Appointment of Three Full Time
Locum Consultant Ophthalmologists
(Paediatrics, Glaucoma, Medical Retina)

To

The Shrewsbury and Telford Hospital NHS Trust

JOB DESCRIPTION

July 2017
JOB OUTLINE
The successful applicants will be able to provide a general ophthalmology service independently. You should also have a particular interest in a subspecialty area.

The Trust has invested in a new department which opened in June 2017. The department has modern facilities in which to deliver excellent ophthalmic care for our patients. The new facility has been equipped with new furniture and equipment that supports staff and patients.

INTRODUCTION
These are Locum full-time appointments to The Shrewsbury and Telford Hospital NHS Trust. If suitable applicants were interested this post could be filled on the basis of part-time, flexible working or job-share appointments.

OUR SERVICES
The Trust currently provides Ophthalmic services from three main sites. Our main locations are the Princess Royal Hospital in Telford, the Royal Shrewsbury Hospital in Shrewsbury and the Wrekin Community Clinic in Telford, which together provide most of the Trust’s ophthalmic activity. It is planned that the Wrekin Community Clinic in Telford would close reducing the number of sites to two.

In addition to this we also provide Consultant-led outreach clinics at Whitchurch, Newtown and Welshpool Community Hospitals.

MANAGEMENT STRUCTURE
The Trust’s Chairman is Professor Peter Latchford, the Chief Executive is Mr. Simon Wright and the Medical Director is Dr Edwin Borman, whose clinical background is in Anaesthetics and Critical Care.

MANAGEMENT ARRANGEMENTS
Ophthalmology is located with Ophthalmology, ENT and Maxillo Facial Centre with the Scheduled Care Directorate. The Centre is managed by a full time Centre Manager and a Clinical Director who has dedicated time for management duties.

The Trust is committed to clinical engagement and all Consultants are expected to participate in relevant management activities. Key management decisions are discussed at the Trust’s Management Executive, on which the Medical Director and Clinical Directors sit.

Consultants are responsible to their Centre Clinical Director, who is supported by specialty Lead Clinicians. The Senior Medical Staff Committee and Local Negotiating Committee ensure that the views of the Consultant body are represented at all times.
**THE DEPARTMENT**
There are currently seven Consultant Ophthalmologists in the department.

- Mr. Prasad Rao (Clinical Director) - Medical Retina
- Ms. Lakshika Perera - Medical Retina
- Vacant - Medical Retina
- Mr. Andrew Callear - Vitreoretinal surgery
- Mr. Tarek Hammam - Vitreoretinal surgery
- Mr. Suresh Sagili - Oculoplastics
- Mr. Robert Dapling - Oculoplastics
- Mr. Ewan Craig - Cornea
- Vacant - Glaucoma
- Vacant - Paediatric Ophthalmology

Out-patient and day surgery facilities exist at both the Royal Shrewsbury Hospital and Princess Royal Hospital. In-patient services are currently based at the Royal Shrewsbury Hospital and there are also community based day surgery and outpatient services in Euston House in Telford. The department is supported by 7 non-Consultant grades and 5 Junior Ophthalmologists and is part of the West Midlands Deanery Rotation. The department also has Orthoptists, Diabetic Eye Screening, nurse delivered injection services and nurse led clinics who support the delivery of services.

The department is well equipped with digital imaging including 3-D OCT (Topcon) anterior segment and fundus cameras, corneal topography (orbscan), b-scan, IOL-master biometry, most equipment being available on both sites. There is a comprehensive orthoptic service and full x-ray and diagnostic support.

The eye department provides 24-hour cover for emergencies.

On-call commitment is of medium frequency and attracts an on-call supplement of 3%.

Outreach clinics are provided in Community Hospitals throughout Shropshire. The department prides itself on its excellent reputation as a centre of excellence and teaching centre.

**PROPOSED JOB PLAN**
The job plan would include 6 clinical sessions divided between theatre/injection, specialist and general clinics dependant on the particular subspecialty requirements. Some element of flexible working would be required and Consultants are expected to work at both Hospitals as necessary to meet service needs.

The job plan would be agreed with the clinical and divisional directors and may be subject to change at annual review and subspecialty interest.
Medical Retina

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**Direct Clinical Care**

(clinical activity, clinically related activity, predictable and unpredictable emergency work)

Other Duties:

On call 1 in 9 weeks (which attracts 1 PA)

Total 8.0 PAs of direct patient care

**Supporting Professional Activities**

(includes CPD, audit, teaching, research)

2.0 SPA on average per week, total 10 PAs per week

**EDUCATION & TEACHING**

There are thriving postgraduate centres at both Hospitals. The Shropshire Education & Conference Centre at the Royal Shrewsbury Hospital enhances the already excellent reputation of the Hospital for training junior staff, supporting seniors and continued professional development. Alongside this, the new Integrated Education Centre at RSH and the Education Centre at the Princess Royal Hospital mean that a wide range of teaching can be accommodated.

The Trust has a dedicated Continuing Professional Development budget to allow consultants to pursue CPD requirements. Participation in Audit and Clinical Governance is actively encouraged.

In August 2007 the Trust became a Teaching Hospital for medical students in conjunction with Keele University Medical Medical. Student numbers increased to a
maximum of 96 in 2009. New teaching and residential accommodation is being provided on the RSH site. The hospitals are involved in teaching year 4 and 5 students and also act as a base for those students participating in the community module.

RESEARCH
It is usual for the trust to be participating in many research projects at any time. The trust is part of the CLRN and we are aiming to increase our participation in portfolio trials. Every effort would be made to accommodate a particular research interest of the successful applicants, particularly if trainee members of the department could be incorporated in the methodological and practical stages.

Virginia Mason Initiative
The Trust is proud to have been working collaboratively with the Virginia Mason Hospital in Seattle, widely regarded as one of the safest Hospitals in the World. After the first 12 months we have progressed with a number of ‘Value Streams.’ Doctors, Nurses, Allied Health Professionals and Colleagues from Virginia Mason are working together to transform Healthcare at The Shrewsbury and Telford Hospital NHS Trust and share our learning across the Country. We are one of only five Trusts across the UK working with Virginia Mason and NHS Innovation. Our current Value Streams are Respiratory Discharge, Sepsis, Workforce and Recruitment and Outpatients. Sponsor teams have ownership of the programme and run Rapid Process Improvement weeks that allow our workforce to try new processes and procedures that may improve the care we offer to our patients. Any proposals made are tested, measured and fully supported to ensure that they become embedded into our normal daily work and remain sustainable in the long term. This process aligns to our Organisational Strategy putting our ‘Patients First’ and reflects the Values of our Trust. Our Kaizen Promotion Office (KPO) provides the support for this work. Every Value Stream has full Executive support and the entire Executive team has an important role to play on the Guiding team and our overall Transformation programme. We are very proud of our achievements to date and are looking for ways to engage with all of our staff through our Transformation work and our Leadership Academy launching in November 2016. There will be many opportunities for you to become involved in our KPO and value Stream work and we will be able to provide you with help and guidance independent of your level of expertise. We have a unique opportunity to make a difference and we hope that you will want to be a part of our journey.

APPRAISAL, REVALIDATION AND MENTORSHIP
You will undergo annual appraisal allowing jointly agreed development needs to be fed into your job plan. A formal review of the job plan will be performed at least annually. Appropriate educational and training needs will be supported by the Trust in, as agreed with the LNC (for example, the approval and funding of study leave).
An annual job plan review at individual and departmental level is being introduced. You will be expected to participate in this exercise.

You will need to register SaTH as your designated body via the GMC to ensure that you are set up on the Equiniti revalidation system; this should be completed as soon as possible upon commencing employment with the Trust. Once you have registered SaTH as your designated body, you will need to complete the RMS Personal Information Form found on the Trusts intranet page so that we can set up your Equiniti account. Please refer to the Medical Practitioners page on the Trusts intranet for more information.

The Trust supports the Royal College of Ophthalmologist’s guidance on provision of mentors for new Consultants, in line with GMC recommendations. This will be provided within the Trust.

**AUDIT**

Great importance is placed upon audit and you will be expected to contribute to this as part of your role; the Trust has a fully staffed Audit Department at both Hospitals with well-organised teams.

**OFFICE AND SECRETARIAL FACILITIES**

Shared office accommodation and appropriate secretarial support will be provided.

**TERMS AND CONDITIONS OF SERVICE**

The appointment is full-time / part-time and the successful candidate will be appointed on the Terms & Conditions Consultants (England) 2003.

The salary scale is based on the Consultant scale (MC7):

Salary Scale: £76,761 - £103,490 per annum for 10 Programmed Activities (as of April 2017)

The post is based on the recognition of 10 Programmed Activities.

**The post holder:**

Will be in possession of a recognised medical / dental qualification and full registration with the General Medical Council and continue hold a licence to practice

Is advised to be a member of a recognised medical defence society or be suitably insured. Trust insurance does not cover work undertaken outside the Trust other than caring for patients and work of the Trust

Will be expected to make sure that there are adequate arrangements for hospital staff involved in patient care to be able to contact him / her when necessary

Will be expected to reside within 30 minutes or 10 miles by road of the base hospital
whilst on call
Will not be permitted to commence employment until a full medical examination has been completed with a satisfactory result or the Occupational Health Physician has satisfied himself that a full examination is not necessary. The completion of a satisfactory health questionnaire is a condition of employment
Will not be permitted to commence employment until full clearance has been received from the Criminal Records Bureau

The Trust operates a no smoking policy.

The Trust values its diverse workforce and is committed to taking all necessary steps to ensure that individuals are treated equally and fairly and to taking positive action to promote equal opportunities.

**ACCOMMODATION**
The Trust has residential accommodation for medical staff.

**OTHER FACILITIES**
There is an active Doctors Mess run by the Junior Doctors Mess Committee which organise social events, parties, outings etc. There are on-site fitness centre’s (a membership fee is payable) available to all members of staff.

**STAFF BENEFITS**
There are a number of staff benefits schemes which attract tax reductions if joined. This includes a discount on the staff car parking charge, staff gym membership, on-site crèche/childcare provision and access to NHS Discounts schemes.

**VISITING**
The existing Consultant team would welcome visits from potential applicants. Appointments to visit the Trust should be arranged with:

Mr. Prasad Rao, Clinical Director, Ophthalmology Tel: 01743 261237
STATEMENTS

Health & Safety
As an employee of the Trust you have a responsibility to:
take reasonable care of your own Health and Safety and that of any other person who may be affected by your acts or omissions at work; and
coopoperate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to; and
Not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety.

Infection Prevention and Control
The prevention and management of acquired infection is a key priority for the Trust. Any breach of infection control policies is a serious matter which may result in disciplinary action. As an employee of the Trust you have a responsibility to:
ensure that your work methods are compliant with the Trust’s agreed policies and procedures and do not endanger other people or yourself; and
be aware of infection prevention and control policies, practices and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and staff; and
maintain an up to date knowledge of infection prevention and control, policies, practices and procedures through attendance at annual mandatory updates and ongoing continuing professional development; and
Challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy).

Information Governance
The Trust is committed to compliance with Information Governance standards to ensure that all information is handled legally, securely, efficiently and effectively. You are required to comply with the Trust’s Information Governance policies and standards. Failure to do so may result in action being taken in accordance with the Trust’s Disciplinary Procedure.

Confidentiality and Security - Your attention is drawn to the confidential nature of information collected within the NHS. Whilst you are employed by the Trust you will come into contact with confidential information and data relating to the work of the Trust, its patients or employees. You are bound by your conditions of service to respect the confidentiality of any information you may come into contact with which identifies patients, employees or other Trust personnel, or business information of the Trust. You also have a duty to ensure that all confidential information is held securely at all times, both on and off site.

Disclosure of Information - The unauthorised use or disclosure of information relating to the Trust’s activities or affairs, the treatment of patients or the personal details of an employee, will normally be considered a serious disciplinary offence which could result
in dismissal. Upon leaving the Trust’s employment and at any time thereafter you must not take advantage of or disclose confidential information that you learnt in the course of your employment. Unauthorised disclosure of any of this information may be deemed as a criminal offence. If you are found to have permitted the unauthorised disclosure of any such information, you and the Trust may face legal action.

Information Quality and Records Management - You must ensure that all information handled by you is accurate and kept up-to-date and you must comply with the Trust’s recording, monitoring, validation and improvement schemes and processes.

**Professional Standards and Performance Review**
As an employee of the Trust you have a responsibility to:
participate in statutory and mandatory training as appropriate for the post; and
maintain consistently high personal and professional standards and act in accordance with the relevant professional code of conduct; and
take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates; and
Participate in the Trust’s appraisal processes including identifying performance standards for the post, personal objective setting and the creation of a personal development plan in line with the KSF outline for the post.

**Safeguarding Children and Vulnerable Adults**
We all have a personal and a professional responsibility within the Trust to identify and report abuse. This may be known, suspected, witnessed or have raised concerns. Early recognition is vital to ensuring the patient is safeguarded; other people (children and vulnerable adults) may be at risk. The Trust’s procedures must be implemented, working in partnership with the relevant authorities. The Sharing of Information no matter how small is of prime importance in safeguarding children, young people and vulnerable adults.
As an employee of the Trust you have a responsibility to ensure that:
You are familiar with and adhere to the Trusts Safeguarding Children procedures and guidelines.
You attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role.

**Social Responsibility**
The Trust is committed to behaving responsibly in the way we manage transport, procurement, our facilities, employment, skills and our engagement with the local community so that we can make a positive contribution to society. As an employee of the Trust you have a responsibility to take measures to support our contribution and to reduce the environmental impact of our activities relating to energy and water usage, transport and waste.