



**East Suffolk and
North Essex**
NHS Foundation Trust

Consultant in Glaucoma

East Suffolk and North Essex NHS Foundation Trust

Responsible to: Clinical Divisional Director Dr Mark Bowditch

Accountable to: Chief Medical Officer Dr Angela Tillet

EAST SUFFOLK AND NORTH ESSEX NHS FOUNDATION TRUST

Message from the Chief Executive

Dear colleague

Thank you for your interest in joining East Suffolk and North Essex NHS Foundation Trust (ESNEFT).

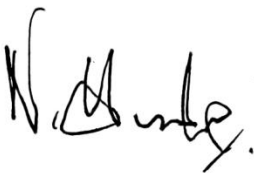
ESNEFT provides integrated care to a population of almost a million people. We employ more than 11,000 staff across two acute hospitals in Colchester and Ipswich and in community hospitals, clinics, surgeries and patients' homes. We are a partner in the Suffolk and North East Essex Integrated Care System.

We would like you to help us provide the best care and experience for the communities we serve in east Suffolk and north Essex. You can find out more about us on [our website](#) and please take a look at our [Come and Join us recruitment video](#).

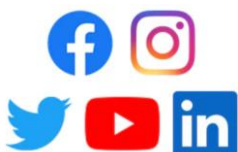
We are committed to being a great place to work, and great place to train and a great place to receive care. As a large organisation we offer exciting opportunities for development, innovation, research, education and training.

We have a simple philosophy: time matters. Time matters for our patients, their families and our staff. By focusing on time, we can remove unnecessary stress and frustration – giving our patients a better experience and to make sure you have more time to care and make the most of your skills.

Yours sincerely,



Nick Hulme
Chief Executive



Facebook @EastSuffolkNorthEssexNHS

Instagram @esneft

Twitter @ESNEFT

YouTube ESNEFT

LinkedIn East Suffolk and North Essex NHS Foundation Trust

We are...

East Suffolk and North Essex NHS Foundation Trust

We provide healthcare to a population of almost a **million** people in



But we don't work alone. We work alongside a multitude of teams in health, social care, voluntary services and other organisations to make care work well for local people whether they are at home or in hospital.

Time matters



Our philosophy is that time matters. Dealing with health issues can be stressful, both for the patient and for those who care for them. There is the necessary stress of the health need and the emotional effort of caring.

However, too often the complexity of the health and care system adds unnecessary stress. At the heart of this is time. Time is important to everyone whether as patients, as family or carers, or as staff delivering care.

We will improve services to make every moment count.

There's no place like home



1 in 5

of our staff work out and about in the community

And our NHS teams are supporting local people to stay in control of their health at home

When people need care in hospital we are committed to getting them home again as soon as possible

We can join the dots between care at home and hospitals



Size matters



We are the largest NHS organisation in East Anglia employing more than 11,000 staff and several of our clinical services are among the largest in England:

- Acute children's services
- Oncology
- Trauma and orthopaedics
- General surgery
- Urology
- Ophthalmology

Our values are: **optimistic, appreciative and kind**

Background of East Suffolk and North Essex Foundation Trust

ESNEFT was formed on 1 July 2018 following the merger of two NHS trusts in Colchester and Ipswich & east Suffolk. We became one of the largest NHS organisations in the region, and in 2021 grew further still when we began working in collaboration with other providers to provide community services in north east Essex.

As well as Colchester and Ipswich hospitals, our teams provide care and services from Aldeburgh, Clacton, Harwich, Halstead and Felixstowe hospitals, Bluebird Lodge in Ipswich and the Primary Care Centre in Colchester. Not forgetting our community teams who are based in local health clinics, surgeries and those who visit patients' homes.

Living in east Suffolk and north Essex

Whether it's a walk through the Constable countryside of the Dedham Vale, an amble around Woodbridge or a trip to splash in the sea at Frinton, there's plenty on offer in Suffolk and Essex.

Boasting brilliant shopping locations of Ipswich and Colchester, as well as many beautiful towns such as Framlingham, Lavenham or Wivenhoe, the two counties aren't short of places to visit. Quirky independent shops feature in many towns and villages, but you don't need to go that far to find your favourite larger retailers.

Woodbridge, Dedham Vale and the Shotley Peninsula were all named in the Sunday's Times' Best Places to Live guide 2021, but there are many towns and villages that offer pretty chocolate box scenes known in Suffolk and Essex, with an excellent choice of both state and private-sector schools.

With its rich history and status as Britain's oldest recorded town, Colchester isn't just a shopping destination, but has a strong cultural identity with its numerous galleries, theatres and arts venues. Suffolk's main town of Ipswich is a bustling place to visit, whether you're shopping, visiting the regenerated waterfront area, or spending time at one of the many bars or cafes.

Suffolk and Essex are holiday destinations for a reason. The beautiful stretch of coastline along Suffolk and Essex offers everything from the pier and heritage of Southwold, the amusements at Clacton to sights such as Thorpeness' House in the Clouds. Long before Ed Sheeran sang about the 'castle on the hill' in Framlingham, Jimmy made its mark on the map with his TV-famous farm, and there's no shortage of days out including Sutton Hoo, Kentwell Hall, Colchester Castle or Audley End Hall.

Watch the video below about living and working in Essex & Suffolk

<https://www.youtube.com/watch?v=GkPu7HphU8A>

Our structure and people

Our Trust is organised into clinical divisions (see below) supported by a series of corporate services.

- Medicine (Colchester) and Medicine (Ipswich)
- Cancer and Diagnostics
- Musculoskeletal and Special Surgery
- Surgery and Anaesthetics
- Women's and Children's
- Integrated Pathways
- North East Essex Community Services

The role you have expressed an interest in is in the Musculoskeletal & Special Surgery division.

Each division at ESNEFT has a divisional clinical director, an associate director of operations and an associate director of nursing, as well as a series of senior leadership positions supporting the clinical delivery group.

Information about our Trust Board can be found on the [About Us section of the ESNEFT website](#). Our Chief Executive is Nick Hulme and our Trust chair and Non-Executive lead is Helen Taylor.

Our people values are: Optimistic, Appreciative and Kind.

A role in Glaucoma

An opportunity has arisen to join our team at Ipswich Hospital.

We are inviting applications for a full time, Consultant in Glaucoma.

Applicants will have completed CCT or equivalent (CESR) and must be on the Specialist Register.

The divisional leaders are:

- Divisional clinical director Mark Bowditch
- Associate director of operations Rob Power
- Associate director of nursing Kay Hamilton

Information about the Department

This is a busy and expanding department is based within the main outpatients building of the hospital and has been fully renovated as of September 2021. The Ophthalmic Optometry and Orthoptic departments deal with over 50,000 outpatient visits per year. A total in excess of 3,000 day case operations are currently performed annually.

There are currently 7 consultants all subspecialised in paediatrics, strabismus, VR, glaucoma, cornea, oculoplastics, medical ophthalmology, medical retina and ocular oncology with very little requiring referral to tertiary centres. The department is supported by a team of specialty doctors, trainee's, clinical fellows, nurse practioners and optometric specialists.

Glaucoma service

The successful applicant will be the second glaucoma consultant appointed to the hospital. Currently a comprehensive service is offered including all glaucoma surgeries (Trabeculectomy. Baerveldt and Ahmed implants, Istent, presiflow and other micro incision devises) Laser treatments (YAG, SLT and cyclodiode).

Operating Theatres

The Ophthalmic Day Care Unit (ODCU) is a twin theatre operating suite dedicated to ophthalmology. Our well-equipped theatres allow us to offer a comprehensive service covering all sub specialties. This includes a Victus Femtosecond laser, advanced Leica ophthalmic operating microscopes, Bauch & Lomb Stellaris phacoemulsification equipment with pars plana vitrectomy equipment and diode & endolaser is also available. GA cases are undertaken within the ODCU.

Outpatients

The Outpatient Department is modern & well equipped and is supported by excellent nursing, optometry and orthoptist departments. Two dedicated laser rooms, for YAG/SLT and Argon Laser.

Diagnostic Imaging

The Ophthalmology Department has a fully equipped anterior segment & ocular imaging suite within the department.

- Heidelberg Spectralis OCT including OCTA
- FFA and ICG
- Portable OCT
- Humphreys visual field analysers
- Optos fundal photography
- Latest OCT based corneal imaging (Heidelberg)
- Latest Pentacam
- Anterior segment photography
- Ultrasound Biomicroscopy (UBM)

Optometry Department

The optometry department is well staffed and equipped and works within the anterior segment service in advanced roles. Contact lens fitting and low visual aid services are also available. A Partial Sight Resource Centre and Counselling for the Visually Impaired is also provided with an in house eye care liaison officer.

Retinal Suite

A dedicated retinal suite sits next to the ODCU for all intravitreal injections and is supported by nurse injectors. Additionally ultrasound B scan, fundal photography and fluorescein and ICG angiography are all readily available.

Main Duties and Responsibilities of the Post

General

All consultants in the department have a continuing and individual responsibility for the care of patients in their charge and a general responsibility to provide, in conjunction with their colleagues, an effective Ophthalmology Service to meet the needs of the local population, within the resources available

Clinical responsibilities

The appointee will be expected to:

- Take his/her share of the consultant clinical responsibilities within the Department, including managing junior doctors within the Acute Referral department and the continued expansion of the Glaucoma service. The precise allocation of session time will be agreed with consultant colleagues, but it is envisaged that there will be 7 clinical sessions of direct clinical care 8.5 DCC and 1.5 SPA for professional development and appraisal (10 PA total)
- Provide cover for colleagues during leave and other authorised absences.
- Join the consultant on call rota in a two tier on call supporting the registrar who is first on call.

Draft Job plan

The exact details of the job plan will be agreed with the successful candidate after their appointment. The minimum core SPA allocation is 1PA. We encourage three session working which offers opportunities for flexible job planning. The below is an example timetable.

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	OFF	OFF	Glaucoma Clinic	Glaucoma Clinic	Glaucoma Clinic
PM	OFF	SPA	Glaucoma Theatre	Cataract Theatre	YAG Clinic
Evening			Clinical Admin / SPA	Virtual review clinic	

The consultant will be responsible to the Clinical Chair for the Special Surgery Business Unit, who will complete appraisal and revalidation with the post-holder.

All consultants, including the appointee, will be expected to be involved with implementing the Trust's Clinical Governance programme. This includes active participation in clinical audit, quality, clinical guidelines/pathways, professional development, appraisal and risk management.

Management

The Divisional Clinical Director is responsible for managing the Clinical Delivery Group, and its performance, and plays an important part in the strategic management of the hospital as a member of the Trust Senior Leadership team. All clinicians are encouraged to play an active role in the management of the hospital and services.

East Suffolk and North Essex Foundation Trust expects its entire professional staff to maintain a high level of competence, maintaining their time effectively and using expensive resources both responsibly and efficiently. Naturally, it is assumed that all staff will treat patients with both dignity and understanding, and that they will strive to work well together.

Medical members of staff are expected to contribute to the general management of the hospital, and to develop links with the community. They are also expected to work as members of the team with Resource Management accountability to the Divisional Clinical Director.

Continuing Professional Development

The Trust supports the requirements for continuing professional development (CPD) as laid down by the GMC and Royal College and is committed to providing time and financial support for these activities.

Research, Audit & Teaching

In conjunction with consultant colleagues he/she will organise and supervise the teaching of junior medical staff and students in the department.

Research, audit and teaching are vital for the growth of effective clinical care. The consultant will be expected to support and foster these non-clinical roles in conjunction with the incumbents and to take part in the teaching of medical undergraduates and postgraduates.

Administration

It is expected that all consultants will share the administrative duties associated with the running of an effective department, which will include defining policy and guiding, advising and co-operating with Practitioners in the Trust, General Practitioners and staff in the Community.

Office accommodation and secretarial support

A dedicated administration support team supports the Department. The successful candidate will have dedicated desk space, office computer and Secretarial support.

Revalidation

The Trust has the required arrangements in place to ensure that all Consultants have an annual appraisal with a trained appraiser and supports Consultants going through the revalidation process.

Mentoring

The Trust is keen to support newly appointed consultants with named mentors.

EDUCATION & TRAINING

The Trust is keen to develop our staff and there are excellent learning and education facilities at both Colchester and Ipswich Hospitals.

All Consultants are expected to contribute to our teaching programmes for Foundation, IMT, GP, Higher Specialty Training and the current programme is below. In addition, there are many opportunities to support the multi-professional teaching and development.

	Cross site	
Grade		
F1	Tuesdays	1200-1300
F2	Tuesdays	1300-1400
IMT	Fridays	1300-1400
Med SPR	Third Tuesday every month	
Grand Rounds	Wednesday	1230-1330
Journal Club	Thursday Lunchtime	
Surgery	Friday	0800-0900

The Trust has medical students attached from the University of Cambridge, University of East Anglia, Anglia Ruskin University and Queen Mary's School of Medicine. Departments organise local teaching and all Consultants are encouraged to participate.

We encourage all Consultants and SAS doctors to become an Educational Supervisor. We offer a dedicated training and support package locally and with HEE East of England.

The appointee will be expected to participate in audit projects associated with the department. Medical audit sessions are held regularly every month and attendance is mandatory (it is expected that the consultants will attend 75% of them during the year).

The appointee will participate in clinical governance activities, risk management, clinical effectiveness and quality improvement program activities as requested by both the Trust and external organisations.

Research is encouraged with the support of the ESNEFT Research Team and Local Ethical Committee.

Study leave for all senior grade doctors (Consultant and SAS) to complete Continuing Professional Development is 30 days over a 3 year period. The Trust will fund activities up to a local ceiling which is currently £700 per annum, per consultant.

The post-holder will be required to keep himself/herself fully up-to-date with their relevant area of practice and to be able to demonstrate this to the satisfaction of the Trust.

General Conditions of Appointment

The Trust requires the successful candidate to have and maintain full registration with the General Medical Council, NHS Indemnity and private cover if appropriate. The appointee is advised to maintain membership of a Medical Defence Organisation for professional duties not included within the NHS Indemnity Scheme.

Consultants are required to have continuing responsibility for the care of patients in their charge and for the proper functioning of their departments. They are expected to undertake administrative duties that arise from these responsibilities. Specifically, Consultants will co-operate with the Divisional Clinical Directors to ensure timely and accurate production of discharge letters and summaries of patients admitted under their care. "Timely" will, as a minimum, be the meeting of standards agreed between the Trust and the Purchasers. Current standards are:- discharge letter will be given to the patient on discharge, with a copy to the GP on the same day; a summary will reach the GP within 10 working days of patient discharge.

The appointee will be accountable managerially to the Divisional Clinical Director and the Chief Executive, and professionally to the Chief Medical Officer of the Trust.

The post is covered by the Terms & Conditions of Service of ESNEFT, which primarily reflect the New Consultant contract. Terms and Conditions – Consultants (England) 2003. Consultants will normally be appointed on the bottom of the consultant salary scale except where they have recognised seniority at a consultant level.

The appointee may be required to undergo a medical examination prior to appointment and will be required to attend the Occupational Health Department within one month of commencement.

The post is exempt from the provisions of section 4(2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975. Applicants are, therefore, not entitled to withhold information about convictions, which for other purposes are "spent" under the provision of the Act, and in the event of employment any failure to disclose such convictions could result in dismissal, or disciplinary action by the Trust. Any information given will be completely confidential and will be considered only in relation to an application for positions to which the Order applies.

In accordance with the Protection of Children Act 1999, Criminal Justice and Court Services Act 2000 and Care Standards Act 2000 (Part VII – Protection of Vulnerable Adults, the Trust has a legal duty to safeguard children and vulnerable adults in its care from the potential risk of associating with persons with previous convictions involving children and vulnerable adults. In order to carry out checks on those persons having access to children and vulnerable adults, the Trust will use the Criminal Records Bureau (CRB) disclosure service.

The Trust is a no smoking hospital and smoking is not permitted on any of the Trust's premises. All Trust staff are responsible for complying with Trust Infection Control policies and clinical guidelines.

GENERAL INFORMATION

Electronic Patient Records system

There is an established hospital information and support system (Lorenzo in Ipswich and Medway in Colchester). A project is underway to upgrade to a new electronic patient records system – it's the the biggest digitisation investment at ESNEFT for the next 10 years.

Quality

The Trust is committed to providing patient care of the highest quality and requires all staff to play an active role in achieving this.

Confidentiality

During the course of his/her duties, the post holder may have access to confidential information which must not be divulged to any unauthorised persons at any time, this includes compliance with the Trust's Policy on Data Protection.

Trust Policies

The post holder is required to comply with all the Trust's policies

Relocation Package

The Trust has designed its scheme to be as flexible as possible to enable employees to maximise their benefits. Further information can be obtained from the Human Resources Department.

Interview Expenses

All potential applicants are advised the Trust will only reimburse travel and hotel accommodation expenses in respect of the interview and one preliminary visit. In the case of candidates attending from outside of the United Kingdom, expenses will only be met from the port of entry.

Enquiries and Visits

Applicants or prospective applicants are encouraged and welcome to visit the department and to meet prospective colleagues. Arrangements for visiting can be made by contacting us.

Requests for visits to the unit should be made to Mr Ramy Bassily, Clinical Lead

Email address ramy.bassily@esneft.nhs.uk

Telephone number 01473712233

PERSON SPECIFICATION

GRADE: CONSULTANT

SPECIALITY: GLAUCOMA

	ESSENTIAL	DESIRABLE
Education & Qualifications	<p>Entry on Specialist Register (or entry expected within 6 months)</p> <p>FRCOphth or Equivalent</p> <p>Success in Intercollegiate Speciality Examination or Overseas Equivalent.</p>	
Further Training & Knowledge	<p>Clinical training and experience equivalent to that required for gaining UK CCT in relevant specialty</p> <p>Ability to offer expert opinion in glaucoma management and offer surgical treatment options including cataract surgery and trabeculectomy</p> <p>Ability to take full and independent responsibility for clinical care of patients with eye casualty conditions.</p>	<p>Post CCT Fellowship in Glaucoma and/or ASTO in glaucoma</p>
Management & Administrative Experience.	<p>Ability to advise on efficient and smooth running of specialist services.</p> <p>Ability to organise and manage outpatient priorities, surgical waiting lists and operating lists.</p> <p>Experience of audit management.</p>	<p>Appraiser' skills and contribute to departmental revalidation process</p> <p>Ability to manage and lead specialist unit, special surgery business unit, and working parties as appropriate</p>
Teaching Experience	<p>Experience of managing junior doctors.</p> <p>Ability to teach clinical and operative skills</p>	<p>Attendance at Teach the Teacher Course.</p> <p>Ability to supervise postgraduate research.</p>

Research Experience	Ability to apply research outcomes to clinical and surgical problems	Publication in referred journals.
Personality & Personal Attributes	<p>Ability to work in a team.</p> <p>Good interpersonal Skills.</p> <p>Enquiring, critical approach to work.</p> <p>Caring attitude to patients.</p> <p>Ability to communicate effectively with patients, relatives, GPs, nurses and other agencies.</p> <p>Commitment to continuing Medical Education.</p> <p>Willingness to undertake additional professional responsibilities at local, regional, or national levels.</p>	