing and maintaining appropriate systems and practice to ensure effective clinical audit in Ophthalmology.
 - b. Attending and contributing to the Trust's Clinical Governance Programme.
 - c. Participating in the Trust's Clinical Incident Reporting system.
 - d. Developing a programme of personal continuing professional education and development, within available resources and within the workload and priorities of the service, as agreed with the Divisional Director and in accordance with the Royal College requirements. The Trust will provide the necessary support for this.

Present Ophthalmology Team:

Mr T Cudrnak	Medical Retina
Miss L Dujardin	Paediatric Ophthalmology
Mr K Frimpong-Ansah (Service Line Director)	Vitreoretinal Surgery
Miss E Gajdosova	Paediatric Ophthalmology
Professor N Habib	Corneal, Refractive and External Diseases
Miss S Levy	Oculoplastic and Lacrimal Surgery
Mr S V Raman	Vitreoretinal Surgery & Medical Retina
Mr P Rainsbury	Oculoplastic and Lacrimal Surgery
Miss T Stravropoulou	Vitreoretinal Surgery & Medical Retina/Uveitis
Mr K Tsakiris	Glaucoma
Mr N Stanojcic	Cornea and Lead in Acute Urgent Care
Vacancy Glaucoma	Glaucoma
Mr A Nassef	Neuro Ophthalmology
New Post	Paediatric Ophthalmology
New Post	Medical Retina & Uveitis (This Post)

Associate Specialists & Speciality Doctors

Mrs N Mandour
Mrs M Paragati
Mr G Signorino
Ms N Tsaldari
Mr I Kassos
Ms J Gouda

Clinical Fellows (Trust Doctors) – X2
Ophthalmic Specialty Trainee's – X4
Non-ophthalmic trainees – x 2 F2 / 1 GPst

Orthoptists 8.39 WTE (Senior Orthoptist - Miss L Padgett)
Opticians 11.10 WTE (Head of Optometry – Ms E Cave)
Imaging 13.67 WTE (Head of Optometry – Ms E Cave)
Dispensing Opticians 2.38 WTE (Head of Optometry – Ms E Cave)

Management

Service Line Cluster Manager	Mrs Sharon Kowalski	
Matron	Miss Jenny Pitt / Ms Sarah Pickbourne	
Service Line Manager	Miss Gill Nicholson	
Nursing Establishment 48.43 WTE	Nurse Manager	Sr D Spellman
	Macular Lead Nurse	CN P Lugger

Plymouth Medical School (PMS), Teaching and Research:

The successful application may apply for an honorary teaching or research post with Plymouth University Peninsular Schools of Medicine and Dentistry. In addition, the Medical School also offers postgraduate programs at Masters Level in Clinical Education, Simulation and Patient Safety, Healthcare Strategy and Planning, and Remote Healthcare.

Research and medical audit is actively encouraged and there is extensive opportunity within the department, hospital, and Medical School for personal interest research development. We are currently involved in a number of multicentre randomised clinical trials.

Person Specification

	Essential	Desirable
Education, qualifications & special training	FRCOphth (or equivalent) Full GMC registration To be on the appropriate GMC Specialist Register or eligible for admission within six months of interview.	Higher degree. Postgraduate prizes and awards. Other medical qualifications. Experience outside specialty.
Particular skills and experience	Demonstrate evidence of a sound ophthalmic training equivalent to that recognised in the UK. Attended appropriate basic specialty courses. Demonstrate evidence of having had a good subspecialty training. Evidence of ability to perform advanced subspecialty specific procedures. Ability to lead a team. Comprehensive knowledge of subspecialty subject.	Understanding of NHS. Good time management. Demonstrate evidence of wide based specialty knowledge. Attended appropriate courses/meetings in the last 6 years covering the spectrum of the entire specialty. Fellowship experience. Attended subspecialty specific meeting or courses within the last 3 years.
Research & Clinical Audit	Presentations or publications in peer reviewed journals. Able to conduct clinical audit. Evidence of a research interest.	Current research. Research in a specialty interest or trauma. Extensively published.

		<p>Presentations at local/ regional/national/ international meetings.</p> <p>Publications and presentations in subspecialty subject.</p> <p>Demonstrate an enthusiasm to continue with research and clinical audit.</p> <p>Relevant audit projects</p> <p>Statistical Knowledge</p>
Teaching	<p>Ability to teach clinical and practical skills.</p> <p>Demonstrate experience in having taught junior doctors.</p>	<p>Evidence of experience and ability in teaching.</p> <p>Supervision of projects.</p> <p>ATLS instructor.</p> <p>Training the trainers course or equivalent.</p> <p>Evidence of enthusiasm and experiencing teaching undergraduates, post- graduates and other health- care professionals.</p>
Communication & interpersonal skills	<p>Ability to work in a team.</p> <p>Ability to delegate appropriately.</p> <p>Prepared to put patients' interests above all other</p> <p>Willingness to become part of existing ophthalmology team</p> <p>Demonstrate evidence of ability to communicate and co- operate well with patients and other health-care professionals</p>	<p>Evidence of good communication skills.</p> <p>Information technology skills.</p> <p>Leadership skills.</p> <p>Good presentation skills.</p>
Management	<p>Willingness to participate in management process.</p> <p>Participated in some sort of Management process (service or research)</p>	<p>Evidence of interest and ability in management.</p> <p>Management qualification</p>

	Evidence of commitment	
Practical Requirements	Ability and willingness to work hours of the job, shifts, on-call with any reasonable adjustment to take account of any local requirement or disability.	Full UK Driving Licence
	Evidence of commitment.	

ANNEX A - MAIN TERMS & CONDITIONS OF SERVICE

Rehabilitation of Offenders & Protection of Children – disclosure of criminal background of those with access to children

This post is exempt from the provisions of the Rehabilitation of Offenders Act 1974 by virtue of the Exceptions Order 1975 as amended. The person appointed to this post may have substantial access to children under the provisions of Joint Circular No HC(88)9 HOC8/88 WHC(88)10. Shortlisted candidates therefore, are asked to complete a form disclosing any convictions, bind-over orders or cautions, and to give permission in writing for an enhanced disclosure by the DBS. Refusal to do so could prevent further consideration of the application. Attention is drawn to the provisions of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975, as amended by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1986, which allow convictions that are spent to be disclosed for this purpose by the Police and to be taken into account in deciding whether to engage an applicant. Post holders have a responsibility to:

- Ensure the welfare and safety of children within their care. This includes staff who come into contact with children and families in the course of their work as well as those staff who have a specific role with children and families.
- Ensure they attend Child Protection training at the appropriate level within the specified time frame.

Occupational Health

The Trust has an occupational health centre on site which provides a full range of services, including counselling, all staff on site. In addition to the services offered by the occupational health centre the Trust offers junior doctors access to the one-to-one support service provided by the Deanery. You must be Occupational Health cleared prior to commencement of employment.

NHS Hospital & Community Indemnity Scheme

The post holder will normally be covered by the NHS Hospital and Community Indemnity Scheme. In some circumstances (especially in services for which a separate fee is received) the indemnity may not apply. The Department of Health therefore advises that membership of your medical defence organisation is maintained. If you require any further information, please contact the legal department.

Induction

Your induction will be held on the first day and a half in post, unless agreed otherwise. This will include e-learning, manual handling, and basic life support. Further information will be provided to you in your appointment paperwork.

Security

All doctors will be provided with a photographic ID card which must be worn at all times, in addition the Trust has a security advisor and security centre on the grounds, the centre houses Trust Security staff and provides a base for local community police officers.

Accommodation

Accommodation is available as studio flats. Each unit has fitted wardrobes, desk, settee, dining table and chairs. Phone, broadband access and digital TV channels are also included. There is a separate kitchen, fully fitted, including a washer/dryer, microwave incorporating an oven, kettle, toaster and a fridge freezer. The self-contained toilet and shower have a range of fitted cupboards, mirror lights and heated towel rail. The floors throughout are easy clean, wood laminate in the bedroom/lounge and vinyl in the kitchen and bathroom. There is a video entry phone system and each of the 3 blocks has a separate swipe card entry system, which also controls the car park barrier. Lockable cycle sheds are also provided. The external grounds and landscaped gardens are monitored by CCTV cameras linked to the hospital control room and the external lighting is linked to motion detectors. The fire alarm system is state of the art and incorporates the latest digital technology and is automatically linked to the Trust switchboard. There is a separate 8 person lift in block. A residences office is located on the ground floor of Block 3, this will be open from 8.30 am till 5.00 Monday to Friday. Out of hours there is an emergency call number. All public areas will be cleaned on a regular basis.

Access to Meals etc.

The Trust provides access to hot and cold meals 24 hours a day.

Library Facilities

The Discovery Library houses brand new facilities in a contemporary space.

Salary

Will be determined in accordance with the current Terms & Conditions of Service for Hospital Medical and Dental Staff and current Pay Circulars. Please check on NHS jobs for further clarification.

Annual Leave

You will be entitled to 32 working days per year and public bank holidays. After completing 7 years as a consultant, you will be entitled to 34 working days per year and public bank holidays. Your leave year commences from 1 April each year.

These leave entitlements include the two extra-statutory days previously available in England under the 2002 Terms and Conditions of Service.

Your leave year commences from your start date. If your contract is for less than 12 months, then your leave entitlement will be pro rata. If you are working less than full time you will be allocated leave on a pro rata basis.

You should normally provide a minimum six weeks' notice of annual leave to be approved in accordance with local policies and procedures.

As leave is deducted from the rota before average hours are calculated for pay purposes, as set out in paragraph 12 of Schedule 4, leave may not be taken from shifts attracting an enhanced rate of pay or an allowance, as set out in Schedule 2 of these TCS. Where a doctor wishes to take leave when rostered for such a shift or duty, the doctor must arrange to swap the shift or duty with another

doctor on the same rota. It is the doctor's responsibility to arrange such swaps and the employer is not obliged to approve the leave request if the doctor does not make the necessary arrangements to cover the shifts. Arrangements will be agreed within the specialty to maintain adequate cover and you may be asked to assist other 'take' firms at particularly busy periods. Leave must be taken within each speciality and cannot be carried over into your next rotational slot if you are on a rotation. Ensure that you are familiar with the Trusts Sickness & Absence Policy and the requirements on reporting and returning to work.

Study Leave

Study leave is administered through the Post Graduate Medical Centre.

Data Protection / GDPR

Please review our GDPR Privacy Notice prior to applying - available under Further Links on NHS Jobs.

Post Holders are required to:

- Adhere to Trust policies and procedures, e.g. Health and Safety at Work, Equal Opportunities etc.
- Work to the Trust values - Put patients first, Take ownership, Respect others, Be positive.
- Maintain personal and professional development to meet the changing demands of the job, participate in appropriate training activities and encourage and support staff development and training.
- Attend statutory, essential and mandatory training.
- Respect the confidentiality of all matters relating to their employment and other members of staff. All members of staff are required to comply with the requirements of the data protection legislation.
- Comply with the corporate governance structure in keeping with the principles and standards set out by the Trust.
- Comply with the codes of professional conduct set out by the professional body of which registration is required for the post.
- Ensure that they are familiar with the Risk Management Framework, follow policies, procedures and safe systems of work, make known any hazards or risks that they identify and take all necessary actions to reduce risk. All staff must ensure that they attend appropriate statutory and essential training.

All managers have a responsibility to assess risks and implement the necessary actions to minimise these risks within their sphere of responsibility. They must also enable staff to attend the relevant statutory and essential training.

All heads of department have a responsibility to ensure that all necessary risk assessments are carried out within their division, directorate or department in liaison with relevant sources of specialist support and expertise within the Trust. They must also ensure that the risk management process is completed appropriately.

Note

This job description is neither definitive nor exhaustive and is not intended to be totally comprehensive. It may be reviewed in the light of changing circumstances following consultation with the post holder. This job description is to be read in conjunction with all current PHNT policies & guidelines. TRW.HUM.FOR.1188.1 Job Description Template

Under the Public Records Act all NHS employees are responsible for any records that they create or use in the course of their duties. Thus, any records created by an employee of the NHS are public records and may be subject to both legal and professional obligations.

All staff have a responsibility for the prevention and control of infection and the post holder must comply fully with all current Trust Infection Control policies and procedures.

Canvassing

Candidates are asked to note that canvassing of any member of the Advisory Appointments Committee will disqualify {see Statutory Instrument 1982 No. 276 paragraph 8(1)(b)}. This should not deter candidates from seeking further information relevant to the post from those members of the Trust detailed below and, further, this should not deter candidates from making informal visits to the Trust which are encouraged.

FURTHER INFORMATION

The Trust welcomes informal enquiries; the relevant people to speak to are as follows:

Chief Executive:	Mrs A. James (After short listing only)
Medical Director:	Dr M. Hamilton 01752 439491
Service Line Clinical Director	Mr K Frimpong-Ansah internal bleep 81364
Service Line manager	Miss G Nicholson 01752 437988

Other consultants in department and relevant to the post within the Trust as available upon request