

APPLICATION PACK FOR CONSULTANT POSTS AT THE UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST



CONTENTS

		PAGE NO.
SECTION 1	ABOUT UHL NHS TRUST	3
SECTION 2	UNIVERSITY OF LEICESTER	4
SECTION 3	LEICESTER, LEICESTERSHIRE & RUTLAND	7
SECTION 4	DEPARTMENT INFORMATION	8
SECTION 5	JOB DESCRIPTION (INCLUDING JOB PLAN)	10
SECTION 5A	JOB DESCRIPTION: GENERAL POLICIES, PROCEDURES & PRACTICES	18
SECTION 6	PERSON SPECIFICATION	20
SECTION 7	PRE-EMPLOYMENT / ON-GOING EMPLOYMENT CHECKS	22
SECTION 8	CONDITIONS OF SERVICE	25
SECTION 9	RECRUITMENT SERVICES CONTACT INFORMATION	26

SECTION 1: ABOUT UHL NHS TRUST

We are one of the largest and busiest acute teaching Trusts in England with a team of approximately 15,000 dedicated employees.

Our patients are the most important thing to us and we are constantly striving to improve the care they receive, through looking at the ways we work, ensuring our staff are highly trained and encouraging research which allows us to offer our patients the latest technologies, techniques and medicines.

We serve the one million residents of Leicester, Leicestershire and Rutland – and increasingly specialist services over a much wider area.

Spread over the General, Glenfield and Royal Infirmary hospitals, we work closely with partners at the University of Leicester and De Montfort University, providing world-class teaching to nurture and develop the next generation of doctors, nurses and other healthcare professionals, many of whom go on to spend their working lives with us.

Wherever employees work at whatever level, they are valued and contribute to the Trust's purpose of delivering 'caring at its best'.

Our Trust Values are:

1. We **treat** people how we would like to be treated
2. We **do** what we say we are going to do
3. We **focus** on what matters most
4. We are **one team** and we are best when we work together
5. We are **passionate** and **creative** in our work

At UHL NHS Trust we:

- Have 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.
- Fully involve our staff in both local and Trust-wide decision making.
- Support our employees' health and wellbeing.
- Truly embrace diversity, individuality, new ideas and staff innovations.
- Offer learning and development opportunities and career paths for real job satisfaction and personal progress.
- Offer a number of staff benefits that can save staff money.

SECTION 2: ABOUT THE UNIVERSITY OF LEICESTER

College of Life Sciences <http://www2.le.ac.uk/colleges/medbiopsych>

Pro-Vice-Chancellor, Head of College & Dean of Medicine:

Professor Thompson Robinson BMedSci MD FRCP FESO.

The University of Leicester, with University Hospitals of Leicester NHS Trust, is committed to enhancing the partnership between academia and the NHS in Leicester. A strong synergy between our organisations is the key to success.

Major contributions made by consultant colleagues to the academic mission through research, teaching and education, clinical leadership, enterprise and innovation are recognised by the award of a range of honorary titles from Honorary Fellow through to Honorary Professor.

The College's mission is to pursue 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, both locally and in the wider world. Its considerable academic resources mean that it is widely recognised for the international impact of its research and the quality of its undergraduate and postgraduate teaching.

Based in some of the newest purpose-built and modern facilities in the UK, the College offers a wide range of courses and education in the areas of laboratory, clinical, and population health through the provision of innovative education and globally recognised research.

Building on the foundations laid at the inception of the medical school in 1975, the College provides an academic and physical environment to enable scientists and clinicians to work together across traditional boundaries to address some of the key outstanding questions in biomedical research, and to engage with increasing effectiveness with commercial and public bodies. We are a thriving community of academic expertise based in laboratory, clinical, health and social science settings.

The high calibre of our academic endeavour is increasingly being recognised. For example in the 2021 Shanghai International ranking, Leicester was ranked 18th (of almost 3,000 medical schools); Leicester was 5th in the UK (the highest rank for clinical medicine outside of the Golden Triangle).

The College comprises of four schools and six departments:

- Leicester Medical School
- School of Biological Sciences
- School of Psychology
- School of Allied Health Professions

- Cardiovascular Sciences
- Genetics and Genome Biology, which hosts the Leicester Cancer Research Centre
- Health Sciences, which hosts the Leicester Diabetes Research Centre
- Respiratory Sciences
- Molecular and Cell Biology
- Neuroscience, Psychology and Behaviour

The George Davies Centre is the largest investment in medical teaching and applied research by a UK university in the last decade. When you add to this the friendliness and resources of the University and the city's excellent facilities, you will understand why we attract leading scientists here – not to mention some of the most promising students from the UK and around the world.

College Research Priorities

The University's institutional research strategy emphasizes our commitment to outstanding research that informs and enhances our teaching and learning, and is underpinned by the core values of excellence, rigour, originality and integrity. A key part of this strategy was the establishment of flagship interdisciplinary Research Institutes, Centres and Networks. We host a number of these within our College around which much of our research is now focused. These include the Leicester Diabetes Research Centre, the Leicester Cancer Research Centre, [Leicester Institute of Structural and Chemical Biology](https://www2.le.ac.uk/institutes/leicester-institute-of-structural-and-chemical-biology), the [Leicester Precision Medicine Institute](https://www2.le.ac.uk/institutes/leicester-precision-medicine-institute), Centre for Black and Minority Ethnic Health, and Centre for Environment, Health and Sustainability. In the wider University are the Institute for Advanced Studies <https://www2.le.ac.uk/institution/lias>, and CAMEo the Research Institute for Cultural and Media Economies <https://www2.le.ac.uk/institutes/comeo/about-comeo>.

The NIHR Biomedical Research Centre (BRC) is a collaboration between the University of Leicester, the University of Loughborough and the University Hospitals of Leicester NHS Trust. The BRC brings together the work of Respiratory Medicine, Cardiovascular Sciences, and Diet, Lifestyle and Physical Activity. An expanded BRC with six themes has been shortlisted with an interview date of April 2022. There is also an interest in research which underpins teaching & learning. (<http://www2.le.ac.uk/colleges/medbiopsych/research>).

The College's central provision in support of research and teaching includes a Preclinical Research Facility, Core Biotechnology Services (covering bioinformatics, imaging technologies and protein and DNA facilities); a Central Technical Service (supporting teaching laboratories); a Clinical Trials Unit, and the Leicester Drug Discovery and Diagnostics Centre.

The College continues to grow funded research activity with a dual approach of encouraging individuals to win project grants and personal fellowships, and supporting teams to achieve major awards with large strategic initiatives. Examples of Leicester's success include the award of an NIHR Biomedical Research Centre in partnership with the University Hospitals of Leicester (UHL) NHS Trust, an MRC funded Midlands Cryo-Electron Microscope Facility, the Midlands Health Data Research UK Substantive Site, a British Heart Foundation Research Accelerator Award, a Wellcome Trust Institutional Strategic Support Fund and a Wellcome Doctoral Training Programme for Health Care Professionals which will fund up to 25 clinical PhDs.

We are responding to the rapidly changing national and international research landscape that places an increasing emphasis on interdisciplinary and impactful research. For this purpose, we are working closely with our key NHS partners, University Hospitals of Leicester NHS Trust, Leicestershire Partnership NHS Trust and University Hospitals of Northamptonshire, and growing our industrial engagement with biotech companies and pharma to meet the goals of the Government's Industrial Strategy and Life Science Sector Deal. In addition, we are building exciting research programmes with partners in overseas countries through the Global Challenges Research Fund. We are also very conscious of the need to play to our institutional and regional strengths, and are engaging closely with Leicester City and County Councils, and the Midlands Health Innovation network of regional Universities.

Transformative and Innovative Teaching

Teaching across the College of Life Sciences is research-led. Our ambition is to deliver a world-class, discovery-led and discovery-enabling learning experience in all teaching programmes to produce high quality, resourceful, independent and resilient graduates. There are programmes in Medicine and a growing range of allied health professions including Midwifery with Leadership, Nursing with Leadership (developed and taught in conjunction with the NHS), ODP and Physiotherapy; a new radiography 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 particularly proud that our course has for many years delivered doctors who progress. We have been ranked third in UK medical schools for progression to Core & Specialty training over the past five years.

The course features:

1. A clinical focus throughout underpinned by excellence in bioscience, and access to one of the largest dissection suites in the UK
2. Early clinical experience including a new Healthcare Assistant (HCA) programme in year one
3. A strong group-work provision supporting student learning throughout the course
4. A wide range of hospital and GP placements with many areas of national excellence
5. Excellent intercalated degree opportunities, with particular strengths in our iMSc in Research and a new Masters in Clinical Education
6. Foundation Assistantships in year 5 which has enhanced our graduates preparedness for work as a Foundation doctor

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. This recruits 35 students to an integrated Foundation Year enabling progression onto Year 1 of the MB ChB course.

In addition there are a broad range of programmes in Biological Sciences and Psychology at both undergraduate and postgraduate levels, currently including the DClinPsych. A new suite of postgraduate programmes reflecting the areas of research excellence in the College is under development including strengths in epidemiology, diabetes, medical statistics, quality and safety in healthcare, and social sciences in medicine.

SECTION 3: LEICESTER, LEICESTERSHIRE AND RUTLAND, A GREAT PLACE TO LIVE AND WORK

Leicester, Leicestershire and Rutland are vibrant, diverse and welcoming places to live, from the modern, bustling city to 'picture postcard' villages.

Leicester is home to over 100 shops including a flagship John Lewis and big name designers. St Martin's Square and a number of arcades house a range of independent and regional retailers and the famous city centre covered market is the largest in Europe. The Golden Mile on Belgrave Road has the largest concentration of Indian jewellery shops outside India.

The city offers an amazing chance to join many different cultural celebrations, including the UK's largest celebration of Diwali and biggest Caribbean Carnival.

You can take your taste buds on a gastronomic journey around Leicester, Leicestershire and Rutland with award-winning chefs, city restaurants, rural country pubs, contemporary gastro pubs and country tea rooms. The nightlife and entertainment scene also includes:

- A fantastic range of clubs, pubs and bars
- The O2 Academy and De Montfort Hall bringing in international acts
- More intimate venues such as The Musician, Firebug, The Donkey and Y Theatre.
- The second biggest annual comedy festival in the UK
- The Curve theatre and Phoenix independent cinema.

Leicester also has a great sporting reputation, with the following:

- Leicester City Football Club
- Leicester Tigers Rugby Club
- Leicestershire County Cricket Club
- Leicester Riders Basketball Team
- Horse racing at Leicester Racecourse

The county is crisscrossed by footpaths, cycle trails and canals. Outdoor attractions include the National and Charnwood Forests, Bradgate Park, Beacon Hill and Swithland Wood, a number of stately homes and Rutland Water.

The strong transport infrastructure also means that you are never far from other destinations in the UK or even abroad.

Find out more at Visit Leicester and Discover Rutland (links below):

<http://www.jobsatleicestershospitals.nhs.uk/welcome-to-leicester/>

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

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

SECTION 4: DEPARTMENT OF OPHTHALMOLOGY

BACKGROUND

This is a permanent post in the Musculoskeletal and Specialist Surgery CMG Ophthalmology services are based at the Leicester Royal Infirmary. The post holder will be 1 of 24 Ophthalmologists offering General and Sub-Speciality Ophthalmology.

THE DEPARTMENT OF OPHTHALMOLOGY

The Department of Ophthalmology provides a Consultant led team approach to adult and paediatric inpatient treatment across the broad spectrum of ophthalmic disorders.

There is a comprehensive hospital **Optometry Unit** staffed by a Professor of Optometry with 12 part time, 7 Full time optometrists and additionally there is a pre-registration Optometrist. This department runs a comprehensive contact lens service and additionally provides a Low Vision Service, which is run in collaboration with VISTA (formerly the Royal Leicestershire and Rutland Wycliffe Society for the Blind).

The **Orthoptic Department** consists of a Head Orthoptist and 16 further Orthoptic staff.

There are also 6.5 full time **Ophthalmic Photographers** who run the photographic and fluorescein angiography service.

The **Visual Field Service** is run by 7 Ophthalmic Technicians.

The **Emergency Eye Department (EED)** is staffed by Specialist Registrars, Staff Grades, FY2's and the GP Vocational trainee, together with nurse practitioners. The nurse practitioners see, treat, and discharge 25% of attendees to the department.

The Ophthalmology Department has developed a team based working system whereby nursing teams work with the consultants to provide continuity of care from out patients through pre assessment and surgery. All surgical pre assessment clinics are nurse led. In addition, medical secretaries and clinic coordinators complete the team structure.

University Ophthalmology Group

Research is currently undertaken by one non-clinical Associate Professor, Dr Frank Proudlock, two clinical scientists, one NIHR clinical lecturer who focuses on Genomic Medicine, one NIHR Academic Clinical Fellow, one NIHR doctoral Fellow, together with research orthoptists & optometrists, honorary clinical staff, and associated support staff

The research interests of the group are; Neuro-ophthalmology, physiology and pathology of eye movements, nystagmus, amblyopia and genetics. Recently research interests have also focussed on paediatric optical coherence tomography

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KEY WORKING RELATIONSHIPS

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

The Consultant Ophthalmologist will be appraised in their clinical role and advice and support for career progression will be available by the Clinical Director/Head of Service and Lead Clinicians.

MEDICAL STAFF

There are currently 25 Consultant Ophthalmologists

Mr S Banerjee	Vitreo-retinal (Head of Service) (Honorary 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
Mr J Deane	Medical Retina
Mr V Konidakis	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 (Honorary Lecturer)
Mr R G Sampath	Oculoplastics, Lacrimal, Lid and Orbits (Honorary Associate Professor)
Mrs A Berry-Brincat	Oculoplastics, Lacrimal and Lids
Mr W S S Karwatowski	Glaucoma (Honorary Senior Lecturer)
Mr U Sarodia	Glaucoma
Ms L Osman	Glaucoma
Mr J I Prydal	Cornea (Honorary Senior Lecturer)
Mr V Savant	Corneal and external eye disease
Ms S Tiew	Corneal and external eye disease
Ms N Dhillon	Corneal and external eye disease
Ms S Anwar	Paediatric Ophthalmology, Neuro-Ophthalmology, and Ocular Motility (Honorary Senior Lecturer)
Ms N Sarvananthan	Paediatric Ophthalmology, Neuro-Ophthalmology, and Ocular Motility (Honorary Senior Lecturer)
Mr S Tyradellis	Paediatric Ophthalmology, Neuro-Ophthalmology, and Ocular Motility
Mr I Ali	General Ophthalmology and Medical Glaucoma
Mr I Choudhuri	General Ophthalmology
Mr I De Silva	General Ophthalmology

In addition there are currently:

5 Associate Specialities /Speciality Doctors

14 Clinical Fellows (including 1 NIHR ACF)

9 Specialist Registrars (including 1 NIHR ACL)

3 Foundation Year Two Dr's/GPVTs

SECTION 5: JOB DESCRIPTION

UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST

MUSCULOSKELETAL AND SPECIALIST SURGERY CLINICAL MANAGEMENT GROUP

Job Title: Consultant in General Ophthalmology (Alliance)

Location: LRI Site, within University Hospitals of Leicester NHS Trust; this may change as a result of service reconfiguration, and peripheral working will be expected.






Managerially OPHTHALMOLOGY HEAD OF SERVICE & GENERAL MANAGER

Accountable to: CMG CLINICAL DIRECTOR - Musculoskeletal and Specialist Surgery

Professionally
Accountable to: MEDICAL DIRECTOR

ABOUT UHL. OUR VALUES AND BEHAVIOURS

Every day at University Hospitals of Leicester we save lives, improve lives and usher in new life. Our Trust Values determine our behaviour and our culture. We are a passionate and creative team and at our best when we work together. Our Values are:

- | | |
|---|---|
| 1. We treat people how we would like to be treated |  |
| 2. We do what we say we are going to do |  |
| 3. We focus on what matters most |  |
| 4. We are one team and we are best when we work together |  |
| 5. We are passionate and creative in our work |  |

As one of the very largest NHS Trusts in the country, our contribution to our communities goes way beyond direct health; we are the largest employer in our region, we educate and train the staff of the future, we push research boundaries and with our £1bn turnover we are an economic engine for the wider East Midlands and beyond.

This is particularly exciting time for Leicester's Hospitals. We have been given £450m by the Government to provide a host of new facilities and reconfigure services between our three

main sites. Flagship projects include a new Children's Hospital, a new Maternity Hospital, a new Treatment Centre and two new Intensive Care Units. Equally importantly, we are going "paperless", with a £12m investment in our NerveCentre computer system to help our team deliver world class care.

We want to continue to improve everything that we do, so that we can achieve our Vision: Caring at its best for every patient, every time. Our Quality Strategy, **"Becoming the Best"**, describes how we are doing that in a determined, targeted and systematic way, with our staff the champions of change and our patients not just beneficiaries but partners.

"Becoming the Best" is based on best practice from "outstanding" organisations within the NHS and abroad. It has six key elements:

- We **understand** what is happening in our services, so that we know what needs to be improved
- We have clear **priorities and plans** for improvement, so that we are clear about what we are trying to do
- We are developing our **culture and leadership**, so that everyone is empowered and encouraged to make improvements
- We have adopted a single approach to improvement (our quality improvement **methodology**), and are giving people at all levels the **skills** to use it
- We always involve our **patients** when we are making improvements that impact on them and their care
- We are integrating this work with the wider **health and social care system**, of which we are a part.

These elements are shown in the diagram below (the blue cog), together with the specific priorities that we are working on at the moment (the pink and green cogs).



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, including the peripheral hospital sites. 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.

MAIN DUTIES AND RESPONSIBILITIES

- 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.
- To provide emergency Ophthalmology services to patients in Leicestershire on the 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 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.
- 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 a minimum of 1 session a week in the emergency eye department.

KEY TASKS

- 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.
- Take part in multidisciplinary case conferences.
- Supervise and train junior medical staff.
- To be involved in appraising and assessing juniors.
- Teaching, research and administration
- To proactively develop the service
- To actively participate in both departmental and Trust matters concerning Clinical Governance and audit.

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.

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.

Outline Job Plan - Example only

	AM	PM
Monday	SPA	SPA 1,3,5 ADMIN 2,4
Tuesday	SPA	EYE CASUALTY (LRI)
Wednesday	Peripheral Outpatients	Peripheral Theatre 1,3,5 Peripheral Outpatients 2,4
Thursday	Peripheral Theatres	Peripheral Outpatients
Friday	Peripheral Theatre 1 Peripheral Outpatients 3,5 SPA 2,4	Peripheral Theatre 1 Peripheral Outpatients 3,5 Teaching Weeks 2,4

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.

Audit

The successful candidate will be expected to participate in regular audit and multi-disciplinary meetings within the department.

Postgraduate education

Friday afternoon is allocated to a regular postgraduate teaching and audit timetable. Consultants are expected to take an active role in these sessions. 7

The Trust fully supports the importance of Continuing Professional Development for Consultants, who are expected to take advantage of study leave to maintain and develop their clinical skills as prescribed by the Royal College of Ophthalmologists.

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.

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.

The successful candidate is expected to be able to account for the rest of their non-fixed sessional time. They will be required to undertake managerial duties associated with the care of their patients and the running of their Clinical Department. They will have an understanding of the wider health agenda and modern NHS.

The successful candidate will be required to work in a multidisciplinary team and supervise juniors.

Adequate office space and secretarial support will be made available.

It is anticipated that the on-call commitment for Ophthalmology is 1:18 basis with prospective cover. The on call commitment includes attendance in the Eye Emergency Department at weekends and bank holidays.

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. 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.

Those undertaking specifically agreed additional undergraduate teaching duties recognised as part of the SPA allowance (up to 0.5SPAs) within their job plan may be recognised as Clinical Teachers.

<http://www2.le.ac.uk/colleges/medbiopsych/people/documents/clinical-teachers-guidance>; <https://www2.le.ac.uk/departments/msce/clinical-teaching/clinical-teaching> 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 have an additional significant responsibility as a block or clinical education lead within their DCC time are also considered 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.

SECTION 5A: JOB DESCRIPTION (GENERAL POLICIES, PROCEDURES AND PRACTICES)

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.

HEALTH AND SAFETY

All employees are subject to the requirements of the Health & Safety at Work Act and prevailing Acts since. It is the post-holders responsibility to ensure they are familiar with all UHL Health and Safety related policies that apply to their workplace or work –practice. The post holder is required to ensure that as an employee, his or her work methods do not endanger other people or themselves.

DATA PROTECTION / CONFIDENTIALITY

In accordance with the Employer's privacy notice for employees, the Employer will hold computer records and personnel files relating to you which contain personal data. The Employer will comply with its obligations under the General Data Protection Regulation, the UK Data Protection Act 2018 and all other data protection legislation. The data the Employer holds may include employment application details, references, bank details, performance appraisals, holiday and sickness records, salary reviews and remuneration details and other records, (which may, where necessary, include special category data and criminal offence data relating to your health, data held for ethnic monitoring purposes, and regarding DBS checks). The Employer requires such personal data for personnel administration and management purposes and to comply with its obligations regarding the keeping of employee records. The privacy notice sets out the Employer's legal basis for processing your personal data. Your rights of access to this data are prescribed by law.

You will familiarise yourself with the Employer's data protection policy which sets out its obligations under the General Data Protection Regulation, the UK Data Protection Act 2018 and all other data protection legislation. You must comply with the Employer's data protection policy at all times and you agree that you will only access the systems, databases or networks to which you have been given authorisation and only for the purposes of your work for the Employer. The Employer will consider a breach of its data protection policy by you to be a disciplinary matter which may lead to disciplinary action up to and including summary dismissal. You should also be aware that you could be criminally liable if you disclose personal data outside the Employer's policies and procedures. If you have any queries about your responsibilities in respect of data protection you should contact the Employer's Data Protection Officer.

EQUAL OPPORTUNITIES POLICY

All employees must comply with the Trust's Equal Opportunities Policy and in line with the Equality Act 2010, must not discriminate on grounds of age, disability, gender reassignment, race, religion or belief, marriage or civil partnership, pregnancy or maternity, sexual orientation or sex. Other grounds on which they should not treat others unfavourably include trade union membership (or non-membership) or political affiliation, or any other grounds which cannot be shown to be justifiable.

INFECTION CONTROL (REGISTERED HEALTHCARE PROFESSIONALS)

All healthcare professionals on a professional register are personally accountable for their standards of practice which must include compliance with the Trust's infection prevention and control policies and guidelines. In addition all registered practitioners are expected to challenge non-compliance when observed to protect patients and promote patient safety. Local clinical leaders have a responsibility to maintain an organisational culture of vigilance through their role in supervising other staff.

SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

The post holder is responsible for safeguarding the interests of children and adults who they come into contact with during their work. To fulfil these duties post holders are required to attend training and development to recognise the signs and symptoms of abuse or individuals at risk, to follow local and national policy relating a safeguarding practice and to report and act on concerns that they may have.

ELECTRONIC ROSTERING

Our Electronic Rostering system is key to ensuring staff are in the right place with the right skills at the right time, to ensure we carry out this responsibility effectively; all UHL staff must adhere to the rostering standards and guidelines set out in the Electronic Rostering Policy, pertaining to their role.

SECTION 6: PERSON SPECIFICATION

Appointment of: Consultant in MSK/SS CMG

CRITERIA	ESSENTIAL REQUIREMENTS	DESIRABLE REQUIREMENTS
Commitment to Trust Values & Behaviours		
	<ul style="list-style-type: none"> Must be able to demonstrate behaviours consistent with the Trust's Values and Behaviours 	
Qualifications / Training		
	<ul style="list-style-type: none"> MB BS or Equivalent Full GMC Registration Fully Accredited for Higher Specialist Training or will be eligible for inclusion on the Specialist Register within 6 months of the interview date. MRCP/MRCS or Equivalent Current BLS Certification 	<ul style="list-style-type: none"> Membership of relevant Specialist Societies or Associations. Higher degree e.g. MSc, MD or equivalent.
Experience / Clinical Skills		
	<ul style="list-style-type: none"> Fully trained in Ophthalmology Excellent clinical skills and experience requisite to meeting all aspects of the Job Plan. Ability to apply sound clinical judgment to problems. Demonstrates clear, logical thinking / analytical approach. Emergency eye casualty experience 	<ul style="list-style-type: none"> Evidence of clinical or research commitment and a relevant specialty interest.
Management		
	<ul style="list-style-type: none"> Ability to work effectively as part of a multidisciplinary team and supervise juniors. Experience of leading teams and awareness of leadership styles. Ability to effectively organise, prioritise and manage clinical workload. Understanding of wider health agenda and modern NHS. Ability to work to overcome barriers to change (negotiating, influencing and persuasion skills). Knowledge and understanding of clinical governance issues. 	<ul style="list-style-type: none"> Evidence of management and administration experience. Management training on an accredited course. Awareness of Service Development issues.
Communication Skills		

	<ul style="list-style-type: none"> • Demonstrable skills in written and spoken English that are adequate to enable effective communication with patients and colleagues. • To be empathic and sensitive; capacity to take others perspectives and treat others with understanding. • Highly Developed Emotional Intelligence 	<ul style="list-style-type: none"> • Highly developed emotional intelligence • High standard of presentation both written and verbal • Demonstrable track record of successful change management • Proven ability to maintain focus in a demanding environment
Motivation		
	<ul style="list-style-type: none"> • Personal integrity and reliability. • Ability to motivate and develop both medical Staff and non-medical staff. 	<ul style="list-style-type: none"> • Commitment to further develop the post and the service provided.
Audit/ Quality Improvement		
	<ul style="list-style-type: none"> • Effective participation in and a commitment to clinical audit. • Participation in a quality improvement programme • Experience of quality improvement work and audit 	<ul style="list-style-type: none"> • Undergone training in teaching and willingness to organise relevant audit activities including quality improvement evidence • Completion of formal courses in Audit and quality improvement. • Published Audit including quality improvement.
Research		
	<ul style="list-style-type: none"> • Understanding and interest in research. • Ability to appraise research critically • Ability to supervise juniors undertaking research projects. • Evidence of recent research and development activity 	<ul style="list-style-type: none"> • Publications in nationally and internationally recognised peer-reviewed journals on subjects relevant to the specialty.
Teaching		
	<ul style="list-style-type: none"> • Experience of and a commitment to training/ teaching undergraduate and postgraduates. • Appraisal and assessment skills. • Ability to assess clinical competencies • Enthusiastic and ability to inspire and lead others. 	<ul style="list-style-type: none"> • Willingness to develop new approaches to teaching. • Post Graduate qualification in teaching and training.
Equality & Diversity		
	<ul style="list-style-type: none"> • Able to demonstrate a commitment and understanding of the importance of treating all individuals with dignity and respect appropriate to their individual needs. 	

SECTION 7:

PRE-EMPLOYMENT / ON-GOING EMPLOYMENT CHECKS

PROFESSIONAL REGISTRATION

All persons appointed to the post are required to hold registration with their appropriate professional Regulatory Body and to comply with their professional code of conduct. Evidence of on-going registration will be required.

HEALTH CLEARANCE FOR HEALTHCARE WORKERS ('OCCUPATIONAL HEALTH CHECKS')

- 1) 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 [1]. 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.

- 2) 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.

All tests will be arranged in confidence through the Occupational Health department. All costs for testing will be borne by the employing organisation.

[1] Health clearance for tuberculosis, hepatitis B, hepatitis C and HIV: New healthcare workers. DoH 2007.

DISCLOSURE AND BARRING SERVICE CLEARANCE

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 8: CONDITIONS OF SERVICE

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 9: RECRUITMENT SERVICES CONTACT INFORMATION

RECRUITMENT SERVICES TELEPHONE (CONSULTANT RECRUITMENT):

0116 258 6399

RECRUITMENT SERVICES E-MAIL (CONSULTANT RECRUITMENT):

uhlconsultantrecruitment@uhl-tr.nhs.uk

RECRUITMENT SERVICES ADDRESS:

University Hospitals of Leicester NHS Trust
Paget House
2 West Street
Leicester
LE1 6XP

WEB ADDRESSES:

You can also visit the UHL Website via the following web links:

<http://www.leicestershospitals.nhs.uk/aboutus/our-hospitals/>

<http://www.leicestershospitals.nhs.uk/aboutus/work-for-us/>