

Consultant Job Description

Grade: Locum Consultant in Ophthalmology – Paediatric and Strabismus

Department: Ophthalmology

Reports to: Clinical Director

Job Summary:

The Ophthalmology department are looking for a full-time Locum Consultant to join a team of 17 consultants to provide a comprehensive Paediatric Ophthalmology and Strabismus service at Queen Alexandra Hospital, Portsmouth. In addition, the post holder will be expected to participate in all elements of Ophthalmology departmental activity.

This is a 10 PA post comprising paediatric, adult motility and general outpatient clinics, paediatric and strabismus operating sessions and cataract operating sessions and to include ROP screening. There will be a general on call commitment of 1:12

The successful applicant will be expected to participate fully in developing ophthalmic services, training and research. There is a bi-weekly teaching session on Wednesday afternoons which involves the Consultants, Junior Doctors and nursing and orthoptic staff, plus regular M&M / Audit meetings.

Key Responsibilities:

- To provide outpatient and surgical services to ophthalmology patients, both paediatric and adult.
- In conjunction with the Clinical Director have an active part in the development of paediatric ophthalmology and strabismus services.
- To deliver education on paediatric ophthalmology and strabismus across the specialty and wider Trust
- To provide a consultation and advisory service to medical colleagues in other specialties in the Trust, including emergency patients when required.
- To take responsibility for the professional supervision and appraisal of junior medical staff in conjunction with colleagues.
- To participate in the education and training of junior doctors, medical students, nurses, orthoptists, and general practitioners.
- To maintain and develop good communications with general practitioners and community providers, e.g. Optometrists.
- To demonstrate a firm commitment to the principles of clinical governance.
- To participate in the Trust's Safety Learning Event reporting system.
- To attend multi-disciplinary meetings on behalf of the ophthalmology specialty.
- To participate and contribute to audit.
- To develop a programme of personal professional education and development, within available resources and within the workload and priorities of the service as agreed with the Clinical Director and in accordance with Royal College requirements. The Trust will provide the necessary support for this.
- To participate in retinopathy of prematurity screening shared across 3 colleagues.

Working together..



for
Patients



with
Compassion



as
One Team



Always
Improving

Provisional Timetable

CONSULTANT – QA HOSPITAL				
PAEDIATRIC OPHTHALMOLOGY AND STRABISMUS				
Monday	Tuesday	Wednesday	Thursday	Friday
Non-fixed SPA	E5 – paediatric / ocular motility operating list GA	Paediatric clinic	Adult squint clinic	DCC – Admin
Fixed SPA / service development	EDCU – cataract surgery	ROP round NICU alt weeks / DCC - Admin	Paediatric clinic	General OPD

Person Specification

Qualifications

- Full GMC registration with a licence to practice
- MRCOphth/FRCOphth/FRCS
- Higher professional training in paediatric ophthalmology and strabismus

Clinical Experience

- Entry on the GMC specialist register via CCT (proposed date must be within 6 months), CESR or European Community Rights
- Evidence of a paediatric and strabismus fellowship or equivalent experience

Clinical Skills

- Demonstrable skills and experience of paediatric ophthalmology (including paediatric and adult strabismus)
- Understanding of clinical risk management

Knowledge

- Able to demonstrate appropriate level of clinical knowledge
- Knowledge and use of evidence based practice
- Excellent IT skills
- Effective, confident presentation ability
- Experience in and outside speciality

Other

- Evidence of participation in audit
- Good oral and written communication skills
- Publications
- Prizes and honours
- Logical thinking, problem solving and decision making

Working together..



for
Patients



with
Compassion



as
One Team



Always
Improving

Working Together:

For Patients

With Compassion

As One Team

Always Improving

Strategic approach (clarity on objectives, clear on expectations)

Relationship building (communicate effectively, be open and willing to help, courtesy, nurtures partnerships)

Personal credibility (visibility, approachable, back bone, courage, resilience, confidence, role model, challenge bad behaviour, manage poor performance, act with honesty and integrity)

Passion to succeed (patient centred, positive attitude, take action, take pride, take responsibility, aspire for excellence)

Harness performance through teams (champion positive change, develop staff, create a culture without fear of retribution, actively listen and value contribution, feedback and empower staff , respect diversity)

Job holders are required to act in such a way that at all times the health and well being of children and vulnerable adults is safeguarded. Familiarisation with and adherence to the Safeguarding Policies of the Trust is an essential requirement for all employees. In addition all staff are expected to complete essential/mandatory training in this area.

Print Name:

Date:

Signature:

Working together...



for
Patients



with
Compassion



as
One Team



Always
Improving

Additional Department Information:

Portsmouth Hospitals University NHS Trust is a provider of Acute Health Services under contract to a range of Purchasers in the area of the Hampshire basin and Western South Downs. The catchment is in excess of 675,000 people. The area served by the Trust is on the Solent and English Channel coast and includes the City of Portsmouth and the Boroughs of Gosport, Fareham and Havant. The land borders extend from Warsash in the west tracking north to Liss staying east of the Meon Valley, before following Hampshire's border with West Sussex back down to the coast at Emsworth. With the exception of the rural north, it is an essentially urban area, having grown up around the Royal Naval establishments in Portsmouth and Gosport. The area now provides a wide range of modern high-tech industry and the facilities associated with a commercial port and cross Channel ferry terminal.

Portsmouth is a thriving naval city on the South Coast that is steeped in history. It is ninety minutes from central London and has good transport links, including regular ferries to France and Spain. The airports around London, Southampton and Bournemouth are all easily accessible. The area boasts some of the best water sports facilities in Europe and sandy beaches are within easy reach. Developments within the city itself and on the Gosport side of the harbour suggest the area has a vibrant future. Inland from the hospital is the beautiful and relatively unspoilt countryside of rural Hampshire. Close by is the New Forest and the recently designated National Park of the South Downs. The area combines the advantages of city life with pleasant villages and seaside towns. The area makes an excellent place to raise a family and it hosts many first-rate state and private schools.

Portsmouth Hospitals University NHS Trust has a vision to be recognised as a world-class hospital, leading the field through innovative healthcare solutions, focusing on the best outcomes for our patients, delivered in a safe, caring and inspiring environment. It supports in the education of medical students from the University of Portsmouth, University of Southampton, and Kings College London.

At present, PHUT provides the following services: Emergency Medicine, Trauma and Orthopaedic Surgery, Oncology, Radiology, Orthodontic and Oral Surgery, General and Specialist Medicine, General Surgery, Breast Screening and Surgery, Plastic Surgery, Renal Services including the Wessex Renal Transplant Service, Acute Medical Admissions, Ophthalmology, Maxillofacial Surgery, ENT, Critical Care, Coronary Care, Rheumatology, Elderly Medicine, Rehabilitation, Dermatology and Neurology. PHT is a Cancer Centre with nine clinical oncologists and six medical oncologists.

Clinical arrangements within the department of Ophthalmology

The Department of Ophthalmology is based at Queen Alexandra Hospital. The main Eye Department is located on 'B' level of the main hospital., and paediatric activity takes place within the paediatric department on 'A' level. The department provides a full range of general and specialist outpatient care.

Working together...



for
Patients



with
Compassion



as
One Team



Always
Improving

The Outpatient department has 12 fully equipped consulting rooms. There is a laser/diagnostic suite complete with Heidelberg OCT/OCTA/AS-OCT, fundal cameras, pentacam and ultrasound. Outpatient activities also occur in peripheral clinics in the Portsmouth and South East Hants area.

The Paediatric Ophthalmology department is in a modern wing of the Queen Alexandra hospital, adjacent to the paediatric department. There are 2 consulting rooms and 4 orthoptic rooms in a purpose-built area. Within the paediatric department there is a separate dedicated diagnostic suite with Optos Silverstone, Octopus and Humphrey fields. ROP screening is done on the Level 3 neonatal intensive care unit adjacent to the paediatric department, supported with a Retcam Envision system.

There is an in-house Day Surgical Unit providing two cataract suites with a third operating room mainly for extra-ocular procedures and two further intravitreal injecting suites. In addition, there is an eye theatre within the main complex for GA cases and inpatient surgery. All theatres are equipped with operating microscopes linked to closed circuit television systems.

The orthoptic department consists of 7 orthoptists, with dedicated orthoptic clinic space in the adult and paediatric outpatient departments.

The department benefits from the support of sessional optometrists and an on-site Eye Clinic Liaison Officer and community low vision aid service.

The department is supported by 30 administrative staff including a failsafe officer service for each sub speciality. IT equipment and shared office space will be provided.

Medical Staff – Consultants

Mr R Nicholson - Clinical Director, Paediatric & Strabismus
Mr L Price – Deputy Clinical Director, Cornea
Mr S Abbas – Medical Retina & Vitreoretina
Mr F Beer – Cornea & Emergency
Ms K Bolton – Paediatric & Strabismus
Mr A Booth – Medical Retina & uveitis
Mr W Green – Vitreoretina
Mr J Kirwan – Glaucoma
Mr A Lockwood – Glaucoma
Mr S Makuloluwe - Oculoplastics
Mrs S Meredith – Diabetic Screening & Diabetic Retinopathy
Mr S Mourtzoukos – Diabetic Retina
Mrs A Naughton - Oculoplastics
Mr C Schulz – Oculoplastics
Mr N Srikantha - Glaucoma
Mrs A Tappin – Paediatric & Strabismus
Mr YF Yang – Vitreoretina

Working together...



for
Patients



with
Compassion



as
One Team



Always
Improving

Conditions of Service

This post is covered by the Terms and Conditions of Service Consultant Contract (2003).

The Trust expects all Medical and Dental staff to work within the guidelines of the GMC 'Guide to Good Medical Practice' which can be viewed on the GMC website www.gmc-uk.org.

Where the post holder manages employees of the Trust, he/ she will be expected to follow the local and national employment and personnel policies and procedures.

Status of Post

This is a full-time post but candidates who wish to work part-time/job share are welcome to apply.

Residence

Residence should be within either 10 miles or 30 minutes commute by road from Queen Alexandra Hospital unless alternative arrangements are agreed with the Trust management. Post holders' private residence must be maintained in contact with the public telephone service.

Safeguarding

Employees must act in such a way that the health and wellbeing of children and vulnerable adults are safeguarded at all times. Familiarisation with and adherence to the Safeguarding Policies of the Trust is an essential requirement for all employees. In addition, all staff are expected to complete essential/ mandatory training in this area.

Medical Audit

The appointed candidate will be expected to take part in audit. The ophthalmology department has a programme of monthly clinical governance meetings.

Mentoring

Mentoring and training will be offered to the appointee if they have not received advanced specialist training in these areas.

Management

The post holder will be expected to work with local managers and professional colleagues in the efficient running of services. Subject to the provisions of the Terms and Conditions of Service, the post holders are expected to observe agreed policies and procedures drawn up in consultation with the profession on clinical matters and follow the standard orders and financial instructions of the Portsmouth Hospitals NHS Trust. In particular, managers of employees of the Portsmouth Hospitals NHS Trust are expected to follow the local and national employment and personnel policies and procedures. The post holder will be expected to ensure there are adequate arrangements for hospital staff involved in the care of patients to be able to contact him/ her when necessary.

All medical staff under contract to Portsmouth Hospitals NHS Trust will be expected to comply with local policies and procedures, including those covering Health and Safety.

Working together...



for
Patients



with
Compassion



as
One Team



Always
Improving

Consultants will undergo annual job planning and appraisal for personal development, probity and revalidation.

All medical and dental staff are expected to proactively, meaningfully and consistently demonstrate the Trust Values in their everyday practice, decision making and interactions with patients and colleagues.

Study Leave and CPD

The post holder will be expected to fulfil the requirements of the RC re-accreditation scheme. Consultants are encouraged to use their study leave to attend RC approved courses and conferences.

The Trust allows 30 days study leave within a three-year period, subject to national and local policies.

Portsmouth Hospitals NHS Trust currently has an agreed local study leave entitlement of £1,286 per consultant per year for the use of CPD and achieving CME accreditation. This figure is uplifted in line with the NHS inflator every three years following review and agreement at the Doctors and Dentists Negotiating Committee (DDNC).

Infection Control

In compliance with the Trust's practices and procedures associated with the control of infection, you are required to:

- adhere to Trust Infection Control Policies assuring compliance with all defined infection control standards at all times
- conduct hand hygiene in accordance with Trust policy, challenging those around you that do not
- challenge poor practice that could lead to the transmission of infection.

Hand Hygiene Policy

The Trust has adopted a "Naked Below the Elbow" strategy which means that when involved in patient care and direct physical contact with patients, you must wash or decontaminate your hands as per the Hand Hygiene Policy.

Compliance with the Hand Hygiene Policy is mandatory; you must wear short sleeved shirts/ blouses/ uniform, remove any out jackets and roll up your sleeves. No jewellery should be worn below the elbow (except a plain wedding band) and wrist watches must be removed.

Compliance with this policy will be monitored and any noncompliance may be subject to disciplinary action.

Rehabilitation of Offenders

Because of the nature of the work for which you are applying, this post is exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act, 1974 by virtue of the Rehabilitation of Offenders Act, 1974 (exceptions) order 1975. Applicants are therefore not entitled to withhold information about convictions. This could result in dismissal or disciplinary action from the Trust.

Working together...



for
Patients



with
Compassion



as
One Team



Always
Improving

Any information given will be completely confidential and will be considered only in relation to an application for positions to which the order is applied.

Appointment

The successful candidate will be required to take up the post no later than three months from the date of the offer of an appointment, unless a special agreement has been made between the candidate and Portsmouth Hospitals NHS Trust.

If you consider it unlikely that you will be able to take up the appointment within such a period, you are advised to point this out at the time of your application.

Visiting Arrangements

Intending applicants may obtain further information and/ or arrange a visit by contacting Mr Rory Nicholson, Clinical Director, at rory.nicholson1@nhs.net.

Please note that Portsmouth Hospitals NHS Trust will reimburse expenses for one pre-interview visit in respect of short-listed candidates.

Due to the high volume of recruitment and our desire to treat all applicants fairly it is not possible to meet with our Chief Executive, Penny Emerit, prior to the Appointments Advisory Committee.

However, arrangements to meet with Dr Steve Mathieu, Medical Director, can be made by contacting his PA on 02392 286342. Both Dr Mathieu and Mrs Emerit are extremely committed and supportive of this appointment and to appointing the right candidate and, as part of the induction programme, the successful applicant will have an opportunity to meet with them.

Working together..



for
Patients



with
Compassion



as
One Team



Always
Improving