

VITREO-RETINAL (VR) FELLOW

INFORMATION FOR CANDIDATES

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ABOUT THE TRUST

The Shrewsbury and Telford Hospital NHS Trust (SaTH) is the main provider of acute hospital services for around half a million people in Shropshire, Telford & Wrekin and mid Wales.

Encompassing some of the most picturesque parts of England and Wales, the Trust's catchment stretches from the Cambrian Mountains in the west, to Newport and the fringes of the Black Country in the east. The main towns include: Bridgnorth, Ludlow, Market Drayton, Oswestry, Shrewsbury and Whitchurch (in Shropshire); Newport, Telford and Wellington (in Telford & Wrekin); and Newtown and Welshpool (in Powys) – all beautiful and unique.

Our main service locations are the Princess Royal Hospital (PRH) in Telford and the Royal Shrewsbury Hospital (RSH) in Shrewsbury which are located 20 minutes' drive apart. Together they provide 99% of our activity. Both hospitals provide a wide range of acute hospital services including accident & emergency, outpatients, diagnostics, inpatient medical care and critical care.

We also provide services such as consultant-led outreach clinics at the Wrekin Community Clinic, Telford, the Robert Jones and Agnes Hunt Orthopaedic Hospital, Gobowen and the Bridgnorth, Ludlow and Whitchurch Community Hospitals.

We employ almost 6,000 staff, and hundreds of staff and students from other organisations also work in our hospitals. We benefit from around 1,000 wonderful volunteers, and our main charitable partners are the League of Friends at the Royal Shrewsbury Hospital, Friends of the Princess Royal Hospital, and the Lingen Davies Cancer Appeal which is based at the Royal Shrewsbury Hospital.

We are committed to providing the best possible diagnostic facilities and high-quality clinical care in a clean, supportive environment where patients are treated effectively with respect and dignity.

The Shrewsbury and Telford Hospital NHS Trust continues to work with our partners in health and social care in Shropshire, Telford and Wrekin and mid Wales to develop patient-focused services that meet the needs of our communities.

Plans have been given the go ahead to transform local hospital services for the half a million residents of Shropshire, Telford & Wrekin and mid Wales to make sure two vibrant hospitals and the wide range of services they provide for people locally are kept in the county. This landmark decision will result in better care for patients, secure the £312m on offer from HM Treasury and develop both hospital sites to deliver state of the art facilities in which staff will be proud to work and patients will choose to be treated. The Trust is looking to expand the Consultant numbers in the Emergency Departments to ensure that a high quality and Consultant led service is continued to be delivered with increasing attendances.



MAIN DUTIES & RESPONSIBILITIES

Clinical

- Provide Ophthalmic services and specialise in VR.
- Complete clinical sessions in theatre, specialist, and general clinics.
- Complete supporting professional activities, such as RSTA time including research and audit.
- Support the eye department 24-hour cover for emergencies as part of the 1in8 non-resident on-call rota
- Receive and coordinate referrals from urgent eye clinics, optometrist and other ophthalmic colleagues.
- To be responsible for the pre and post operative care of all patients admitted as elective cases or emergencies.
- To develop enhanced clinical skills, especially in the assessment and management of acutely ill patients.
- To have excellent team-working skills with the abilities and professional attitude to work well in a multi-professional team.
- To deliver clinical and quality targets agreed both nationally and locally with clinical teams and commissioners.
- To follow patients throughout their clinical pathways.

Organisational

- To work with local managers and professional colleagues in the employing Trust in the efficient running of the service.
- To be subject to the provisions of the Terms and Conditions of Service, be required to observe the Trust's agreed policies and procedures, drawn up in consultation with the profession on clinical matters and to follow the local and national employment and personnel policies and procedures.
- To participate in the Continuous Professional Development and the Trust's appraisal scheme.
- To be aware of the responsibility of all employees to maintain a safe and healthy environment for patients, visitors and staff and attend all relevant health and safety training.
- Ensure that all Trust-wide standards are maintained to improve the quality of total care to all who come into contact with services provided by Shrewsbury and Telford hospital NHS Trust.

This job description is not intended to be exhaustive. The post holder will be expected to carry out any reasonable duties requested of them, appropriate to the grade and role of the post. Duties and responsibilities may vary from time to time in light of changing circumstances and in consultation with the post holder.



JOB DESCRIPTION

Job Title:	Vitreo-Retinal (VR) Fellow
Grade:	ST3+
Division:	Ophthalmology
Responsible to:	Divisional Medical Director
Professionally Accountable to:	Medical Director
Hours:	40 hours (Full-time)
Duration:	12 months fixed term, extendable to 2 years with mutual agreement.
Salary:	£58,398 per annum [MS06-MS08]

Job Summary

The Shrewsbury and Telford Hospitals NHS Trust is advertising an exciting opportunity within the Ophthalmology service to provide comprehensive training in Vitreo-Retinal subspecialty, including specialist Vitreo-Retinal clinics and theatre sessions under the supervision of the VR Consultants. This post will be of interest to those who are post CCT or looking to gain further experience in all areas of vitreoretinal and cataract surgery, including complex cases and advanced techniques.

THE POST

The Department

Following substantial capital investment, the trust successfully opened a new Eye department at the Royal Shrewsbury Hospital in 2017 which offers modern furniture, facilities and equipment to support and empower our staff to deliver excellent ophthalmic care to our patients. A further £1.2M of capital investment saw construction of a dedicated Cataract Suite, which includes a fully equipped cataract theatre and clinical rooms. The local Anaesthetic theatre has been designed by clinical and nursing teams' and has utilised flow methodology from Virginia Mason. This has enabled the department to establish high volume dedicated cataract lists.

Inpatient services and outpatient and day surgery facilities exist at both the Royal Shrewsbury Hospital and Princess Royal Hospital. The department delivers comprehensive Orthoptic and Optometry Services that are supported by nurse-led clinics including a specialist injection service. Outreach clinics are provided in Community Hospitals throughout Shropshire.

The department is well equipped with digital imaging including 3-D OCT (Topcon) anterior segment and fundus cameras, corneal topography (orbiscan), b-scan and IOL-master biometry. Most equipment is available on both sites. There is a comprehensive radiological and diagnostic support and the department utilises Medisoft for electronic patient record keeping.

The department carries out monthly governance, audit & teaching which the post holder will be expected to attend and contribute towards. Regular teaching is given by the Retina Service to Ophthalmology trainees. The successful applicant will be expected to attend these sessions and contribute regularly to the teaching of the trainees. This will include preparation of formal lectures and presentations.

The department prides itself on its excellent reputation as a centre of excellence and teaching centre.

Consultants

Mr Suresh Sagili	Oculoplastics (Clinical Director)
Ms Devaki Nayak	Medical Retina
Mr Prasad Rao	Medical Retina
Ms Lakshika Perera	Medical Retina
Mr Palpandian Viswanathan	Vitreoretinal surgery
Mr Tarek Hammam	Vitreoretinal surgery
Mr Ewan Craig	Cornea
Mr Tom Jenyon	Cornea
Mr Sohraab Yadav	Oculoplastics
Mr Muiyiwa Owoniyi	Glaucoma

Specialists

1WTE Associate Specialist

Specialty Doctors

6WTE Specialty Doctors

Specialist Trainees

3WTE ST3-8

2WTE ST1-2

Foundation Trainees

1WTE FY2

Clinical Nurse Specialists/Allied Health Professionals

We have a wide range of allied health professionals, including clinical nurse specialists, optometrists, orthoptists & technicians who carry out independent clinical activity.

Secretarial Support

Full secretarial support is provided.

Standard Working Week

Whilst a formal job plan is not a contractual requirement of the post, the successful candidate's standard working week will include the equivalent of 8 clinical sessions divided between theatre, specialist and general clinics. The other 2 sessions will provide the necessary opportunity to contribute to CPD, audit, teaching and research. A clear schedule of commitments, both internal and external and including personal objectives, detailing links to wider service improvements and trust strategic priorities will be provided.

The post holder will attend both VR consultant's theatre and clinics during the course of the year. There will be independent cataract lists available dependent on the successful applicant's experience.

Some elements of flexible working will be required, and the post holder will be expected to work at both hospitals as necessary to meet service needs. Any applicant who is unable, for personal reasons, to work full-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 with the Trust in consultation with the department.

Timetable

The following provides scheduling details of the clinical activity and clinically related activity components of the appointee's standard working week.

Week 1

	AM (08:30-12:30)	PM (13:30-17:30)
Monday	RSTA	Clinic – Flexi Session
Tuesday	RSH Clinic - Vitroretinal (Mr Viswa)	RSH Clinic - Vitroretinal (Mr Hammam)
Wednesday	RSH GA VR (Mr Viswa)	Clinic – Flexi Session
Thursday	Clinic – Flexi Session	RSH GA VR (Mr Viswa)
Friday	RSH GA VR (Mr Hammam)	Admin

Week 2

	AM (08:30-12:30)	PM (13:30-17:30)
Monday	RSH GA VR (Mr Hammam)	RSH Clinic - Vitreoretinal (Mr Hammam)
Tuesday	RSH Clinic - Vitreoretinal (Mr Viswa)	RSH Clinic - Vitreoretinal (Mr Viswa)
Wednesday	Clinic – Flexi Session	Admin
Thursday	Clinic – Flexi Session	RSH GA VR (Mr Viswa)
Friday	RSH GA VR (Mr Hammam)	RSTA

This timetable is indicative only and the formal working schedule will be agreed between the successful applicant and their clinical director within 3 months of starting in post.

Rota Duties

The Eye department provides 24-hour cover for emergencies. The non-resident on-call commitment is of medium frequency and is at frequency of 1 in 8. Contribution to this rota attracts additional rostered hours of 4.5, a weekend allowance of 3%, 1 hour of 37%-night duty enhancement and an 8% availability allowance. This pattern is subject to change depending on the needs of the service and will be guided by regular monitoring data and audits.

Annual Leave

The annual leave entitlement for the post holder will reflect the terms and conditions of the 2016 Junior Doctor Contract for doctors and dentists in training. The annual leave year will run from the start date of the doctor's appointment. Based on a standard working week of five days:

- On first appointment to the NHS: 27 days.
- After five years' completed NHS service: 32 days.

As leave is deducted from the rota before average hours are calculated for pay purposes, leave may not be taken from shifts attracting an enhanced rate of pay or an allowance. Where a doctor wishes to take leave when rostered for such a shift or duty, the doctor must arrange to swap the shift or duty with another doctor on the same rota. It is the doctor's responsibility to arrange swaps but all reasonable steps to facilitate the arrangement of the swap will be made.

In addition to annual leave entitlement, the appointee will be entitled to 8 paid General Public Holidays. In the case of part time staff this entitlement is pro rata.

Study Leave

Study leave includes but is not restricted to participation in:

- Study

- Research
- Teaching
- Taking Examinations
- Attending conferences for educational benefit
- Rostered training events

The appointee will be entitled to 10 days of Study Leave over a fixed 12-month period with a set budget.

Research

It is usual for the Trust to be participating in many research projects at any time. Every effort would be made to accommodate a particular research interest you may have, particularly if trainee members of the Department could be incorporated in the methodological and practical stages.

Audit

Great importance is placed upon audit within the Shrewsbury and Telford Hospital NHS Trust 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 extremely well-organised teams.

Appraisal, Revalidation and Mentorship

- The Trust has the required arrangements in place, to ensure that all Doctors have an annual appraisal with a trained appraiser and supports all Doctors going through the revalidation process.
- 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).
- We will require you to register SaTH as your designated body via the GMC to ensure that you are set up on the Equiniti revalidation system; we will complete this as soon as possible upon your commencement with the Trust.
- The Trust also supports the requirements for continuing professional development and is committed to providing time and financial support for these activities.

Accommodation

The Trust offers single residential accommodation for medical staff depending on availability. The Trust only provides single accommodation so private rental would need to be arranged for family accommodation.

Other Facilities

There is an active Doctors Mess run by the Junior Doctors Mess Committee which organises social events, parties, outings etc. There are on-site fitness centres (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.

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 ensuring a COVID secure workplace for the team.
- co-operate 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 NHS Knowledge and Skills Framework 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 Trust's 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.



PERSON SPECIFICATION

The following pages contain a description of the qualifications, skills, experience, knowledge and other attributes a candidate should ideally possess to successfully perform this role.

QUALIFICATIONS

CRITERIA	ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • MBBS, Mb CHB or equivalent medical qualification. • FRCOphth part 1 or MRCOphth equivalent • Research, publications, higher degree 	✓	✓ ✓

ENTRY CRITERIA

CRITERIA	ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Full Registration and a licence to practise with the General Medical Council (GMC) • 4 or more years of higher surgical training in Ophthalmology • Previous clinical training as an ASTO/ TSC or equivalent in vitreo retina is desirable • Broad experience in the clinical and surgical management of general ophthalmic conditions • Able to perform CWL cataract & VR surgery unsupervised with exception of consultant to do cases • CCT in Ophthalmology • Acknowledgeable experience of teaching and supervising junior doctors and medical students. • Meets the criteria set out in the generic capabilities framework – detailed below. 	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓

GENERIC CAPABILITIES FRAMEWORK

PROFESSIONAL VALUES & BEHAVIOURS

CRITERIA
<ul style="list-style-type: none"> • Practises with the professional values and behaviours expected of all doctors as set out in GMC Good Medical Practice and the Generic Professional Capabilities Framework (or equivalent for dentists). • Demonstrates the underpinning subject-specific competences i.e., knowledge, skills and behaviours relevant to the role setting and scope. • Clinically evaluates and manages a patient, formulating a prioritised differential diagnosis, initiating an appropriate management plan, and reviewing and adjusting this depending on the outcomes of treatment. • Critically reflects on own competence, understands own limits, and seeks help when required.

- Communicates effectively and able to share decision-making with patients, relatives and carers; treats patients as individuals, promoting a person-centred approach to their care, including self-management
- Respects patients' dignity, ensures confidentiality and appropriate communication where potentially difficult or where barriers exist, e.g., using interpreters and making adjustments for patients with communication difficulties.
- Demonstrates key generic clinical skills around the areas of consent; ensuring humane interventions, prescribing medicines safely and using medical devices safely.
- Adheres to professional requirements, participating in annual appraisal and reviews of performance and progression.
- Awareness of legal responsibilities relevant to the role, such as around mental capacity and deprivation of liberty; data protection; equality and diversity.
- Applies basic principles of public health; including population health, promoting health and wellbeing, work, nutrition, exercise, vaccination and illness prevention, as relevant to their specialty.

LEADERSHIP & TEAM WORKING

CRITERIA

- Awareness of their leadership responsibilities as a clinician and demonstrates appropriate leadership behaviour; managing situations that are unfamiliar, complex, or unpredictable and seeking to build collaboration with, and confidence in, others.
- Demonstrates understanding of a range of leadership principles, approaches and techniques so can adapt leadership behaviours to improve engagement and outcomes – appreciates own leadership style and its impact on others.
- Develops effective relationships across teams and contributes to work and success of these teams – promotes and participates in both multidisciplinary and interprofessional team working.
- Critically reflects on decision-making processes and explains those decisions to others in an honest and transparent way.
- Demonstrates ability to challenge others, escalating concerns when necessary.
- Develops practice in response to changing population health need, engaging in horizon scanning for future developments.

PATIENT SAFETY & QUALITY IMPROVEMENT

CRITERIA

- Takes prompt action where there is an issue with the safety or quality of patient care, raises and escalates concerns, through clinical governance systems, where necessary.
- Demonstrates understanding of the basic principles of audit, clinical risk management, evidence-based practice, patient safety and clinical quality improvement initiatives
- Applies basic human factors principles and practice at individual, team, organisation, and system levels.
- Collaborates with multidisciplinary and interprofessional teams to manage risk and issues across organisations and settings, with respect for and recognition of the roles of other health professionals.
- Advocates for, and contributes to, organisational learning.
- Reflects on personal behaviour and practice, responding to learning opportunities.

SAFEGUARDING VULNERABLE GROUPS

CRITERIA

- Recognises and takes responsibility for safeguarding children, young people, and adults, using appropriate systems for identifying, sharing information, recording and raising concerns, obtaining advice and taking action.
- Applies appropriate equality and diversity legislation, including disability discrimination requirements, in the context of patient care.

EDUCATION & TRAINING

CRITERIA

- Critically assesses own learning needs and ensures a personal development plan reflects both clinical practice and relevant generic capabilities.
- Promotes and participates in individual and team learning; supporting the educational needs of individuals and teams for uni-professional, multidisciplinary and interprofessional learning.
- Identifies and creates safe and supportive working and learning environments.
- Takes part in patient education.

RESEARCH & SCHOLARSHIP

CRITERIA

- Keeps up to date with current research and best practice in the individual's specific area of practice, through appropriate continuing professional development activities and their own independent study and reflection.
- Critically appraises and understands the relevance of the literature, conducting literature searches and reviews; disseminates best practice including from quality improvement projects.
- Works towards identifying the need for further research to strengthen the evidence base or where there are gaps in knowledge, networking with teams within and outside the organisation
- Locates and uses clinical guidelines appropriately.

OUR VISION AND VALUES

The Shrewsbury and Telford Hospital NHS Trust is an organisation that strives to provide high quality, safe care for our patients in an environment which our staff are proud to work in

Our Vision:

“To provide excellent care for the communities we serve”

Our Values:



OUR VISION

We believe that by adhering to our Vision and working with our Values in mind we can behave in a way which will ensure the right results for the people that matter most – our patients and their families.

OUR VALUES

Our Trust Values provide a guide for our daily lives which we are all expected to uphold, both at work and when we are representing the Trust.

Our Values were developed by staff and our patients, so they represent what is important to us within the organisation and the way we should all behave towards patients, carers, visitors, partners and each other.

You will see our Values throughout the Trust; they are not just words on a page, they represent what we are about here at SaTH. We want patients and their families to say that the care and service they receive from all of us is consistently high-quality, safe, effective and personalised, so the feelings behind the Values shouldn't come as a surprise to anyone working in the NHS.

The reason why it is important that they are clearly written down is so we all know what's expected, and none of us are surprised if we are asked to explain any unacceptable behaviour. Ultimately, if we follow our Values, we will provide services that are better for our patients and better for each other.



Partnering
Ambitious
Caring
Trusted

Royal Shrewsbury Hospital

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Minicom: 01743 261213

Address:

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Shrewsbury
SY3 8XQ

Getting to Royal Shrewsbury Hospital

Princess Royal Hospital

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Minicom: 01952 641222 Ext: 4955

Address:

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Apley Castle
Telford
TF1 6TF

Getting to Princess Royal Hospital

sath.nhs.uk