

# Be part of Our Future

Consultant Application Pack

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## **SECTION 1: About Us**

The University Hospitals of Leicester NHS Trust (UHL) provides services for 1.1 million people in Leicester, Leicestershire and Rutland, and a further 2 million nationally through our specialist cardiac and renal services. The geography features the vibrant urban centre of Leicester, as well as beautiful rural areas in the wider county and Rutland.

Our three acute sites are the Leicester Royal Infirmary, the Leicester General Hospital and the Glenfield Hospital. As an integrated Trust, we provide services in seven community hospitals as well as in people's homes and virtually. We are a renowned biomedical research facility with an established international reputation for research excellence in cardiovascular, respiratory, diabetes, renal and cancer medicine. Together with University of Leicester, Loughborough University and De Montfort University – and as one of the country's largest teaching hospitals – we provide world-class training for tomorrow's health and care professionals.

As an organization with a long history and a £1.5bn annual turnover, we also play a role as a community anchor organisation. More than 18,000 people representing over 70 different nationalities work at UHL and we are proud of the diversity of our workforce. As one of the largest employers in the region, we use our economic influence to improve the health and wellbeing of our community, by purchasing local goods and services and being a good civic partner.

We are committed to working in partnership with health and social care, local authority and charitable sectors to make a difference at scale. UHL's 2023 – 2024 strategy, published in October 2023, sets out a clear vision to be leading in healthcare and trusted in communities.

# Our strategic framework

Vision: Leading in healthcare, trusted in communities

Four goal areas

High-quality care for all

We will deliver timely, safe and personalised care for everyone who needs it

A great place to work

We will support our diverse workforce and create learning environments that promote high-quality care

Partnerships for impact

We will make a difference at scale and strengthen community relationships

Research and education excellence

We will grow as an international centre of excellence for research, education and innovation

Our UHL values



Compassionate

We care for patients and treat each other with kindness, dignity, and respect



Proud

We are proud of what we do, are responsible for our actions, and continuously improve to be the best we can be



Inclusive

We promote fairness and equity, celebrate diversity, and challenge discrimination wherever we find it



One Team

We work together and collaborate to make a difference for patients, partners and communities

Embedding health equality and inclusion in all we do

Enablers of success



Continuous improvement approach



Digital, data and technology



Financial sustainability



Becoming a Green Trust



Working with people and communities

## Welcome from Our Chief Executive Mr Richard Mitchell

“Thank you for your interest in joining University Hospitals of Leicester NHS Trust (UHL). We are proud of the progress we are making and we are excited about our future as an integrated provider of health and care.

At UHL, we are working to achieve four goals; high quality care for all, a great place to work, partnerships for impact and research and education excellence. We have a turnover of £1.5bn and over 18,000 colleagues and we provide care in three main acute sites, seven community hospitals and in patients’ homes.



UHL and University Hospitals of Northamptonshire (UHN) have formed a collaboration with me as the Joint Chief Executive. The three neighbouring trusts provide home, community, hospital and virtual care to a population of over two million people in the East Midlands. The Trusts have many shared services, jointly employed clinicians and deliver world leading research through the Leicester National Institute of Health and Care Research (NIHR) Biomedical Research Centre.

We will work more closely to strengthen clinical and support services and will improved efficiency, productivity and quality. We will collaborative with NHS and Local Authority partners to improve health and wellbeing of patients and create better employment opportunities across the region.

I am proud to work in Leicester, Kettering and Northampton, we have a truly diverse workforce and I look forward to working with you too.”

A handwritten signature in black ink that reads "Richard". The signature is written in a cursive style and is underlined with a single horizontal stroke.

Richard Mitchell  
Chief Executive Officer  
[Richard.Mitchell@uhl-tr.nhs.uk](mailto:Richard.Mitchell@uhl-tr.nhs.uk)  
07795 211 370

## SECTION 2: About the University of Leicester

The University of Leicester is the major academic partner of the University Hospitals of Leicester NHS Trust. This partnership is hosted within the University by the College of Life Sciences and enables the highest standards of research, education and training in biomedical and related subjects, and to apply this knowledge and expertise to enhance the quality of life and economic prosperity of populations, locally within Leicester, Leicestershire and Rutland and in the wider world. Contributions made by consultant colleagues to this broad academic mission are recognised by the University through the award of a range of honorary titles from Honorary Fellow through to Honorary Professor.



The high calibre of our academic endeavour was recognised in the latest Research Excellence Framework (REF2021) which ranked the University of Leicester 2<sup>nd</sup> for Clinical Medicine (UoA1), with 95% of our submission ranked world-leading (4-star) or internationally excellent (3-star). Leicester was also ranked 18<sup>th</sup> (of almost 3,000 medical schools) in both the 2021 and 2022 Shanghai World Ranking, and 5<sup>th</sup> in the UK (the highest rank for Clinical Medicine outside of the Golden Triangle)

The College hosts two Research Institutes: [Leicester Institute of Structural and Chemical Biology, Led by Prof John Schwabe](#) and the Leicester Institute for Precision Health <https://le.ac.uk/research/institutes/precision-health> led by Professor Chris Brightling; and nine Research Centres:

- Centre for Cancer Research,
- Centre for Diabetes Research,
- Centre for Microbial and Infectious Disease,
- Centre for Environmental Health and Sustainability,
- Centre for Phage Research,
- Centre for Lifespan Health and Wellbeing,
- Centre for Fibrosis Research,
- Centre for Sarcopenia and Muscle Research, and
- Centre for Population Health.

Our newly expanded NIHR Biomedical Research Centre (BRC) recently received a 2.5-fold increase in funding, and now brings together the work of: Cardiovascular; Respiratory and Infection; Lifestyle; Personalised Cancer Prevention and Treatment; Environment; and Data innovation for Multiple Long-Term Conditions and Ethnic Health

The University's Mission is to 'change lives through education and research' and to work in partnership with our communities to become truly inclusive.

Our values are:

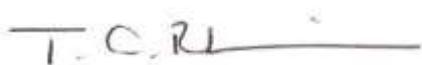
- **Inclusive**, diverse in our makeup and united in ambition;
- **Inspiring**, passionate about inspiring individuals to succeed and realise their ambitions;
- **Impactful**, as Citizens of Change we generate new ideas which deliver impact and empower our community

Our strategy consists of three themes:

- World-Changing Research
- Research-Inspired Education
- Our Citizens

Our educational ambition is to deliver a world-class, discovery-led and discovery-enabling learning experience in all teaching. There are programmes in Medicine and a growing range of healthcare professions including Midwifery with Leadership, Nursing with Leadership, Operating Department Practice, Physiotherapy and Radiography; a new Clinical Pharmacy course is also planned. A new more patient-centred undergraduate curriculum in Medicine was launched in 2016 with long 'apprenticeship-style' placement blocks developing student skills as they enter the clinical phase of our course. We are also proud of our work widening participation to medicine, and have developed an excellent [Medicine with Foundation Year MB ChB](#) which was launched in 2017. The Stoneygate Centre of Excellence in Empathic Healthcare was launched in 2023, following a major philanthropic donation to the university. The Centre will be a flagship institute and be world-leading: in the development and delivery of transformational empathy training; in establishing the best means of assessing clinical empathy; and in measuring the impact of empathic healthcare on patient and practitioner outcomes.

I look forward to welcoming you to Leicester and to you joining both UHL and the University in our joint endeavour to improve the health outcomes and quality of life of our local population through research and education with world-wide impact.



Professor T G Robinson BMedSci MD FRCP FESO  
Pro Vice-Chancellor, Head of the College of Life Sciences and Dean of Medicine  
tgr2@leicester.ac.uk

## **SECTION 3: Leicester, Leicestershire and Rutland**

### **A GREAT PLACE TO LIVE AND WORK**

The geography features the vibrant urban centre of Leicester, as well as beautiful rural areas in the wider county and Rutland, including Rutland Water

Leicester is the largest city in the East Midlands and the fastest growing. With a proud history of migration, it is famously the first 'plural' city in the country, with no single ethnic majority. The 2021 census identifies 94 languages spoken here, making Leicester one of the most linguistically diverse places in the UK

The city is home to the largest Diwali celebration outside India each Autumn, and across the rest of the year Leicester celebrates Vaisakhi, Eid, Hanukkah and Chinese New Year. It also hosts the third largest Caribbean Carnival in the country

Leicester has seen the development of the Space Park and Waterside area of the city in recent years, with a view to nurturing specialist industry skills and the retention of knowledge from graduates of the city's two universities. In the wider county, life sciences and logistics are industry growth areas, creating jobs and attracting more people to settle in Leicestershire.

Leicester has been one of the most successful sporting cities in the UK in the last decade with Leicester City Football Club, Leicester Tigers rugby union club and Leicester Riders basketball team all winning their respective leagues

The county is crisscrossed by footpaths, cycle trails and canals. Outdoor attractions include the National Forests, Bradgate Park, Beacon Hill and Swithland Wood. The strong transport infrastructure means you are never far from other destinations in the UK or overseas. Find out more at Visit Leicester and Discover Rutland

**<https://www.visitleicester.info/>**

**<https://www.discover-rutland.co.uk/>**

## SECTION 4: Job Description

### Department of Ophthalmology in MSS Clinical Management Group

**Job Title:** Consultant Ophthalmologist with interest in non-surgical management of glaucoma (10 PA's)

**Location:** LRI and Alliance community Hospital, within University Hospitals of Leicester NHS Trust; this may change as a result of service Reconfiguration and peripheral working will be expected.

**Managerially**

**Accountable to:** Head of Service and General Manager

**Professionally**

**Accountable to:** CMG Clinical Director [Hazel Busby-Earle](#), Medical Director [Andrew Furlong](#)

### **JOB DESCRIPTION**

The post is for a Consultant Ophthalmologist with an interest in General Ophthalmology with an interest in Glaucoma. This is a permanent post in the Musculoskeletal and Specialist Surgery CMG (MSS) and the Ophthalmology services are based at the Leicester Royal Infirmary within the University Hospitals of Leicester NHS Trust.

The post holder will be 1 of 27 Ophthalmologists offering General and Sub-Speciality Ophthalmology. The Department of Ophthalmology provides a Consultant led team approach to adult and paediatric inpatient treatment across the broad spectrum of ophthalmic disorders.

This post does include Eye Casualty sessions, and participation in the on-call rota.

### **KEY WORKING RELATIONSHIPS**

The new appointee will work alongside the Consultant Ophthalmologists to ensure a comprehensive and co-ordinated Ophthalmic Service.

### **Medical Staff**

There are currently 27 Consultant Ophthalmologists.

Mr S Banerjee	Vitreo-retinal (Head of Service) (Honorary Senior Lecturer)
Mr P R Chaudhuri	Vitreo- retinal (Honorary Associate Professor)
Mr A Mokashi	Vitreo-retinal
Mr P Kumar	Uveitis & Medical Retina
Mr B Kapoor	Uveitis (Undergraduate Ophthalmology Block Co- Lead and Honorary Lecturer)
Mr J Deane	Medical Retina
Mr V Konidaris	Medical Retina (Honorary Lecturer)
Ms R Anzidei	Medical Retina

Mr T Islam	Eye Casualty lead/ Medical Retina
Mrs S J Burns	Oculoplastics, Lacrimal and Lids (Undergraduate Ophthalmology Block Co-Lead and Honorary Lecturer)
Mr R G Sampath	Oculoplastics, Lacrimal, Lid and Orbits (Honorary Associate Professor)
Mrs A Berry-Brincat	Oculoplastics, Lacrimal and Lids
Mr U Sarodia	Glaucoma
Ms L Osman	Glaucoma
Mr H Malick	Glaucoma
Mr J I Prydal	Cornea
Mr V Savant	Corneal and external eye disease
Ms S Tiew	Corneal and external eye disease
Ms N Dhillon	Corneal and external eye disease/ TPD Lead
Ms S Anwar	Paediatric Ophthalmology, Neuro-Ophthalmology, and Ocular Motility (Honorary Senior Lecturer)
Ms N Sarvananthan	Paediatric Ophthalmology, Neuro-Ophthalmology, and Ocular Motility (Honorary Associate Professor)
Mr S Tyradellis	Paediatric Ophthalmology, Neuro-Ophthalmology, and Ocular Motility (Honorary Lecturer)
Mr I Ali	General Ophthalmology and Medical Glaucoma
Mr I Choudhuri	General Ophthalmology
Mr I De Silva	Eye Casualty Lead/General Ophthalmology
Ms Ramanathan	General Ophthalmology
Ms C Routledge	Paediatric Ophthalmology, Neuro-Ophthalmology, and Ocular Motility
Mr Mervyn Thomas	Associate Professor/Honorary Consultant in Ophthalmology

**In addition there are currently:**

5 Associate Specialities /Speciality Doctors  
15 Clinical Fellows  
9 Specialist Registrars  
3 Foundation Year Two Dr's/GPVTS

**Appointment**

The appointment will be whole time. Any Consultant who is unable for personal reasons, to work whole time, will be eligible to be considered for the post. If such a person is appointed, modification of the job content will be discussed on a personal basis in consultation with Consultant colleagues.

**Base**

Your normal place of work will be as discussed at interview and will be confirmed in Section 1 of your contract but you may be required to work in other locations of the Trust. In particular, flexibility is required across the three main Hospital sites (Leicester Royal Infirmary, Leicester General Hospital, Glenfield Hospital). If your

initial location is based at one of these sites, excess travel reimbursement will not apply for a permanent/temporary change to base.

### **BASE**

Your normal place of work will be as discussed at interview and will be confirmed in Section 1 of your contract but you may be required to work in other locations of the Trust. In particular, flexibility is required across the three main Hospital sites (Leicester Royal Infirmary, Leicester General Hospital, Glenfield Hospital). If your initial location is based at one of these sites, excess travel reimbursement will not apply for a permanent/temporary change to base.

### **KEY TASKS**

- The post-holder will be required to maintain their continuing professional development (CPD) to be able to successfully revalidate. As per the Trust requirement the successful candidate will be required to have annual appraisal and attend / keep fully up to date with statutory and mandatory training as stipulated.
- The post-holder will be expected to undertake the Trust Corporate and Directorate specific Induction and competency Programmes appropriate to role.
- To be able to provide support when needed in the emergency eye department.
- To be a point of escalation when the emergency department requires senior consultant advice.
- To provide Consultant Ophthalmology services at the University Hospitals of Leicester.
- To provide Consultant Ophthalmology services by way of Outpatient clinics and Outpatient procedure lists at the University Hospitals of Leicester and in peripheral units.
- To work flexibly and cooperatively with the other consultant Ophthalmologists to maximise the utilisation of outpatient procedure lists and outpatient clinics.
- The on call commitment includes attendance in the Eye Emergency Department at weekends and bank holidays. (Oncall is covered under paid PA's, anything above a normal oncall at the weekends, will be paid via Time Off in Lieu or alternative payment).
- To ensure the provision of good standards of practice and care as described in the GMC Guidance 'Duties of a Doctor' are followed at all times; and that bad practice is reported.
- To ensure that clinical practice is both effective and efficient and that appropriate monitoring of clinical care takes place. To actively participate in audit.
- To work with the Clinical Management Group (CMG) team to ensure that services are delivered efficiently and reflect best practice with processes and governance to match - this may require new and flexible ways of working in the future.
- To provide continuing responsibility for the care of patients under their care and for the proper organisation and functioning of clinical practice.
- To work closely with other specialties, departments and outside agencies to deliver the objectives of the Department and CMG.
- To take responsibility for ensuring that critical clinical incidents, as defined in the Trust's 'Critical Incident Policy', are reported in a timely manner.
- Maintenance of the highest clinical standards in the management of patients.
- To share with colleagues responsibility for the day to day management of patients.
- To promote new ways of working and co-ordinating care for patients in the community and to ensure that the services are based on effective and integrated partnerships across the health community.
- To proactively develop the service and actively participate in both departmental and Trust matters concerning Clinical Governance and audit.
- To participate in yearly appraisal and job planning process.

- To undertake Mandatory & Statutory training as determined by the Trust and CMG.
- To support allied health professionals in their development.
- To provide at least a minimum of x1 session a week in the Emergency Eye Department.

### **DUTIES AND RESPONSIBILITIES OF THE POST**

The overriding purpose is to support the provision of highest quality patient care through personal actions and continuous improvement.

- Responsibility for the prevention, diagnosis and treatment of illness, and the proper functioning of the department;
- Cover for colleagues' annual leave and other authorised absences;
- To participate in service development and business planning in collaboration with the other Consultants in the department, the CMG and local GPs and commissioners within the local CCGs;
- Professional supervision and management of junior medical staff including the observance of local employment and human resource policies and procedures;
- Responsibilities for carrying out teaching, examination and accreditation duties as required and contributing to undergraduate, postgraduate and continuing medical education activity, locally and nationally;
- Participating in medical audit, the Trust's Clinical Governance processes and in CPD – CPD is provided in job plans and attendance at audit and other governance meetings is mandatory; Managerial, including budgetary responsibilities where appropriate and compliance with standing orders and standing financial instructions of the Trust.;
- In line with GMC Good Medical Practice it is the responsibility of the post-holder to ensure that all duties are carried out to the highest possible standard, and in accordance with current quality initiatives within the area of work.
- The post-holder is expected to respond in a timely fashion to legitimate requests from Trust officers – this might include investigations of incidents or complaints.
- The post-holder is expected to participate in teaching and training of junior staff and other clinical staff groups. The appointee will also have supervision responsibilities for junior medical staff within the specialty. If appropriate the post-holder will be named in the contract of junior staff as the person responsible for overseeing their training and as an initial source of advice to such doctors regarding their careers.
- The post-holder is expected to participate in professional continuing medical education; study leave is provided for this purpose.
- The post-holder will be expected to undertake the Trust Corporate and Directorate specific Induction and competency Programmes appropriate to role.
- The post-holder will be required to maintain their continuing professional development (CPD) to be able to successfully revalidate. As per the Trust requirement the successful candidate will be required to have annual appraisal and attend / keep fully up to date with statutory and mandatory training as stipulated.

### **JOB PLAN**

The job plan will be subject to annual review, with any revisions sought by mutual agreement but it is expected that the successful candidate will work with the CMG management team to ensure that services are delivered efficiently and reflect best practice with processes and governance to match - this may require new and flexible ways of working in the future. Although there are x3 hospital sites for UHL, the job plan activity will be based solely at LRI. Cross site working would only occur when completing on-call commitments if necessary.

### **Illustrative Job Plan**

Work	Location	Category
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Monday	0900 to 1300	General clinic 1 3 5 Cataract clinic 2 4	LGH	1 x DCC
	1330 to 1700	Revalidation SPA	LGH	1 x SPA
Tuesday	0900 to 1300	General clinic 1 3 5 Cataract clinic 2 4	LGH	1 x DCC
	1330 to 1700	Cataract Theatre	LGH	1 x DCC
Wednesday	0900 to 1300	Stable glaucoma clinic 1 3 4 5 OFF 2	LGH	0.75 x DCC
	1330 to 1700	Stable glaucoma clinic 1 3 4 5 OFF 2	LGH	0.75 x DCC
Thursday	0900 to 1300	Stable glaucoma clinic1 Admin 2 Audit SPA 3 4 5	LGH	0.5 x SPA 0.5 x DCC
	1330 to 1700	Admin	LRI	1 x DCC
Friday	0900 to 1300	Eye Casualty	LRI	1 x DCC
	1330 to 1700	YAG SLT laser 1 General Clinic 3 5 Teaching SPA 2 4	LRI	0.5 x DCC 0.5 x SPA
Saturday	0900 to 1300	Theatre 2	LGH	0.25 x DCC
	1330 to 1700	Theatre 2	LGH	0.25 x DCC
<b>Session Summary PAs</b>				
Clinics/Theatre DCC	6.75			
Admin DCC	1.25			
SPA	2.00			
Total	10			
On-call duties	1 In 18 third on call.			

### **Programmed Activities**

There is a Consultant on-call rota of 1:18. This is reflected in the PA count.

### **Supporting Professional Activity (SPA)**

It is expected that most Consultants within the Trust will have 2.5 PA's for Supporting Professional Activities (SPA).

1.5 PA's are allocated as a minimum to all consultants for SPA in order to support the requirements of revalidation which include activities such as participating in audit, CPD and mandatory training.

Up to a further 1 PA will be available for SPA by mutual agreement as part of the job planning process for further appropriate verifiable SPA. Where a consultant decides not to undertake additional SPA over and above 1.5 PA's, suitable alternative clinical work will be offered to bring the job plan up to 10 PA's.

### **MENTORSHIP**

There is a mentorship scheme for all new consultant staff, this is designed to help and assist new appointees to settle into working at UHL as easily as possible. It is designed to

assist individuals in a personal way to familiarise them with the Trust and how things work in practice.

The Trust also has the required arrangements in place, as laid down by the Royal College of Physicians, to ensure that all doctors have an annual appraisal with a trained appraiser and supports doctors going through the revalidation process.

Appropriate secretarial and office accommodation will be available. The University Hospitals of Leicester NHS Trust are committed to support continued professional development with paid study leave within a budget. Each Consultant is provided with a personal computer with access to the internet and NHSNet connection.

The post holder will have an opportunity to apply to become a clinical teacher. In addition to the standard 1.5SPAs the clinical teacher role is supported by 0.5 SPA to support two hours of undergraduate teaching time per week. This teaching can occur in different settings. The clinical teacher will be expected to show evidence of satisfactory performance in this role at appraisal.

### **ANY OTHER DUTIES**

This job description is not to be taken as an exhaustive list of duties and it may be reviewed in the light of changed service needs and development. Any changes will be fully discussed with the post holder. The post holder will be required to carry out the duties appropriate to the grade and scope of the post.

In order to ensure the Trust's ability to respond to changes in the needs of the service, after appropriate consultation and discussion with you (including consideration of personal circumstances current skills, abilities and career development) the Trust may make a change to your location, duties and responsibilities that are deemed reasonable in the circumstances.

### **RESEARCH AND THE UNIVERSITY OPHTHALMOLOGY GROUP**

The Ulverscroft Eye Unit at the University of Leicester hosts a multidisciplinary research group led clinically by Associate Professor and Honorary Consultant Mr. Mervyn Thomas, focusing on ocular genetics and multimodal imaging. The research group also includes one non-clinical Associate Professor (Dr. Frank Proudlock), one Lecturer (Dr. Zhanhan Tu), one NIHR Clinical Lecturer (Dr. Sohaib Rufai), one Research Fellow, two NIHR Academic Clinical Fellows (in ophthalmology and genetics), two research orthoptists, one optometrist, honorary clinical staff, and support staff. The group regularly supports PhD students (clinical and non-clinical), intercalated medical students and visiting fellows.

The group undertakes research in a number of areas including: ocular genetics, nystagmus, retinal development, foveal hypoplasia, eye movement physiology and pathology, amblyopia, retinopathy of prematurity, strabismus, papilloedema, and retinoblastoma.

### **Education: Teaching and Training**

All Consultants are expected to contribute to teaching and training of undergraduate students and postgraduate trainees as part of their role as a Consultant in UHL.

Consultants will normally have undergraduate medical students placed with them during clinical duties and are expected to teach alongside clinical service work.

Similarly, Consultants will normally be involved in clinical supervision of postgraduate trainees working within UHL.

Medical students based at the University of Leicester follow a standard 5 year programme with years 1 and 2 (phase 1) predominantly based in the University but including both a Healthcare assistant training programme, and a programme developing their consultation and examination skills; and three years on clinical placement in phase 2. The teaching of undergraduate students in UHL reflects the Divisional structure of the Trust. Undergraduate medical students are taught by UHL throughout the medical course from years 1 to 5. There is a total of 17 trainees across the region. Both ward- and outpatient-based clinical teaching, as well as tutorial and lecture style teaching is undertaken in addition to individual supervision of clinical students (years 3-5) attached to them,

Some Consultants will choose to take on additional undergraduate and/or postgraduate education and training responsibilities. This activity will be specific, identifiable, evidenced, recognised and appraised. Such additional teaching and training activity will be recognised within their SPA allowance.

The post holder will have the opportunity to apply to become a clinical teacher. In addition to the standard 1.5 SPAs, the clinical teacher role is supported by 0.5 SPAs to support two hours of undergraduate teaching time per week.

This teaching can occur in different settings. The clinical teacher will be expected to show evidence of satisfactory performance in this role at appraisal.

#### Principal Elements:

- To support and oversee the placement of students in the department and act as a clinical teacher
- To facilitate delivery of undergraduate teaching as directed by the departmental undergraduate education lead

Enhanced undergraduate duties also includes: acting as examiners in medical school assessments; providing regular seminar and small group teaching; lecturing and other Phase 1 teaching (year 1 & 2) within the medical curriculum; and leadership of a Student Selected Component (lasting four weeks in year 3 and/or six weeks in year 5).

Those who undertake additional significant responsibilities as a block or clinical education lead within their DCC time may be eligible for the award of the title of honorary lecturer or honorary senior lecturer depending on their level of activity

Enhanced postgraduate duties will include acting as an Educational supervisor for Foundation or Specialty trainee, UHL Divisional Education governance lead, contributing to recognised postgraduate-teaching courses in UHL, e.g. Specialty Training programmes, involvement in recruitment of trainees, interviews for specialty training and recruitment to Foundation programmes.

## **General Policies, Procedures and Practices**

The post holder will be expected to comply with all Trust policies, procedures and practices and to be responsible for keeping up to date with any changes to these.

## **SECTION 5: Person Specification**

### **Appointment of: Consultant in Ophthalmology - MSS CMG**

<b>CRITERIA</b>	<b>ESSENTIAL REQUIREMENTS</b>	<b>DESIRABLE REQUIREMENTS</b>
<b>Commitment to Trust Values &amp; Behaviours</b>		
	<ul style="list-style-type: none"> <li>• Must be able to demonstrate behaviours consistent with the Trust's Values and Behaviours</li> </ul>	
<b>Qualifications / Training</b>		
	<ul style="list-style-type: none"> <li>• MB BS or Equivalent</li> <li>• Full GMC Registration</li> <li>• Fully Accredited for Higher Specialist Training or will be eligible for inclusion on the Specialist Register within 6 months of the interview date.</li> <li>• The post-holder should hold the relevant post graduate qualification in ophthalmology FRCOphth or equivalent</li> <li>• Current BLS Certification</li> </ul>	<ul style="list-style-type: none"> <li>• Membership of relevant Specialist Societies or Associations.</li> <li>• Higher degree e.g. MSc, MD or equivalent.</li> </ul>
<b>Experience / Clinical Skills</b>		
	<ul style="list-style-type: none"> <li>• Fully trained in Ophthalmology General Ophthalmology</li> <li>• Excellent clinical skills and experience requisite to meeting all aspects of the Job Plan.</li> <li>• Ability to apply sound clinical judgment to problems.</li> <li>• Demonstrates clear, logical thinking / analytical approach.</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of clinical or research commitment and a relevant specialty interest.</li> </ul>
<b>Management</b>		
	<ul style="list-style-type: none"> <li>• Ability to work effectively as part of a multidisciplinary team and supervise juniors.</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of management and administration experience.</li> <li>• Management training on an</li> </ul>

	<ul style="list-style-type: none"> <li>• Experience of leading teams and awareness of leadership styles.</li> <li>• Ability to effectively organise, prioritise and manage clinical workload.</li> <li>• Understanding of wider health agenda and modern NHS.</li> <li>• Ability to work to overcome barriers to change (negotiating, influencing and persuasion skills).</li> <li>• Knowledge and understanding of clinical governance issues.</li> </ul>	<p>accredited course.</p> <ul style="list-style-type: none"> <li>• Awareness of Service Development issues.</li> </ul>
<b>Communication Skills</b>		
	<ul style="list-style-type: none"> <li>• Demonstrable skills in written and spoken English that are adequate to enable effective communication with patients and colleagues.</li> <li>• To be empathic and sensitive; capacity to take others perspectives and treat others with understanding.</li> <li>• Highly Developed Emotional Intelligence</li> </ul>	<ul style="list-style-type: none"> <li>• Highly developed emotional intelligence</li> <li>• High standard of presentation both written and verbal</li> <li>• Demonstrable track record of successful change management</li> <li>• Proven ability to maintain focus in a demanding environment</li> </ul>
<b>Motivation</b>		
	<ul style="list-style-type: none"> <li>• Personal integrity and reliability.</li> <li>• Ability to motivate and develop both medical Staff and non-medical staff.</li> </ul>	<ul style="list-style-type: none"> <li>• Commitment to further develop the post and the service provided.</li> </ul>
<b>Audit/ Quality Improvement</b>		
	<ul style="list-style-type: none"> <li>• Effective participation in and a commitment to clinical audit.</li> <li>• Participation in a quality improvement programme</li> <li>• Experience of quality improvement work and audit</li> </ul>	<ul style="list-style-type: none"> <li>• Undergone training in teaching and willingness to organise relevant audit activities including quality improvement evidence</li> <li>• Completion of formal courses in Audit and quality improvement.</li> <li>• Published Audit including quality improvement.</li> </ul>
<b>Research</b>		
	<ul style="list-style-type: none"> <li>• Understanding and interest in research.</li> <li>• Ability to appraise research critically</li> <li>• Ability to supervise juniors undertaking research projects.</li> <li>• Evidence of recent research and development activity</li> </ul>	<ul style="list-style-type: none"> <li>• Publications in nationally and internationally recognised peer-reviewed journals on subjects relevant to the speciality.</li> </ul>
<b>Teaching</b>		
	<ul style="list-style-type: none"> <li>• Experience of and a commitment to training/ teaching undergraduate and postgraduates.</li> <li>• Appraisal and assessment skills.</li> </ul>	<ul style="list-style-type: none"> <li>• Willingness to develop new approaches to teaching.</li> <li>• Post Graduate qualification in teaching and training.</li> </ul>

	<ul style="list-style-type: none"> <li>• Ability to assess clinical competencies</li> <li>• Enthusiastic and ability to inspire and lead others.</li> </ul>	
<b>Equality &amp; Diversity</b>		
	<ul style="list-style-type: none"> <li>• Able to demonstrate a commitment and understanding of the importance of treating all individuals with dignity and respect appropriate to their individual needs.</li> </ul>	

## **CONDITIONS OF SERVICE**

The appointment will be made on Trust terms and conditions which presently reflect the terms and conditions of service for Consultants (England) 2003, as amended from time to time.

### **Relocation**

Where applicable, removal expenses will be paid to the successful candidate in accordance with the Trust policy. It is advised that you seek advice before making any commitments.

### **Salary**

The starting salary of the appointment (exclusive of any distinction and meritorious service award payable to you) will be the appropriate threshold on the Consultant pay scale (MC72) ranging from £84,559 - £114,003 (or the appropriate transition scale threshold on MC51).

### **Notice Period**

The employment is subject to three month's notice on either side, subject to the provisions of schedule 19 of the Terms and Conditions of Service for Consultants (England) 2003.

### **Annual Leave**

The post-holder will be entitled to 32 days annual leave per year. After 7 years' service 2 additional days are awarded.

The Trust would normally require 6 weeks' notice for leave booked.

### **Study Leave**

A maximum of 30 days study leave with pay and expenses can be taken over a three year period, or ten days each year.

### **Residence**

The successful candidate will be required to maintain his/her private residence in contact with the public telephone service and to reside 10 miles by road from base hospital unless specific approval for greater distance is given by the Trust.

### **Medical Excellence**

The Trust is committed to providing safe and effective care for patients. To ensure this, there is an agreed procedure for medical staff that enables them to report quickly and confidentially, concerns about the conduct, performance or health of medical colleagues. All medical staff, practising in the Trust, should ensure that they are familiar with the procedure.

## SECTION 6: Pre-employment Checks

### **Professional Registration**

All persons appointed to the post are required to hold GMC / GDC registration with a licence to practice. In order to be a Consultant in the NHS you must also be on the specialist register.

### **Health Clearance**

It is recommended that all new healthcare workers have checks for tuberculosis (TB) disease/immunity and are offered hepatitis B immunisation (with post-immunisation testing of response) and blood tests for evidence of infection with hepatitis C and HIV. Being free of infectious tuberculosis is mandatory. Checks for immunity to measles, mumps, rubella and varicella (chicken pox) will also be made and vaccination offered if immunity is not detected.

These standard health clearance checks will be completed on appointment. Managers should inform new workers that they must contact the OH department so the necessary arrangements can be made. Even if the new worker has had similar checks recently elsewhere, or has worked in UHL before, they will still need to attend for a review, unless these were undertaken at UHL as part of a current rotational medical appointment.

For healthcare workers who will perform exposure-prone procedures (EPPs), work in a renal unit\*, or likely to practice in an exposure prone environment, *additional health clearance* must be undertaken. Additional health clearance includes testing or demonstration of satisfactory test results for:

- HIV
- Hepatitis B
- Hepatitis C

The exact standards that must be met are described in detail in the Public Health England document: *Integrated guidance on health clearance of healthcare workers and the management of healthcare workers infected with blood borne viruses (hepatitis B, hepatitis C and HIV) October 2017, or revisions thereof.*

*\*Workers in renal units only need to demonstrate satisfactory results for Hepatitis B.*

These additional checks should be completed before confirmation of an appointment to an applicable post, as the healthcare worker will be ineligible if they do not meet the required criteria. Those who refuse to have the required tests will not be given clearance to start work.

### **Disclosure and Barring Service**

This post requires an enhanced disclosure by the Disclosure and Barring Service (DBS) as it is regulated by statute. Failure to disclose details if you are currently / or in the future the subject of police investigation / proceedings which could result in a conviction, caution, bind over order or charges is a disciplinary matter, and may result in dismissal.

**To expedite the process the Trust will meet the initial costs of the disclosure which will be deducted from the individuals' salary over a three month period commencing on their first months payment.**

### **Statement On The Recruitment Of Ex-Offenders**

As an organisation using the Disclosure and Barring Service (DBS) to assess applicants' suitability for positions of trust, the University Hospitals of Leicester NHS Trust complies fully with the DBS Code of Practice and undertakes to treat all applicants for positions fairly. It undertakes not to discriminate unfairly against any subject of a Disclosure on the basis of conviction or other information revealed.

The University Hospitals of Leicester NHS Trust is committed to the fair treatment of its staff, potential staff or users of its services, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background.

We actively promote equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide range of candidates, including those with criminal records. We select all candidates for interview and appointment based on their skills, qualifications and experience.

A Disclosure is only requested after a thorough risk assessment has indicated that one is both proportionate and relevant to the position concerned. For those positions where a Disclosure is required, job adverts and job descriptions will contain a statement that a Disclosure will be requested in the event of the individual being offered the position.

Where a Disclosure is to form part of the recruitment process, we encourage all applicants called for interview to provide details of their criminal record at an early stage in the application process. At interview, or in a separate discussion, we ensure that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position. At conditional offer stage, we ask applicants to complete a declaration form. This is only seen by those who need to see it as part of the recruitment process.

Unless the nature of the position allows the University Hospitals of Leicester NHS Trust to ask questions about your entire criminal record we only ask about "unspent" convictions as defined in the Rehabilitation of Offenders Act 1974. Failure to reveal information that is directly relevant to the position sought could lead to withdrawal of an offer of employment. We will discuss any matter revealed in a Disclosure with the person seeking the position should a situation arise where we are required to withdrawal conditional offer of employment. We have a specialist team who is available on hand to provide support and guidance on these matters.

There is a DBS Code of Practice details of which are available at: <https://www.gov.uk/government/publications/dbs-code-of-practice>

Having a criminal record will not necessarily bar you from working with us. This will depend on the nature of the position and the circumstances and background of your offences.

## SECTION 7: Recruitment Services Contact Information

**Recruitment Services Contact (Consultant Recruitment):**  
07977957295

**Recruitment Services email (Consultant Recruitment):**  
[uhlconsultantrecruitment@uhl-tr.nhs.uk](mailto:uhlconsultantrecruitment@uhl-tr.nhs.uk)

**Recruitment Services Address:**  
University Hospitals of Leicester NHS Trust  
Knighton Street Offices  
Level 3  
Leicester Royal Infirmary  
LE1 5WW



# We are UHL



**University Hospitals  
of Leicester**  
NHS Trust