

Consultant Ophthalmologist (With Subspecialty Interest in Glaucoma)

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.



MAIN DUTIES & RESPONSIBILITIES

Clinical

- Provide Ophthalmic services.
- Complete clinical sessions in theatre, specialist glaucoma clinics, and general clinics.
- Complete supporting professional activities.
- 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:	Consultant Ophthalmologist with a sub-specialist interest in Glaucoma
Grade:	Consultant
Division:	Surgery, Anaesthetics and Cancer
Responsible to:	Divisional Medical Director
Professionally Accountable to:	Medical Director
Hours:	10 Programmed Activities
Duration:	Permanent
Salary:	£88,364 - £119,133 per annum

Job Summary

The Shrewsbury and Telford Hospital NHS Trust is looking for a permanent Consultant ophthalmologist with a sub-specialist interest in Glaucoma, who will be predominantly based at the Royal Shrewsbury Hospital (RSH) Shrewsbury with responsibilities across both hospital sites.

THE POST

The Department

There are currently 10 Consultant Ophthalmologists in the department.

Mr. Suresh Sagili (Clinical Director)	Oculoplastics
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. Tom Jenyon	Cornea
Mr Sohraab Yadav	Oculoplastics
Mr Muiyiwa Owoniyi	Glaucoma

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 Princess Royal Hospital. 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 a comprehensive Orthoptic service, Optometry Services, along with clinical nurse specialist delivered injection services and nurse led clinics.

The department is well equipped with digital imaging including 3-D OCT (Topcon) anterior segment and fundus cameras, corneal topography (orbiscan), B-scan, IOL-master biometry, most equipment being available on both sites. There is a comprehensive radiological 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.

Job Plan

The job plan would include 6 clinical sessions divided between theatre, specialist and general clinics. 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 will be reviewed three months after the successful candidates take up their post to include commitments in peripheral units if any, as part of the job plan.

Direct Clinical Care: 8.0 PA's

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

On call 1 in 9 weeks (which attracts 0.5 PA)

Supporting Professional Activities- 2.0 PA's

(includes CPD, audit, teaching, research, revalidation, VMI/TCI)

A formal job plan will be agreed between the successful candidate and their Clinical Director and consultant colleagues, on behalf of the Medical Director within 3 months of starting in post. A full-time job plan is based on a 10 PA working week. The job plan will be reviewed annually and is a prospective agreement that sets out the consultant's duties, responsibilities, and objectives for the coming year. It covers all aspects of a consultant's professional practice including clinical work, teaching, research, education and managerial responsibilities. It will provide a clear schedule of commitments, both internal and external and will include personal objectives, detailing links to wider service improvements and trust strategic priorities.

Rota Duties

The job plan would include 6 clinical sessions divided between theatre, specialist and general clinics. Some element of flexible working would be required and Consultants are expected to work at both Hospitals as necessary to meet service needs.

Timetable

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

Current Timetable/ Work Plan							
Day	Time	Location	Work	Category		Frequency Per Year/weeks	Total Annual No. PAs
				DCC	SPA		
Monday	08:30- 12:30	SATH	Specialist Clinic	X		42	1 (42)
	13.30 - 17:30	SATH	Admin	X		42	1 (42)
Tuesday	08:30 - 12:30	SATH	Specialist Theatre	X		42	1.25 (52.5)
	13.30- 17:30	SATH	SPA		x	42	1 (42)
Wednesday	08:30 - 12:30	SATH	General/Cataract Clinic	X		42	1 (42)
	13.30- 17:30	SATH	SPA		X	42	1 (42)
Thursday	08:30 - 12:30	SATH	Specialist clinic	x		42	1 (42)
			NWD				
Friday	08:30 - 12:30	SATH	General Clinic	X			1
	13:00 – 18:00	SATH	Cataract Theatre	X		42	1.25 (52.5)
Additional agreed activity to be worked flexibly (add details)							
On call 1:9 which attracts 0.5 PAs				X			0.5
Weekly DCC							8
Weekly SPA							2
Total PA's							10

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

Annual Leave

Doctors upon first appointment to the Consultant grade shall be entitled to annual leave at the rate of 32 days a year. Doctors who have completed a minimum of 7 years' service as a Consultant shall be entitled to annual leave at the rate of 34 days per year. The rate of annual leave will be based on a full time contract of 10 PAs. Additional PAs above 10 PAs will not accrue additional entitlements to annual leave over and above the full time allocation. For consultants working part-time, the full time entitlement will be pro-rated in accordance with the contracted PAs

Study Leave

Study Leave allowance will be 30 days over a 3 year cycle. Individuals wishing to take more than 10 of their 30 days entitlement within a single year will need to raise this issue with their Clinical Director, Operations Manager and Business Unit Accountant.

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.

We are entering an exciting period here at The Shrewsbury and Telford Hospital NHS Trust. We have been guaranteed more than £300 million pounds to develop our hospitals into two state of the art facilities that will offer greatly improved environments, more sustainable staffing and better facilities. It will make SaTH a better place to work, in turn making it a better place to receive care.

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

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.

We will register SaTH as your designated body via the GMC to ensure that you are set up on the Equiniti revalidation system; this will be completed as soon as possible upon commencing employment with the Trust.

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.

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
MBBS or equivalent medical qualification <ul style="list-style-type: none"> • MBChB or equivalent • FRCOphth or equivalent • Postgraduate qualification 	✓ ✓	✓

ENTRY CRITERIA

CRITERIA	ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Full Registration and a licence to practise with the General Medical Council (GMC) • Eligible for entry onto the GMC Specialist Register via CCT (proposed CCT date must be within 6 months of interview), CESR or European Community Rights • Post CCT Fellowship experience in a subspecialist area 	✓ ✓ ✓	

GENERIC CAPABILITIES FRAMEWORK

PROFESSIONAL VALUES & BEHAVIOURS

CRITERIA	ESSENTIAL	DESIRABLE
<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. 	✓ ✓ ✓ ✓	

PATIENT SAFETY & QUALITY IMPROVEMENT

CRITERIA	ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> 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. 	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	

SAFEGUARDING VULNERABLE GROUPS

CRITERIA	ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> 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. 	<p>✓</p> <p>✓</p>	

EDUCATION & TRAINING

CRITERIA	ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> 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. 	<p>✓</p> <p>✓</p>	

<ul style="list-style-type: none"> Identifies and creates safe and supportive working and learning environments. Takes part in patient education. 	✓ ✓	
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RESEARCH & SCHOLARSHIP

CRITERIA	ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> 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. Communicates and interprets research evidence in a meaningful way for patients to support shared decision-making. 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

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Getting to Princess Royal Hospital