

Royal Cornwall Hospital



Job Description

Consultant in Ophthalmology Glaucoma

1. Job Details:

Title:	Consultant in Ophthalmology – Glaucoma
Reports to:	The General Manager /Clinical Director
Accountable to:	The Medical Director
Reporting Location:	Royal Cornwall Hospitals Trust and associated sites
Remuneration:	NHS National pay scales

2. Job Purpose

This post is aimed at providing consultant ophthalmology services at the Royal Cornwall Hospital, Truro, associated hospitals and peripheral sites in Cornwall. The successful candidate is expected to provide and maintain an efficient glaucoma service. There will be a provision for the appointee to have two operating sessions a week.

Other duties of post-holders are:

- Maintenance of the highest clinical standards in the management of ophthalmology patients.
- To share with colleagues responsibility for the day-to-day management of the ophthalmology department.
- Teaching and training of junior staff and medical students where applicable.
- To have responsibility for ensuring active participation in continuing medical education (CME).
- To actively participate in both departmental and Trust matters concerning Clinical Governance and Audit.
- To attend meetings as appropriate.
- Fulfil duties of weekly timetable including any out-of-hours responsibilities.
- To provide emergency ophthalmology services to the patients in Cornwall by Participating in a 1:7 on-call Rota
- 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 work with the Specialty 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.

One + all | we care

- To provide continuing responsibility for the care of patients under their care and for the proper organisation and functioning of clinical practice.
- To take responsibility for ensuring that critical clinical incidents, as defined in the Trust's 'Critical Incident Policy', are reported in a timely manner.
- To participate in yearly appraisal and job planning process.
- To undertake Mandatory and Statutory training as determined by the Trust

3. Dimensions

The Royal Cornwall Hospitals NHS Trust

The Royal Cornwall Hospital is situated in the Cathedral city of Truro in the centre of the Cornish Peninsula. The surrounding countryside is renowned for its spectacular rural and coastal scenery. Cornwall is well known for its surfing beaches, coastal and inland sailing waters as well as equestrian opportunities. The strong heritage of Cornwall has been further enhanced with the opening of the Eden Project and the National Maritime Museum. Over recent years there has been an unprecedented growth in high quality restaurants and family orientated leisure facilities. The main road links to the rest of the country have been further enhanced by major improvements to the A30. Local rail links to London include regular daytime and sleeper services and there are regular daily flights to London from Newquay Airport, as well as to other national and international destinations.

The Royal Cornwall Hospitals' NHS Trust (RCHT) is part of the Cornwall Healthcare Community, working in partnership with other local trusts to deliver high quality healthcare services across the county. The Trust has close links to medical specialist services in the South West Peninsula and beyond. Serving a widespread local population, as well as thousands of visitors to Cornwall each year, poses a number of unique healthcare challenges. The Trust delivers acute medical and surgical services to a population of around 450,000, and has a higher proportion of elderly people than the national average. The local population more than doubles during the busy holiday periods. RCHT comprises three main hospitals: The Royal Cornwall Hospital, Truro; West Cornwall Hospital, Penzance, and St. Michael's in Hayle.

Outpatient and other services are also provided at a number of community-based NHS locations around the county and a number of corporate support services are located away from the main hospital sites.

Further information on the Trust can be viewed on the Internet at www.cornwall.nhs.uk/RCHT and www.cornwall.nhs.uk

Watch our video to show you more about our team.: <https://youtu.be/8Llul22nHI0>

OPHTHALMOLOGY DEPARTMENT PROFILE

Clinical Director	Liz Farrington
Ophthalmology Specialty Lead	Julia Hale
General Manager	Roz Davies
Service Manager	Fergus Laity
Head of Nursing	Ian Moyle
Specialist Ophthalmic Nurse	Louisa Hooper
Eye Unit Sister	Karen Bowers

Medical Staff Consultants

Mr. Pierre Rautenbach
Mr. William Westlake
Ms Julia Hale
Mr. David Jones
Mr. Nazih Toumia
Mr. Salem Murjanah
Mr. Ashish Patwardhan
Mr George Mavropoulos

Sub-Specialty

Glaucoma/Primary Care
Glaucoma/Oculoplastics
Oculoplastics and orbital surgery
Paediatrics, Strabismus
Cornea/Anterior Segment
Vitreoretinal Surgery
Medical retina/Uveitis
Virtual Diabetic Consultant

In addition, the ophthalmic team comprises two Associate Specialists, four clinical fellows, six Speciality Grade Doctors, and a Speciality Trainee. The ophthalmic services are supported by a team of orthoptists, specialist nurses, ophthalmic technicians and optometrists. The Ophthalmic Department is based at the Royal Cornwall Hospital with inpatient and outpatient facilities and a well equipped ophthalmic theatre. There are also operating sessions at West Cornwall Hospital as well as a new build day case theatre facility at St Austell.

The unit includes an operating theatre and a dedicated out-patient suite. The outpatient department includes facilities for orthoptic assessments, visual fields and laser rooms for YAG laser and argon laser (Pascal) treatments as well as medical photography/fluorescein angiography, ultrasound, OCT and HRT. Paediatric inpatient facilities are available on site.

The department is well equipped with four OCT scanners, sCLO camera with spectral domain OCT, fluorescein and ICG angiography, Argon Pascal and YAG lasers, HRT and modern ultrasound. There are two machines providing OCT angiography facility. Medisoft electronic patient record system has been operational in all sub-specialties. Integrated digital imaging software OphthalSuite provides access to all ophthalmology images throughout the county.

There is an excellent Clinical Imaging Department on site with CT and MRI facilities. Electro-diagnostic services are available at Plymouth and VEP assessments are available at the Royal Cornwall Hospital.

Emergencies seen on site are referred from the Accident and Emergency Department at the Royal Cornwall and West Cornwall Hospitals and from general practitioners, minor injury units and optometrists.

Outpatient clinics, and primary care clinics are undertaken in the dedicated outpatient suite at the Royal Cornwall Hospital. In addition, outpatient clinics are undertaken in shared facilities at Falmouth, Penzance, Bodmin, St Austell and Redruth. All clinic rooms are well equipped and have internet facilities. The Prosthetic eye service holds two sessions bi-monthly. Low and medium risk glaucoma patients are seen in the glaucoma monitoring clinic by allied health professionals and reviewed virtually by clinicians with consultant supervision. Higher risk and surgical glaucoma patients are seen face to face. Laser treatment options include YAG (including SLT) as well as cyclodiode (Sub-threshold and thermal). Surgical treatment options include trabeculectomy, MIGS and glaucoma drainage devices. A new glaucoma pathway involving all low risk glaucoma patients being seen by community optometrists is currently being developed.

The unit has its own library and there is an excellent Postgraduate Centre and General Medical Library at the Royal Cornwall Hospital with qualified full time librarians and support staff, offering an online information retrieval service, Medicine CD ROM and a comprehensive re-

One + all | we care

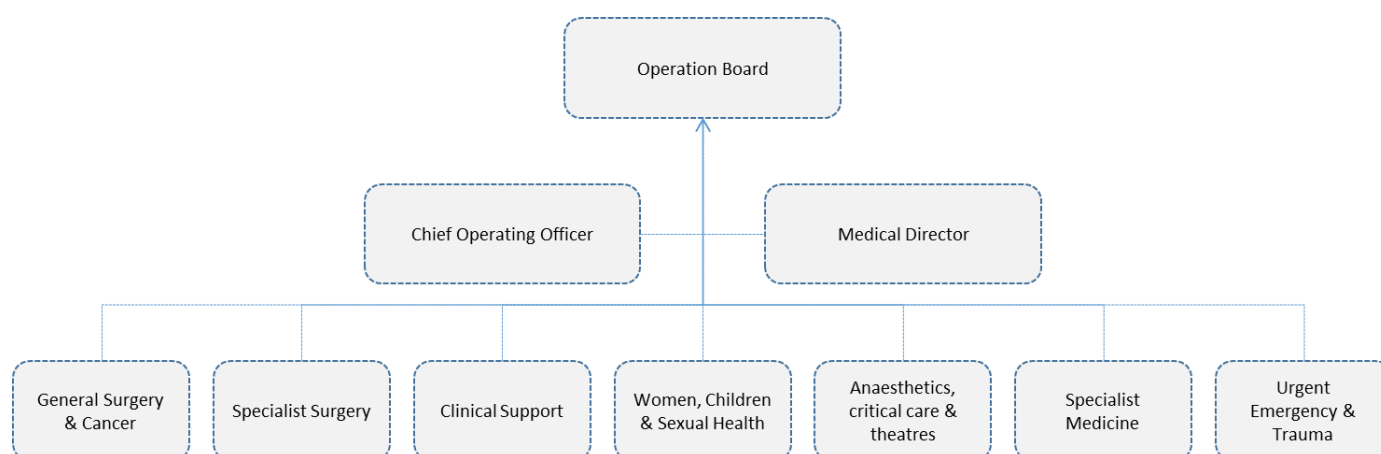
print service. It is also anticipated that linked CD ROM facilities for Ophthalmology will be incorporated in due course.

The unit sees approximately 17,000 new outpatients and 45,000 follow up outpatients per annum at the various sites. The team also operates on approximately 2700 day case procedures per year.

Clinical Governance/Audit

The Department is supportive of the Trust's clinical governance/audit arrangements and has a nominated lead for each aspect of the service. All staff are expected to contribute and participate in the various programmes.

4. Organisation Chart



5. Principal Accountabilities

The post will be accountable to the Medical Director, and will report to the Specialty Lead for Ophthalmology.

Key relationships:

- Clinical Director
- Consultants
- Junior Doctors (Trust Grades and Trainees)
- Eye Unit Sister
- General Manager
- Head of Nursing
- Business Manager
- Medical Staffing Co-coordinator
- Other members of the department

One + all | we care

Key Responsibilities:

- Maintenance of the highest clinical standards in the management of Ophthalmology.
- To share with colleagues responsibility for the day-to-day management of the Ophthalmology Department.
- Teaching and training of junior staff, and opportunity to teach medical students within the University of Exeter Medical School.
- To have responsibility for ensuring active participation in continuing medical education (CME).
- To actively participate in both departmental and Trust matters concerning Clinical Governance and audit.
- To attend meetings as appropriate.
- Fulfil duties of weekly timetable including any out of hours responsibilities.

General Duties and Responsibilities of the Post

- Provision, with Specialty Grade and Trust Doctor colleagues, of a service to the Royal Cornwall Hospitals' NHS Trust, with 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.
- Any responsibility that relates to a special interest.
- Professional supervision of other junior medical staff.
- Responsibilities for carrying out teaching (where applicable).
- Participating in medical audit, the Trust's Clinical Governance processes and in continuing Professional Development.
- Involvement in research (where applicable).
- Where it is agreed between the parties, work on behalf of the Royal Cornwall Hospitals' NHS Trust such as domiciliary consultations, or services provided by the Trust for other agencies, for example, the prison service (This excludes work delivered under direct arrangements between an individual doctor and a third party e.g. Category Two).
- A willingness to undertake additional professional responsibilities at local, regional or national levels.
- The post-holder must at all times carry out their duties with due regard to the Trust's
- Equal Opportunities Policy. A responsibility to ensure that all colleagues and patients receive the same treatment, care and attention, regardless of race, religion, ethnic origin, gender, marital status, age, sexuality or disability.
- A responsibility to work co-operatively with colleagues and to respect and value their contribution to patient care.
- It is the responsibility of all employees to maintain a safe and healthy environment for patients, visitors and staff. The post-holder is required to comply with the appropriate Health and Safety Policies as may be in force.
- A responsibility to decline to undertake duties for which the post-holder has not been trained, or for which the post-holder does not believe they will be able to undertake safely.
- 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 the current quality initiatives within the area of work.
- All staff that have access to, or transfer, data are responsible for that data and must respect confidentiality and comply with the requirement of the Data Protection Act 1998, in line with the Trust's policies. Such information should not be released without the consent of the patient, client, or staff member concerned unless required by a court order.

One + all | we care

- The post-holder is responsible for data quality and complying with the policies, procedures and accountability arrangements throughout the Trust for maintaining accuracy and probity in the recording of the Trust's activities.
- The post-holder will be required to comply with the requirements of the Freedom of Information Act 2000 in line with Trust Policy.
- The post-holder is required to comply with Trust policy on the implementation of Working Time Regulations (1998, 2009 amendment) including declaration of hours worked and breaks taken by undertaking monitoring exercises when required, and reporting any instances where the pattern of working hours may constitute a health and safety risk to the post-holder, patients, public and other Trust employees. The post-holder will not be subjected to any unlawful detriment by reporting any concerns under the Regulations.
- The post-holder will be responsible for undertaking the administrative duties associated with the care of patients and the administration of the department.
- The post-holder will be required to participate in the annual appraisal process.
- The post-holder will be required to complete annual updates in mandatory training.
- Travel as necessary between hospitals/clinics will be required but a planned and cost effective approach will be expected.
- Any other duties that may be required from time to time.

Expectations of the Post-holder

- An appropriate Contract of Employment incorporating national terms and conditions (in accordance with national and local collective agreements).
- An appropriate agreed job plan that may be changed by mutual agreement between the doctor and the Specialty Director/Divisional Manager in accordance with the procedure for the agreement for the review of job plans and any recommendations following appraisal.
- An adequate time allocation for administration, education, audit and teaching Commitments, etc. (the precise amount will depend on the requirements of the particular post and the Trust will give due regard to the recommendations of the appropriate Royal College, etc.).
- Receive appropriate consultant supervision and mentoring.
- Adequate support and time allocation to allow doctors to fully participate in the Trust's appraisal process and the necessary Continued Professional Development and study leave requirements which are a natural consequence of appraisal.

Objectives and How They Will Be Met

The post-holder will be required to deliver elective and emergency ophthalmic services within Cornwall, in close collaboration with Consultant colleagues and within commissioned performance targets.

Teaching and Training

The post-holder is expected to participate in the teaching and training of junior staff, medical students and other clinical staff groups. The post-holder will also have supervision responsibilities for junior medical staff within the specialty.

One + all | we care **Study and Training**

The post-holder is expected to participate in professional continuing medical education; study leave is provided for this purpose, and the post-holder will be entitled to apply to the Trust's Study Leave Committee for a contribution to funding of this activity.

Research

Members of the Division are encouraged to pursue approved topics of research. There are funds available within the hospital for approved studies. The use of commercial funds for ethically approved trials is encouraged and projects can be supported by the Trust's Audit Department.

The post-holder must comply with all aspects of confidentiality, professional codes of conduct, the Royal Cornwall Hospitals' Trust Staff Charter and the NHS Managers' Code of Conduct.

Administrative Support and office accommodation.

Secretarial support will be allocated. Office space with PC and internet access will be provided.

Revalidation

The Trust will support you with building your revalidation portfolio and make an accurate Recommendation in support of your license.

University of Exeter Medical School (UEMS)

The first medical school in the South West was the Peninsula College of Medicine and Dentistry (PCMD), which first hosted students in Cornwall in 2004. In January 2012, the Universities of Exeter and Plymouth began the process of disaggregation of PCMD, with the subsequent development of two separate medical schools. RCHT hosts students and research from UEMS, with the first cohort of Year 3 students hosted in the academic year 2015-16. The partnership with a Russell Group university, ranked 8th in the 2015 Times Good University Guide, with the ambition to develop world class research, is a truly exciting relationship.

The innovative undergraduate curriculum, combining both the science and the art of medicine, is integrated from the outset, incorporating basic science and clinical teaching in community and secondary care settings, mainly in small groups, using enquiry-based learning. NHS (SIFT) funding supports teaching and learning in the clinical environment. A robust system of Service Level Agreements (SLAs) is in place to ensure that the vast majority of teaching activity is captured in job plans and funded appropriately. All clinicians involved receive staff development appropriate to their involvement, e.g. academic mentoring, direct clinical teaching or assessment.

A substantial building - the Knowledge Spa - accommodates the academic and educational needs of the medical students. There is a substantial library for health professionals, and the public, as well as research space and incubation units for health-related businesses.

The European Centre for Environment and Human Health, part of UEMS, is located within the extension to the Knowledge Spa. Together with the undergraduate medical programme and postgraduate taught programmes, the Centre makes up the Truro Campus of the University of Exeter. This world leader in environment and health research also has laboratory space at the Penryn Campus of the University.

The Medical School's locality team, supported by administrative and clinical academic staff includes:

One + all | we care

Prof. Nicki Saulsbury	Associate Dean for Cornwall / College Academic Director of International Education (HIV /GU Physician)
Dr Rob Taylor	Hospital Sub-Dean (Consultant in ED)
Dr. Julie Thacker	Hospital Sub-Dean (Associate Specialist) , CFS Service
Dr. Sham Agashi	Community Sub-Dean (GP)
Mrs. Angela Lait	Senior Clinical Skills Tutor
Mrs. Viv Woodard	Programmes Manager

Consideration will be given to a suitable applicant being awarded a senior honorary academic title with UEMS. Subject to academic and/or educational performance, a joint academic / clinical appointment may arise, in line with the UEMS REF and TEF strategy.

The Directorate has a significant teaching commitment to the Medical School. It is anticipated that the post-holders will contribute towards this, the exact nature and timing of which to be agreed with the Speciality Director.

For further information and discussion relating to UEMS, please contact Prof. Nicki Saulsbury, Associate Dean for Cornwall on 01872 256453 or via email on n.saulsbury@exeter.ac.uk

Regular Sessions

We would stress that the above timetable is for illustration only and will require flexibility according to the interests of the successful applicant and the needs of the service. It is therefore expected that the successful candidate will be prepared to negotiate such changes for the benefit of clinical service delivery and the department as a whole.

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 STA 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. This may include consideration of Time In Lieu such as for weekend working.

Supporting Professional Activity (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. New consultants will be allocated 2.5SPA for the first year. Following years will be negotiated during the job planning process.

Draft Job Plan

WORK COMMITMENTS																					
											Insert Row at Current Cursor Position					Delete Row at Current Cursor Position					
DAY	PREMIUM TIME 19:00-07:00 & WEEKEND			NORMAL TIME 07:00-19:00 weekday			FREQUENCY			TRAVEL				Category of Work	Type of Work	Description of Work	Frequency Adjusted Time				Frequency Adjusted PA inc travel
	Start	Finish	Time hh:mm	Start	Finish	Time hh:mm	x wks	in	y wks	From	To	One Way or Return	Time hh:mm				Premium hh:mm	Normal hh:mm	Travel hh:mm	Total hh:mm	
MON				08:30 AM	06:30 PM	10:00	42	in	42	Treliske	St Austell	Return	01:30	DCC	Operating - including pre/post op care	Theatre		10:00	01:30	11:30	2.88
TUE				09:00 AM	01:00 PM	04:00	42	in	42					DCC	Out-patient Clinics	Glaucoma Clinic		04:00		04:00	1.00
TUE				02:00 PM	06:00 PM	04:00	30	in	42					DCC	Out-patient Clinics	Glaucoma Clinic		02:51		02:51	0.71
THU				09:00 AM	01:00 PM	04:00	42	in	42					DCC	Out-patient Clinics	Glaucoma Clinic		04:00		04:00	1.00
NO SPEC DAY						06:00	42	in	42					SPA	Core - Inc. CPD/Mandatory Training			06:00		06:00	1.50
NO SPEC DAY						10:00	42	in	42					DCC	Admin associated with clinical care			10:00		10:00	2.50
ON CALL (from on-call sheet)																					0.50
TOTALS (PA to nearest 0.25)																		36:51	01:30	38:21	10.00

One + all | we care

6. Communications and Working Relationships

Internal Working Relationships

- Chief Executive
- Medical Director
- Team working with Divisional/Specialty Managers and administrative staff
- Specialty Directors, Divisional Directors and Divisional Managers
- Clinical leads of site specific multi-disciplinary teams
- All doctors and multi-disciplinary teams throughout the Trust

External / Other Working Relationships

- Organisations in the Local Health Community [Commissioners and Providers]
- Royal Colleges
- University of Exeter Medical School (UEMS)

Signature
Divisional Director

Date

Signature
Chief Executive

Date

Health and Safety and Risk Management

In carrying out their duties the employee is required to take responsible care to avoid injury or accident, which may be caused by work. These duties must be performed in accordance with the Specialty/Division/Trust's Health and Safety Policy, which is designed to secure safety in working practice and in handling materials and equipment.

Hospital Policies

The Royal Cornwall Hospitals' NHS Trust is a dynamic organization and therefore changes in the core duties and responsibilities of the role may be required from time to time. These guidelines are not a term or condition of contract.

We expect all our staff to share the values that are important to the Trust and behave in a way that reflect these. In keeping with the Trust's Standards of Business Conduct for Employees and the Equal Opportunities Policy, the post-holder is at all times expected to take responsibility for their own actions, support multi-disciplinary and partnership working and develop a working environment of courtesy, fairness and mutual respect.

The post-holder will have access to confidential information, which may only be disclosed to parties entitled to receive it. Unauthorised disclosure is a disciplinary offence.

The Royal Cornwall Hospitals' NHS Trust is a regulated organisation and as such, all post-holders must have their criminal record checked. You will be asked at interview if you have

One + all | we care

any criminal convictions and a police check on the existence of a criminal record will be made if you are the preferred candidate for appointment to the post.

You are required to comply with the regulations of the Human Rights Act 1998 during the course of your employment.

This job description will be subject to annual review and amended to meet the changing needs of the Trust.

This job description is subject to the terms and conditions of service of the Royal Cornwall Hospitals' NHS Trust.

Please note:**Rehabilitation of Offenders Act**

This post is exempt from the Rehabilitation of Offenders Act 1974. Should you be offered the post it will be subject to a criminal record check from the Disclosure and Barring Service before the appointment is confirmed. This will include details of cautions, reprimands, final warnings, as well as convictions.

If this post requires participation in exposure prone procedures, you will be required to undergo blood borne virus screening as appropriate.

Post Specification

Post title: Consultant Ophthalmologist in Glaucoma

Specialty: Ophthalmology

Division: Specialist Services & Surgery

ATTRIBUTES	REQUIREMENTS		METHOD OF ASSESSMENT
	ESSENTIAL	DESIRABLE	
QUALIFICATIONS	<p>GMC Registration with a license to practice.</p> <p>GMC Specialist Register or within six months of obtaining CCT (or equivalent) at time of interview.</p> <p>Certificate of Eligibility for specialist Registration (CESR)</p> <p>MBChB or equivalent</p> <p>FRCOphth or equivalent</p>		Pre-employment checking procedure.
EXPERIENCE	<p>Teaching (Medical students, peers, MDT).</p> <p>Experienced in Clinical Audit and Clinical Governance and the benefits of how this improves the quality of care provided to patients and ensuring this is embedded in clinical practice.</p> <p>Completion of training or fellowship in glaucoma</p>	<p>Consultant level experience of running a glaucoma service</p> <p>Completion of "Training the Trainers" Course</p>	CV and interview.
PRACTICAL AND INTELLECTUAL SKILLS (INCLUDING	<p>Strong clinical and personal credibility.</p> <p>Excellent communication and interpersonal skills;</p>		CV, interview and references.

One + all | we care

ANY SPECIAL KNOWLEDGE)	<p>adapts style depending on audience.</p> <p>Excellent IT skills.</p> <p>Conceptual and analytical skills.</p> <p>Speak fluent English to at least I.E.L.R.S level 7.5.</p>		
DISPOSITION/ ADJUSTMENT/ ATTITUDE	<p>Flexible in approach and able to adapt quickly to changing priorities.</p> <p>Able to operate as a change agent and ability to work collaboratively with peers, MDT.</p> <p>Attention to detail in all professional tasks.</p>		CV and interview.
ADDITIONAL CIRCUMSTANCES	<p>A Disclosure and Barring Service check satisfactory to the organisation.</p> <p>Current and valid visa to allow work in the UK, if applicable.</p> <p>Occupational Health clearance.</p> <p>Receipt of three satisfactory references.</p>		Pre-employment checks.
	<p>To live no more than 10 miles or 30 minutes travel from Royal Cornwall Hospital if on Cat A on call .</p> <p>The post-holder must have access to their own transport and the ability to travel within and outside of the county, sometimes at short notice, when required.</p>		