

# Job Description & Person Specification – Paediatric Ophthalmology Clinical Fellow

A summary of the role responsibilities and person specification

## Why Our Trust?

### Terms and conditions

**Post – Paediatric Ophthalmology Clinical Fellow**

**Band – Clinical Fellow**

**Division - Surgery**

**Salary - M&D 4/2023 – MT04 £55,329**

**Department/Location – Bristol Eye Hospital**

**Hours of work – Full Time /40 Hours**

**Contract length – Fixed Term 12 Months**

**Reporting to – Paediatric Ophthalmology Consultants**

**Pension - The NHS Pension Scheme is a defined benefit scheme. Further details and outline of benefits can be found at: [www.nhsbsa.nhs.uk/pensions](http://www.nhsbsa.nhs.uk/pensions)**

**The appointment will be subject to the Terms and Conditions of Service of Trust Grade Doctors (2017) and may be subject to amendment”**

### GMC Sponsorship/Visa Information

### What you'll love about working here

**UHBW has been rated by the CQC as ‘Good’!** - our staff are proud to deliver excellent care. As a forward-thinking multi-award winning Trust, our world-leading research and innovations are having a positive local and global impact. Our hospitals are spread across Bristol and Weston-Super-Mare, join us and you can enjoy the very best of both worlds; city living within a stone's throw of the countryside or beside the seaside, both with easy access to all that the South West has to offer.

**A digital exemplar**- Being appointed as a Global Digital Exemplar means we can realise this vision by implementing digital technologies that will help us to transform the way we work and how we relate to our colleagues, patients and partner organizations.

**Sustainable healthcare** - We have joined the international movement to declare a climate emergency, recognising the impact climate change is having on the world. Climate change is labelled as the greatest threat to health in the 21st century, with a range of conditions related to heat, cold, extreme weather and air pollution predicted to rise. To lead the way in healthcare the Trust has set ambitious goals to become carbon neutral by 2030.

### Diversity & Inclusion

A core principle of the Trust is to ensure that patients and staff are treated with dignity and respect. Promoting equality, diversity and human rights and challenging any form of inequality, discrimination, harassment or abuse are central to the Trust's Values.

‘Committed to inclusion in everything we do’ is the ambition set out in the Trust's Workforce Diversity & Inclusion Strategy.

The Trust will not tolerate discrimination, harassment or bullying under any circumstances and particularly because of a characteristic protected by the Equality Act 2010.

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## Job Purpose

## Clinical Duties

This is a full-time post for 12 months. The clinical fellowship is suitable for an Ophthalmologist in training who seeks advanced sub-specialty in paediatric ophthalmology and the post-holder will have the opportunity to acquire skills appropriate to Consultant Ophthalmologists providing a sub-specialist paediatric ophthalmology service in a large ophthalmology centre.

There are 4 Paediatric Ophthalmology Consultants: Ms Amanda Churchill, Ms Arundhati Dev Borman, Ms Sajeevika Amarakoon and Prof Cathy Williams. At any one time there is one paediatric ophthalmology fellow in post for 1 year, a specialty registrar and possibly a second specialty registrar undertaking a TSC (Trainee Specialist Component).

The successful candidate will attend specialist tertiary paediatric ophthalmology clinics, learn to become a more independent paediatric ophthalmologist through practice and supervision. The sub-specialist clinics include paediatric neuro-ophthalmology; paediatric retina (primarily ROP and follow-up); paediatric cataract surgery and rehabilitation; genetics; vision care in children with additional needs and general paediatric ophthalmology. There is also access to other paediatric specialist services including paediatric corneal clinics and paediatric uveitis. The candidate will acquire confidence and competence in ROP screening, treatment and follow-up as part of our busy service supporting 2 level-3 units. There is regular liaison with the busy regional children's hospital and the candidate will assist the Specialist Trainee in seeing ward referrals as needed. The candidate will also attend a weekly strabismus clinic (adults for 3 weeks and paediatric 1 week).

Surgical training for the post-holder will include exposure to in paediatric lensectomy and increased experience of strabismus surgery, ROP treatment and in paediatric probing, EUAs and simple lid lumps or dermoid removal. The fellow will gain experience of working in a multidisciplinary environment through close liaison with orthoptists, optometrists, paediatric nurses, imagers, the electrodiagnostic team, the Qualified teachers for the Visually Impaired (QTVIs) and paediatric subspecialists at the BRCH including neurologists, neurosurgeons, rheumatologists, oncologists and geneticists.

There are regular paediatric teaching sessions within the week and weekly teaching for the Bristol Eye Hospital Specialist trainees, plus quarterly regional training days for trainees in the Southwest.

## On-call Commitment

The Paediatric Clinical Fellow is not compulsorily on the Registrar on-call rota, but if wanted the Fellow can elect to join the on-call rota for the Bristol Eye Hospital.

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## Main Duties and Responsibilities

### Leave

Annual leave: can be taken by arrangement with consultants, the entitlement will be equivalent to that of a Specialist Registrar.

Study leave: can be taken with an allocation equivalent to a Specialist Registrar, limited funding for study leave is available for Clinical Fellows who have completed or are not part of a Specialist Registrar training scheme.

### Teaching

**Medical Students:** This is a Teaching Trust, and the Fellow may be asked to teach medical students as part of the commitment of the Directorate of Ophthalmology to undergraduate education. Medical students are present for two months per year.

**Postgraduate Medical Staff:** A very active postgraduate teaching programme is arranged within the hospital to which the postholder will be expected to contribute from time to time.

**Nurses and Other Staff:** On occasion the Fellow may be asked to give lectures to nurses and the post holder will also be expected to give advice and assistance to members of the junior medical staff in training.

### Research

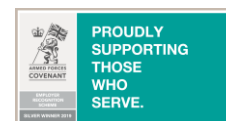
University Hospitals Bristol and Weston Foundation Trust is an active research Trust and has close associations with the Bristol Medical School, including researchers in Translational Health Sciences and Population Health Sciences. Interested postholders will be encouraged to participate in ongoing research or to develop new projects and are welcome to discuss ideas with the consultants.

### Clinical Governance

All members of the medical staff are expected to participate actively in audit projects and clinical governance meetings.

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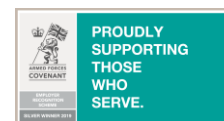
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## The Work of the Bristol Eye Hospital and the Paediatric Ophthalmology Department

- The Bristol Eye Hospital (BEH) is part of University Hospitals Bristol and Weston NHS Foundation Trust, providing tertiary ophthalmic services to Bristol and the South-West of England.
- Adult and paediatric ophthalmic services are run both at the Bristol Eye Hospital and in Weston General Hospital. Alongside general outpatient and Emergency ophthalmic services, specialist clinics in a number of sub-specialties are also run across the two sites, including: Oculoplastics, Medical retina, Vitreoretina, Thyroid Eye Disease and Orbits, Cornea and anterior segment, Paediatrics, Uveitis, Glaucoma, Strabismus, Diabetes, Neuro-Ophthalmology, Visual Electrophysiology and Genetics.
- There are 4 dedicated ophthalmic theatres with a dedicated cataract suite and ophthalmic wards.
- The ophthalmic imaging suite is well equipped with up-to-date anterior segment and posterior segment cameras, Optos widefield imaging, 3D OCT imaging, Fundus autofluorescence imaging, OCT angiography, fluorescein angiography, and external photography.
- The hospital has been in the forefront of development in ophthalmology including extended role nurses, shared care optometrists, consultant optometrists and innovative schemes for the long-term management of high-volume glaucoma management, day case cataract surgery and complex adult/paediatric glaucoma management.
- The BEH Paediatric Ophthalmology department is busy and supports several subspecialty services as well as support for the regional Paediatric Neurosciences department at the Bristol Royal Children's Hospital, and retinopathy of prematurity screening and treatment across two level 3 NICUs in Bristol (St Michael's Hospital, UHBW, and Southmead Hospital, NBT)
- These services are supported by a large Orthoptic Department with eight full time and six part-time orthoptists. An optometric shared care department has been in existence for over 10 years with approximately 19 wte optometrists who together see around 12,000 patients a year. The hospital has an active Optometry Department with three full time optometrists
- The hospital has an establishment of 102 nursing staff (63 with specialist ophthalmic training), and runs a post-basic training course for eight ophthalmic learner nurses each year
- The hospital has a strong tradition of clinical, health services, epidemiological and basic research with links to the University of Bristol and the University of the West of England. This has resulted in consecutive highly rated Strong research scores in research from the Department of Health.

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## Medical Staff

Consultants by Sub Speciality

### Cornea

Mr K Darcy  
Mr O Elhaddad  
Mr D M Tole

### Emergency Dept.

Mr R Harrison

### Glaucoma

Mr M J Greaney  
Miss R Healy  
Mr D M Manasses  
Miss R T Sebastian

### Medical Retina

Miss C C Bailey  
Miss A Cole  
Mr O Eke  
Dr C M Guly  
Miss L Kobayter  
Mr S Liyanage  
Miss S Salvatore

### Neuro-Ophthalmology

Miss D Atan  
Mr S Epps  
Mr L Bennetto

### Oculo-Plastics

Miss R L Ford  
Miss H M Garrott  
Miss H M Garrott  
Mr R A Harrad  
Miss S Hunt

### Paediatrics

Miss S Amarakoon  
Miss A J Churchill  
Miss A Dev Borman  
Professor C E Williams

### Vitreo-Retina

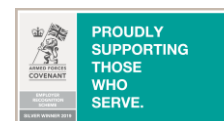
Professor A D Dick  
Mr R J Haynes  
Miss L Jawaheer  
Mr J Keller  
Mr S Liyanage

## Other Grades of Medical Staff

14	Clinical Fellow Doctors	6	Specialty Doctors
12	Specialist Registrars/ASTO's	2	GP Trainee StR
1	Associate Specialist		
1	Physician Associate		

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## Personal Specification – Paediatric Ophthalmology Clinical Fellow

E = Essential / D - Desirable

### Knowledge and Experience

- Trained in Paediatric Ophthalmology to CCT / CCST level (E) (AF) (I)
- Good knowledge of general ophthalmology (E) (AF) (I) (C) (R)

### Skills and Abilities

- Good communication skills, including patients, nursing/ medical/administrative staff (E) (AF) (I) (C) (R)
- Ability to work in a team (E) (AF) (I) (C) (R)
- Ability and willingness to participate in teaching and training of junior doctors, nurses, medical students, optometrists, and other allied health professionals (E) (AF) (I)
- 

### Additional & Aptitudes

- Respecting Everyone (E) (AF) (I) (R)
- Embracing Change (E) (AF) (I) (R)
- Recognising Success (E) (AF) (I) (R)
- Working Together (E) (AF) (I) (R)

### Public Sector Language Competency

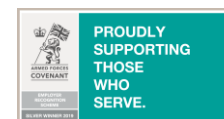
- Be able to speak fluent English to an appropriate standard

### Qualifications and Training

- Applicants should already have CCST (or equivalent) or be entering into their 4<sup>th</sup> or 5<sup>th</sup> year of Specialist training, Overseas applicants would normally be at the end of their local training scheme (E) (AF) (I) (C)
- Full registration with the United Kingdom General Medical Council (E) (C)

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## Safeguarding Children and Vulnerable Adults

The Trust is committed to safeguarding and promoting the welfare of all children, young people and vulnerable adults, and as such expects all staff and volunteers to share this commitment.

## Workplace health and wellbeing

The Trust Workplace Health and Wellbeing Framework applies to all employees, students and volunteers who are encouraged to take responsibility for their individual health and wellbeing and to promote the wellbeing of colleagues. Line managers must recognise the importance of health and wellbeing and take it into account when planning tasks and designing jobs.

***University Hospitals Bristol and Weston NHS Foundation Trust is 'Smoke Free'. Smoking of tobacco is not permitted on any of our hospitals sites***

## Transforming Care

Delivering sustainable healthcare services to our patients, which are effective, efficient and driven by excellence, is at the heart of our organisation. Transforming Care is the Trust's overarching programme of transformational change. It enables staff to use a structured approach to continuously improve and innovate their services, strengthen our capability, and deliver our Trust's mission to improve the health of the people we serve by delivering exceptional care, teaching and research, every day.

Our Quality Improvement Academy is open to all staff and leaders across the Trust, and provides training to lead or take part in improvement and transformation activities in their departments and across the Trust. We will support staff to develop the skills and tools to improve services to deliver the best care to our patients and public.

## Health and Safety

Under the provisions contained in the Health and Safety at Work Act 1974, it is the duty of every employee to:

- Take reasonable care of themselves and for others at work
- To co-operate with the Trust as far as is necessary to enable them to carry out their legal duty
- Not to intentionally or recklessly interfere with anything provided including personal protective equipment for Health and Safety or welfare at work.

Everyone has a responsibility for contributing to the reduction of infections.

Senior Management is responsible for the implementation throughout the Trust of suitable arrangements to ensure the health, safety and welfare of all employees at work and the health and safety of other persons who may be affected by their activities. Where health and safety matters cannot be resolved at Senior Management level the appropriate Executive Director must be notified.

Line Managers are responsible for the health and safety management of all activities, areas and staff under their control. This includes responsibility for ensuring risk assessments are completed and implementation of suitable and sufficient control measures put in place. Health and safety issues are dealt with at the lowest level of management practicable. Where health and safety matters cannot be resolved at a particular management level the appropriate Senior Manager must be notified.

## Quality and Clinical Governance

Quality in the NHS has three core dimensions: Patient Safety, Patient Experience and Clinical Effectiveness. Clinical Governance is about the systems, processes and behaviours to ensure that high quality services are provided to patients. Every member of staff has a role to play in striving for excellence: it is important that everyone is aware of and follows policies and procedures that govern their work; and if something goes wrong, everyone has an obligation to report it so lessons can be learned from mistakes, incidents and complaints. If any member of staff has concerns on any clinical governance matters, they should raise them with their line manager, professional adviser, or a more senior member of management. Reference should be made to the Trust's guidance on Raising Concerns about provision of patient care.

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