

Mersey and West Lancashire Teaching Hospitals NHS Trust

Consultant Ophthalmologist with special interest in
Eye Urgent care and Cataract surgery

This Post

Title	Consultant Ophthalmologist with special interest in Eye Urgent care and Cataract surgery
Site	Southport Hospital / Ormskirk Hospital
Type of post	New Post
Accountable to	Divisional Medical Director (Currently Robert MacAdam)
Reports to	Clinical Lead (Currently Mrs A. O. Garrick)

Job Summary

This post is for a Consultant Ophthalmologist with special interest in Eye Urgent care and Cataract surgery. This is a permanent full-time post offering an exciting opportunity for a highly motivated Medic to join a dynamic, rapidly expanding team delivering multidisciplinary acute care in Mersey and West Lancashire Teaching Hospitals.

Applicants are required to hold Membership of the Royal College of Ophthalmologist (UK or equivalent qualifications), to be fully registered with the General Medical Council, and to be on the Specialist Register or due to obtain their CCT within six months of the date of interview.

Mersey and West Lancashire Teaching Hospitals NHS Trust

A £338 million (PFI) investment has re-built and modernised both Whiston and St Helens Hospitals, resulting in modern state of the art health care facilities for the treatment and care of patients. St Helens Hospital was completed in 2008 and Whiston Hospital in 2010. The hospitals include 887 inpatient beds with state-of-the-art CT and MRI facilities existing on both hospital sites. CT and MRI scanners at St Helens have also recently been upgraded including installation of a high field 3 Tesla MRI scanner. The DEXA scanner is also located at St Helens Hospital.

The Trust delivers acute hospital care, intermediate care, community, and primary care services to a population of over 600,000 people with a combined workforce of around 9000 dedicated and skilled staff from 17 locations including Whiston, Southport & Formby, St Helens, Ormskirk, and Newton hospitals.

The Trust provides regional services for burns, plastic surgery, and spinal injuries to more than 4 million people across Mersey and West Lancashire, Cheshire, the Isle of Man and North Wales.

As a Trust, our aim is to provide a high-quality service to all patients. We strive to meet the best standards for professional care whilst being sensitive and responsive to the needs of individual patients. Our valued workforce is recognised for their unique skills and talents with our teams of experts winning national awards on a regular basis.

Whiston Hospital

Whiston Hospital a busy teaching hospital which provides a comprehensive range of acute Medical and Surgical Services, Emergency Services, Maternity Services, Paediatrics and

Medicine for Older People. The Regional Burns and Plastic Surgery Units are also based on this site. There is a Critical Care Unit consisting of ICU, HDU, CCU and an onsite Cardiac Catheter Laboratory. The stroke consultants deliver 24/7 thrombolysis to eligible patients presenting with acute stroke. There is a 30-bed Stroke Unit which accommodates both acute stroke patients and those with rehabilitation needs.

St Helens Hospital

St Helens Hospital is an Ambulatory Care Centre providing Intermediate Care and Day Surgery. Rheumatology, Dermatology and Diabetes services are based on this site and within easy reach of other acute specialties at Whiston Hospital.

Southport Hospital

Southport Hospital is a General Hospital that includes adults' accident and emergency services, intensive care, and a range of medical and surgical specialities. There is also an outpatients' service. The Northwest Regional Spinal Injuries Centre at Southport hospital provides specialist care for spinal patients from across the Northwest, North Wales, and the Isle of Man.

The hospital, which replaced the Southport General Infirmary and the Southport Promenade Hospital, opened in September 1988.

Eye emergency services and OPD are both delivered on this site.

Ormskirk Hospital

Ormskirk Hospital is a General Hospital and provides women's and children's services, including accident and emergency services, surgery, and maternity care.

The hospital provides these services for patients living across West Lancashire, Southport, and Formby. Eye surgery and OPD are delivered on this site.

A commitment by the successful candidate to work across both Southport and Ormskirk hospital is essential for this post.

Our Achievements

Mersey and West Lancashire Teaching Hospitals NHS Trust is the only acute Trust in Cheshire and Merseyside, and one of the few in the entire country, to achieve the title of OUTSTANDING, rated by the Care Quality Commission.

Our Vision is to deliver 5 Star Patient Care:

- CARE that is evidence based, high quality and compassionate.
- SAFETY that is of the highest standards.
- COMMUNICATION that is open, inclusive, and respectful
- SYSTEMS that are efficient, patient centred and reliable.
- PATHWAYS that are best practice and embedded, but also respect the individual needs of patients.

Our achievements include:

- Trust rated Outstanding by CQC Inspection August 2018
- Top 100 places to work in the NHS (NHS Employers & Health Service Journal)
- Awarded National Preceptorship Accreditation (2023) for our Nursing & AHP Preceptorship Programme

Life in Merseyside and West Lancashire

Merseyside, which includes the great city of Liverpool, is within easy reach of North Wales, the Lake District and the Peak District and provides an interesting mix of rural and urban life.

Liverpool is a vibrant, music city which has undergone a renaissance in recent years and has recently been named European City of Culture.

High quality schools are available in and around Merseyside and West Lancashire. The area has many sports facilities including championship golf courses, several sailing clubs and one of the finest windsurfing venues in Britain.

People from Merseyside and West Lancashire are renowned for their friendliness and quick-witted humour and the region sports two of the finest football teams in the Premier League.

The town of St Helens is renowned for its glassworks and rugby. The district has a population of around 340,000 and is of mixed residential, industrial, and rural character. It is situated on the edge of Merseyside, between the open countryside of Cheshire to the south and Lancashire to the north.

Southport is a seaside town and has a population of around 90,000. Southport lies on the Irish Sea Coast and is fringed to the north by the Ribble estuary. Town attractions include Southport Pier, the second longest seaside pleasure pier in the British Isles and Lord Street, an elegant tree-lined shopping street. Southport today is still one of the most popular seaside resorts in the UK and hosts various events including an annual air show on and over the beach, the largest independent flower show in the UK and the British Musical Fireworks Championship.

Ormskirk is an historic Market town surrounded by beautiful countryside, reserves, and wildlife. Ormskirk has quaint village streets, winning restaurants and farm shops and is also home to the award-winning Edgehill University.

Distance to Liverpool City Centre:

From Whiston Hospital – 13.3 miles
From St Helens Hospital – 15 miles
From Southport Hospital – 19.9 miles
From Ormskirk Hospital – 18.1 miles

Distance to Manchester City Centre:

From Whiston Hospital - 26.6 miles
From St Helens Hospital – 27.7 miles
From Southport Hospital – 42.4 miles
From Ormskirk Hospital – 35.4 miles

Department Facilities

Southport hospital

- 5 Consulting Rooms
- 2 Treatment Rooms

- Emergency Eye Clinic Room
- Orthoptist Department
- Optometrist Department
- Diabetic Retinal Screening Service
- Access to other Hospital Departments e.g., X-Ray, Pathology Laboratory, etc.

Outpatient Investigation and Treatment Facilities:

- Humphrey visual field analysis room
- Laser rooms Yag/Argon
- Digital Retinal Imaging System (FFA, OCT & B-Scan)
- Mentor and IOL Master Biometry
- Optometry/Contact Lens Room

Ormskirk Hospital

- 3 clinic rooms
- 1 Visual Field room
- 1 Orthoptist room
- Digital retinal imaging system (OCT, Colored fundus camera)

Ormskirk Day case unit:

- Dedicated area on day case ward (F ward)
- 4 bedded ward (F ward)
- 1 single bedroom (F ward)
- Ward Sister's office, nurses' station, and other standard ward facilities (F ward)
- SLT/YAG Laser (F ward)
- 2 fully equipped theatres with microscopes and Centurion phaco machines (main theatres)
- Orthoptist room in Pediatric department

Management Team

Diane Bradley-Jones: Operational service manager

Paul Flynn: Interim Directorate Manager for Ophthalmology, ENT and Dermatology

Medical Staffing

The department currently has 3 full time substantive Consultants, 1 Associate specialist and 2 Locum SAS doctors. All consultants practise general ophthalmology including subspeciality interests.

We offer the following subspeciality services:

- Glaucoma
- Medical retina
- Oculoplastic
- Paediatric ophthalmology

Consultants

Mrs. A O Garrick (Clinical lead and Glaucoma specialist)
Mrs. C L McClosky (Oculoplastic)
Mr. Gilbert Ozuzu (General and Medical retina)

Associate specialists

Dr. Lesley Kaye: Paediatric Ophthalmologist

SAS doctors

Dr Mohammed Osman: Locum
Dr Paul Effiong: Locum
5 vacant SAS Posts

Job Plan

The post is for a Full-time Consultant Ophthalmologist with special interest in Eye Urgent care and Cataract surgery within the Directorate of Planned Care. The successful candidate will be joining a progressive department and would be supportive of proposals to extend the scope of facilities currently available. Workload and clinic template is in line with Royal College guidance. Consideration will be given for time off in lieu due to bank holidays. As our week weekends on calls end at 9pm, Time off in lieu is not usually required.

The job plan would be 10 programmed activities per week:

- 8 DCC (Direct clinical care; Theatre/Clinic/Laser)
 - 2x theatre
 - 5 x Clinics (4 if job plan includes managerial duties)
 - 2x patient admin (1 for patient admin and 1 for additional managerial duties)
- 2 SPA (0.5 teaching and 1.5 CPD)

The following timetable provides an example of provisional scheduling details of the clinical activity & clinically related activity components of the job plan. **The final job plan will be decided after appointment.** There is usually the possibility of undertaking additional clinical sessions during weekdays and Saturdays to meet activity demands across all areas of the service.

	MON	TUE	WED	THU	FRI
AM	DCC	DCC	Admin or DCC	DCC	DCC
PM	SPA	DCC	CPD	SPA	DCC

Current on call arrangement

The successful candidate will participate in an on-call rota with consultant colleagues in the provision of Ophthalmology services and clinical co-operation with colleagues in other specialities and hospitals in the Trust. This is presently a commitment 9.00am to 9.00pm on weekends and 5pm -9.00pm on weekdays and are based on full week on call rota of 1 in 4.

Presently, Liverpool University Hospitals NHS Foundation Trust (LUHFT) is assisting with gaps in the 1st on-call Rota that have arisen due to medical workforce vacancy.

Duties and Responsibilities

1. Main duties & responsibilities

- 1.1 The holder of this post will provide Consultant Services in Ophthalmology at the Southport District General Hospital and Ormskirk and District General Hospital.
- 1.2 The successful candidate will participate in an on-call rota with consultant colleagues in the provision of Ophthalmology services and clinical co-operation with colleagues in other specialities and hospitals in the Trust. This is presently a commitment 9.00am to 9.00pm and is based on full week on call rota.
- 1.3 The post holder would participate in Post Graduate teaching.
- 1.4 The post holder would actively participate in both departmental and Trust matters concerning Clinical Governance, audit, and CME.
- 1.5 The post holder will take part in Regional Postgraduate Teaching programme.
- 1.6 The post holder would be encouraged to actively engage in research.
- 1.7 The post holder will share in the management and administration of the clinical directorate for Ophthalmology.
- 1.8 The post is for a Consultant in Consultant Ophthalmologist with special interest in Eye Urgent care and Cataract surgery.
- 1.9 The post is subject to enhanced CRB.

Any Consultant who is unable, for personal reasons, to work full time, will be eligible to be considered for the post; if such a person is appointed; modification of the job content. will be discussed on a personal basis.

Teaching & Training

The appointee is expected to participate in teaching & training of junior staff in Ophthalmology. They are also required to supervise junior medical staff within the specialty. There are opportunities to attend Wednesday pm teaching sessions at either Manchester Royal Eye Hospital or St Pauls Eye Unit at Liverpool.

The hospital has a weekly grand round held in the Postgraduate Centre

The Trust has for decades been one of the three major providers of clinical training for undergraduate medical students from the University of Liverpool and most recently, Edge hill university.

Leave and Cover arrangements.

Any annual or study leave should be applied for with at least six weeks' notice and the local Senior Medical Staff leave policy should be adhered to.

Management, Professional Development and Mentorship

The appointee will have a responsibility for the running of their clinical service, integrating this with the department as a whole and ensuring appropriate communication with general practitioners, managers, and hospital committees. The appointee will be responsible for contributing to the achievement of relevant aspects of the Trust's contractual obligations and business plans.

The appointee will be expected to ensure their clinical service is in accordance with the principles of Clinical Governance which must include appropriate clinical audit, clinical targets, Key Performance Indicators (KPI's), evidence-based practice and continued personal educational and professional development. They will be expected to comply with existing appraisal procedures, job planning procedures and revalidation procedures.

The Trust supports the requirement for continuing professional development as laid down by the Royal College of Ophthalmologist and is committed to allocating time and financial support accordingly for this.

The Trust has the required arrangements in place as laid down by the Royal College of Ophthalmologist to ensure that all doctors have an annual appraisal with a trained appraiser and supports doctors going through the revalidation process.

Full secretarial support, dedicated office space with a desk and personal computer will be provided for use of the post holder.

The successful candidate will be offered the option of having a senior consultant colleague as a mentor for the first year or, longer, if required.

Residence

The successful candidate is required to reside within 30 minutes or ten miles by road from their principal place of work unless an employing organisation agrees that they may reside at a greater distance.

Reimbursement of removal expenses is discretionary and will be considered in line with Trust process.

Therefore, successful candidates are advised not to enter into contractual arrangement for the removal of their home until such time as the formal approval of the authority is confirmed in writing.

Visiting

Candidates may visit the hospital by arrangement with Mrs A Garrick (Clinical Lead) who can be contacted through the departmental secretary on 01695 656040/656023 or contact the Directorate Manager, Paul Flynn who can be contacted on 01695 656679.

General Duties of All Employees

- To observe the provisions of and adhere to all Trust policies and procedures.
- To actively participate in annual performance review to identify personal development needs.
- To attend Trust Statutory and Mandatory training sessions as required and any other training courses relevant to the post.
- To fully comply with the relevant sections of the Health and Safety at Work Act. The post holder must also understand and implement Mersey and West Lancashire Teaching Hospitals NHS Trust's "Statement of Policy on Health and Safety at Work" and the Trust's corporate "Health and Safety Policies and Procedures". The post holder is required to follow all applicable rules and procedures relating to Health and Safety at Work and to take all responsible precautions.
- To be aware of the confidential aspects of the post. To keep up to date with the requirements of information governance; undertake mandatory training and follow Trust policies and procedures to ensure that trust information is dealt with legally, securely, efficiently and effectively. Breaches of confidentiality will result in disciplinary action that may involve dismissal. You must maintain the confidentiality of information about service user staff and organisational business in accordance with the General Data Protection Regulation 2018 (GDPR) and Caldicott principles.
- To ensure that when creating, managing, and sharing information records, it is done in an appropriate way, subject to statutory requirements and agreed security and confidentiality policies, procedures and guidelines. All employees are responsible for implementing and maintaining data quality, ensuring that records are legible and attributable and that their record keeping is contemporaneous.
- To be aware of the confidential aspects of the post. Breaches of confidentiality will result in disciplinary action that may involve dismissal. The post holder should also be aware that, regardless of any action taken by the employing authority, breaches of confidentiality could result in civil action for damages.
- All employees will be treated with respect by managers, colleagues, patients and visitors and equally employees will treat managers, colleagues, patients and visitors with the same level of respect. Employees will be supported to challenge any discriminatory behaviour that may be based on differences in race, disability, language, culture, religion, sexuality, age, and gender or employment status.
- To be responsible for the prevention and control of infection within their own area. To attend infection control induction training and subsequent mandatory infection control training. To follow all Trust policies, procedures and guidelines relating to infection control.
- To adhere to relevant Code of Practice of Professional body (if appropriate)
- The duties contained in this job description are not intended to be exhaustive. The duties and responsibilities of this post are likely to evolve in line with the Trust's continued organisational development.
- The post holder must be flexible in the duties performed and it is expected that similar duties, not specifically listed above, will be carried out as required and may be across sites.

PERSON SPECIFICATION

Recruitment Criteria	Essential	Desirable
Qualifications		
MB ChB or evidence of equivalent qualification	✓	
Full and specialist registration with the General Medical Council (GMC), and licenced to practice	✓	
Entered on the Specialist Register (or eligible for registration within six months of interview)	✓	
FRCOphth or equivalent	✓	
CCT in Ophthalmology or CESR	✓	
Evidence of thorough and broad training and experience in all aspects of general Ophthalmology	✓	
Competence in the management of eye trauma	✓	
Able to take responsibility for delivering service without direct supervision	✓	
Knowledge & Experience		
Knowledge and experience of Ophthalmology	✓	
Broad range of IT skills	✓	
Knowledge of evidence-based practice	✓	
Understanding of clinical governance and the individual responsibilities it implies	✓	
Publication of audit results		✓
Knowledge of the principles of clinical audit and evidence of participation	✓	
Participation in continuing professional development (CPD) scheme and, where relevant, evidence of participation	✓	
Interest in teaching medical, nursing, and other groups of staff	✓	
Able to perform cataract surgery independently including complex cases.	✓	
Experience of supervising trainee doctors, clinically and surgically including cataract surgery	✓	
Experience of teaching clinical skills to undergraduate medical students	✓	
Experience of clinical or lab-based research with publications in peer reviewed journals	✓	
Ability to supervise research		✓

Extensive Experience in the management of Urgent eye care	✓	
Skills & Abilities		
Ability to communicate effectively with clinical colleagues, colleagues in Ophthalmology, other specialties and support staff	✓	
Good knowledge of, and ability to use, spoken and written English	✓	
Ability to present effectively to an audience, using a variety of methods and to respond to questions	✓	
Ability to develop effective working relationships on an individual and multi-disciplinary basis with all levels of staff	✓	
Ability to be a flexible team member	✓	
Ability to cope with and effectively organize the workload of a consultant	✓	
Ability to practise independently as a consultant	✓	
Ability to take responsibility and show evidence of leadership	✓	
Ability to help manage and lead the department balancing departmental and personal objectives	✓	
Ability to demonstrate a commitment to work within Trust policies as guided by the Clinical Director	✓	
Have a commitment to CME / CPD	✓	
Physical Effort		
Ability to adapt and respond to changing circumstances	✓	
Mental Effort		
Ability to work under pressure and cope with setbacks	✓	
Ability to organize and prioritise work effectively	✓	
Possess an enquiring and critical approach to work	✓	
Emotional Effort		
Awareness of personal limitations	✓	
Ability to show a caring attitude to patients, staff, and colleagues	✓	
Working Conditions		
Ability to advise on efficient and smooth running of specialist service	✓	
Ability to demonstrate a willingness to undertake additional professional responsibilities at local, regional or national level	✓	