



Specialty Doctor in Ophthalmology

1. WE CARE FOR YOU

We care because:

- **We** always put the patient first.
- **Everyone** counts – we treat each other with courtesy, honesty, respect and dignity.
- **Committed** to quality and continuously improving patient experience.
- **Always** caring and compassionate.
- **Responsible** and accountable for our actions – taking pride in our work.
- **Encouraging** and valuing our diverse staff and rewarding ability and innovation



2. JOB IDENTIFICATION

Job Title: Specialty Doctor in Ophthalmology

Grade: Specialty Doctor

Salary Scale: MC75 - £52,530 - £82,400

Department(s): Department of Ophthalmology,
Surgical & Cancer Division

Responsible to: Consultant Ophthalmologists

Accountable to: Clinical Director



3. JOB PURPOSE

The Ophthalmology Department has recently completed a £3.25 million investment programme to upgrade the outpatient facilities at Doncaster. This post helps meet the additional staffing requirements of this project. The Trust seeks an enthusiastic and committed doctor to join the team.

4. MAIN DUTIES/RESPONSIBILITIES

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	Monday	Tuesday	Wednesday	Thursday	Friday
AM	Clinic 1PA General	Theatre 1.25 (Cataract)	Clinic 1 PA General	Eye Casualty 1 PA	Clinic 1PA General
PM	Admin/SPA 1PA	Clinic 1PA Specialist	IVT 1PA	Laser/Minor Ops1PA	Teaching Meetings/SPA

This job description is not intended to be a complete list of duties and responsibilities, but indicates the main ones attached to the post. It may be amended at a future time after discussion to take account of changing patterns of service and management.

The Ophthalmology service covers 3 Trust sites (Doncaster, Worksop and Mexborough), but whenever possible we avoid split site working within the same day. Individual Job Plans will be reviewed and agreed annually.

The service has an on-call rota for junior grade staff, which is compliant with the European Working Time Directive. This will be 1 in 8 with this post, and is currently re-numerated with 1PA.

The service is committed to a strong training culture. Specialty Doctors rotate through a firm based timetable and have protected theatre sessions. There is regular Consultant led teaching on a Friday afternoon and we have recently purchased 3 operating microscopes with HD recording and reviewing capability. There is currently 1 Specialty Trainee (ST3/4/5) from the South Yorkshire training rotation. A cataract simulator is located at the Doncaster site.

Secretarial support will be provided at Bassetlaw Hospital, Montagu Hospital and Doncaster Royal Infirmary.

Clinical



- Maintenance of the highest clinical standards in medical and surgical Ophthalmology
- Provision of outpatient services in sub-specialty and general ophthalmology clinics.
- To share with colleagues the provision of ophthalmology advice to medical and surgical inpatients
- Teaching and training of nursing staff, primary care colleagues and medical students.
- To have responsibility for ensuring active participation in continuing professional development (CPD).

Audit and Clinical Governance

You will be expected to actively participate and contribute to the audit and governance programme of Ophthalmology, the Surgical Care Group and the Trust.

Education, Continuing Development and Validation

You are expected to maintain your skills and update knowledge in accordance with Continuing Medical Education and Professional Development Guidance from the General Medical Council and the Royal Colleges of Surgery to facilitate revalidation. That includes a statutory requirement to undergo an annual, revalidation compliant, appraisal that will inform the job planning process.

Additionally, you will be expected to collect patient feedback, undergo multi-source feedback (MSF), maintain CPD, and participate in the quality assurance activity as described in Good Medical Practice (GMC)

You will be involved in teaching medical students and training junior medical and nursing staff.

The Trust's current approach is to allocate 1 SPA to all full-time specialty doctors in order to meet the requirements of Revalidation. This allocation includes the following activities:

- CPD to include all essential for role training
- Preparation for and participation in Appraisal
- Quality Improvement/ Clinical Governance Activity such as
- Audit
- Incident investigation and review
- Complaint/Claim response
- Clinical teaching
- Attendance and contribution to meetings essential for service delivery

The above list is not intended to be comprehensive or exclusive.



Outpatient and Surgical Services

The Trust has recently started a £3.25 million outpatient department expansion programme that allows Ophthalmology to upgrade its infrastructure and facilities at Doncaster.

The current service is well equipped with 4 Heidelberg Spectralis OCT machines (3 with multicolor), 2 Pascal Lasers, ultrasound, and Haag Streit slit lamps. AR1 Nidek autorefractors, tonopens, pachmates and portable slit-lamps support clinics at all 3 sites. A Pentacam and Haag Streit slit-lamp camera will be added as part of the new build.

All 3 sites have treatment rooms available for IVT injections and minor operations. There are also dedicated operating theatres equipped with Zeiss Lumera 700 operating microscopes and Stellaris phacoemulsification units.

Outpatient services include general and subspecialty clinics, argon and YAG laser, minor ops, IVT injections lists, and eye casualty.

Subspecialty clinics presently provided are in Glaucoma, Neuro-ophthalmology, Paediatric Ophthalmology, Oculoplastics, and Medical Retina.

Nurse-Led clinics represent a significant part of the current service. Glaucoma clinics and pre/post-operative assessment clinics take place at all 3 sites.

Additional sessions are run by other supporting professionals, and include Contact Lens clinics, Refraction clinics, Low Vision clinics, and an Ocular Prosthesis service.

A team of 7 Ophthalmic Photographers provides the imaging needs of the department. SDOCT is available at all 3 sites, and angiography is supported at Doncaster and Worksop.

An Orthoptic service is present at all 3 sites, and Departmental Optometrists provide the pediatric refraction service.

Inpatient Service

Patients who require inpatient care are admitted to Ward S12 (Ward for adults) and to the Children's Ward at Doncaster Royal Infirmary.

Key duties of the posts:

- Delivery of the job plan, including delivery of the Out Patient Clinics, Day-Case and In-Patient Activity, and the On-call responsibilities.



- Post holders are expected to engage fully with the Clinical Audit, Research and Clinical Governance processes in the department and Trust.
- Engage with the Complaints Management Process.
- Conform to local, regional, and national standards relating to quality of clinical care.
- Maintain and update your clinical skills and knowledge through continuing medical education, and fulfil the Trust requirements for CPD. Support is provided by the Trust for CPD activities.

Appraisal & Revalidation

- The post holders must participate in annual appraisals, and the revalidation process as outlined by the General Medical Council (**GMC**) regulations.
- The Trust has a cohort of trained appraisers who can provide support for this process. The Revalidation Team operates the system electronically, ensuring a stream lined and robust process.

Accountability

- The post holder will be responsible to the Specialty Lead, and then through the Trust management structure to the Care Group Director, Medical Director and Chief Executive. The Trust Management Structure is evolving at present.

Requirements of the posts:

- Registered/ registrable with the General Medical Council with a licence to practice
- Have postgraduate qualification in Ophthalmology e.g. DO, MRCOphth, FRCS, FRCOphth or equivalent.
- Applicants must have at least 3 years of very good experience in Ophthalmology at SHO level or above
- Experience of using ophthalmic lasers
- Good communication skills, and be able to work as part of the ophthalmic team.
- Must maintain clinical skills and knowledge up to date through CME, and maintain the CPD as required by the Royal College of Ophthalmologists.
- Must have annual appraisals, to fulfil the requirements for the revalidation as outlined by the GMC.



Teaching

- You will take part in the department and Trust teaching programmes, and will also contribute to the teaching of medical students, optometrists, nurses, and other junior trainees.

Continuing Medical Education

There is an active Postgraduate Centre at Doncaster Royal Infirmary with teaching programmes for all grades of staff. There are regular weekly seminars when Consultants and Junior Staff present cases to colleagues.

There is a Professional and Patient library adjacent to the Postgraduate Centre with facilities for online research. The Library has access to other Libraries and the National Lending Library and subscribes to over 150 journals. A large collection of books on various specialities are available for reference and for loan.

Leave Arrangements

- At least six week notice is required for leave.
- Prior written permission must be obtained from the Business manager or Care Group Director or his deputy for any leave of absence required by the post holder, and must include arrangement for the cover for the duties.
- Trust is committed to the CME and CPD, and study leave will be granted, subject to Trust procedures.

All staff and volunteers working within the trust have a duty to be aware of their own and the organisation's roles and responsibilities for safeguarding and protecting children and young people, and vulnerable adults. You must be competent to recognise abuse, respond appropriately and contribute to the processes for safeguarding, accessing training and supervision as appropriate to your role. The prevention and control of infection is an integral part of the role of all health care personnel. Staff members, in conjunction with all relevant professionals will contribute to the prevention and control of infection through standard infection control practices and compliance with the Trust's infection control policies in order to ensure the highest quality of care to patients. If your normal duties are directly or indirectly concerned with patient care you must ensure you receive sufficient training, information and supervision on the measures required to prevent, and to control, the risks of infection.

You must be aware of and adhere to Health and Safety legislation, policies and procedures, to ensure your own safety and that of colleagues, patients, visitors and any other person who may be affected by your actions at work. You are reminded of your duty under the Health & Safety at Work Act 1974 to take reasonable care to avoid injury to yourself and others; to officially report all incidents, accidents and hazards using the



Critical Incident Reporting Procedure; to use safety equipment provided for your protection at all times and to co-operate with management in meeting statutory requirements.

Maintaining confidentiality of information related to individual patients or members of staff is a very important aspect of your work within the Trust. Failure to maintain confidentiality of such information may constitute a serious disciplinary offence. Staff should also bear in mind the importance of sharing essential information with carers and others, with the consent of each patient. There will also be circumstances where critical risk information will need to be shared with partner agencies, subject to guidance and advice available from your manager. You should remember that your duty, to respect the confidentiality of the information to which you have access in the course of your employment with the Trust, continues even when you are no longer an employee.

5. OUR SERVICE/OUR TEAM

Medical Staffing of the department

Consultants

7 consultant ophthalmic surgeons provide a comprehensive ophthalmic service that covers Doncaster, Mexborough and Worksop.

Mr V V Kayarkar
Mr D G R Jayamanne
Mr S Dinakaran
Mr A Kostakis
Mr N P Mawer
Mr. M Anand
Mr M. Khan

Junior Staff

8 Middle grade doctors (1 Associate Specialist, 6 Specialty Doctors (including this post), and 1 Specialty Trainee).

Divisional Director	Mr Ranjit Pande
Clinical Director	Mr Omar Hussain
General Manager	Mrs Lucy Hammond
Business Manager	Mrs Kerry Allen

6. TERMS AND CONDITIONS

The appointment will be subject to the Terms and Conditions of Service – Specialty Doctor (England) 2021 as agreed with the Trust. <https://www.nhsemployers.org/case-studies-and-resources/2021/03/tcs-for-specialty-doctors-england-2021>



Applicants must have full registration with the General Medical Council and continue to hold a License to Practise and;

- shall have completed at least four years' full-time postgraduate training (or its equivalent gained on a part-time or flexible basis) at least two of which will be in a specialty training programme in a relevant specialty or as a fixed term specialty trainee in a relevant specialty; or
- shall have equivalent experience and competencies.

The persons appointed to the post will be expected to live within 10 miles of the hospital or within 30 minutes recall time, by road, from the hospital.

The job description and the weekly timetable will form an initial job plan as outlined by the terms and conditions of service (England) 2021 for the Specialty Doctor contract. This will be subject to an annual review by the Clinical Lead for the specialty.

Specialty Doctors will be paid on the first point of the Specialty Doctor Salary scale in line with Schedule 12 of the Terms and Conditions. Your basic salary will increase with the provisions of Schedule 13 of the Terms and Conditions.

Where doctors are appointed to a post in the specialty doctor grade having already given substantive service in one or more posts in that grade, the staff grade or equivalent, of a higher grade (measured in terms of the current maximum rate of full-time basic salary). All such service shall be counted in determining their starting salary.

Where doctors have held a regular appointment in the specialty doctor grade, the staff grade or equivalent, or higher grade, all subsequent NHS employed locum service in the specialty doctor grade (or higher grade) shall count towards determining their starting salary as though it had been service in a substantive post.

All locum service in other cases of three months or more continuous duration in the specialty doctor grade, the staff grade equivalent, or a higher grade, shall count towards determining the starting salary at the rate of one half on substantive appointment to that grade. Continuous locum service shall be taken to mean service as a locum in the employment of one or more NHS organisations uninterrupted by the tenure of a substantive appointment or by more than two weeks during which the doctor was not employed by the NHS.

All previous experience to be counted is subject to verification.

Annual leave entitlement is as per national Terms and Conditions of Service for Specialty Doctors (England) 2021. Arrangement to take annual leave must be made with clinical colleagues and approved by the Divisional Director/Clinical Director as per local procedures and the local Rota coordinator should be notified accordingly.

HEALTH CLEARANCE & MEDICAL EXAMINATION

This appointment is subject to medical fitness and the appointee may be required to undergo a medical examination and chest X-ray.



Potential applicants should be aware of the Department of Health and GMC/GDC requirements with regard to HIV/AIDS, Tuberculosis, Hepatitis B and Hepatitis C viruses.

The successful candidate must be immune to Hepatitis 'B' and Tuberculosis. They will be required to provide, in advance of appointment, evidence of immunity or have a local blood test (as deemed appropriate by the Occupational Health Department).

DBS CLEARANCE

This appointment is subject to an enhanced Disclosure & Barring Service (DBS) clearance. Please note that all charges associated with this check will be passed on to the applicant.

REMOVAL EXPENSES

Removal expenses on appointment (if eligible) will be paid in accordance with the Doncaster & Bassetlaw Teaching Hospitals NHS Foundation Trust removals and Associated Expenses policy. This can be found on the Trusts website by following this link. <https://www.dbth.nhs.uk/about-us/our-publications/publication-scheme/our-policies-and-procedures/policies-a-to-z/>



Doncaster and Bassetlaw Teaching Hospitals

NHS Foundation Trust

Surgery structure

Clinical Directors

- **Kathryn Rigby**
Breast, Vascular, Urology and Gastrointestinal CD
kathryn.rigby@nhs.net
- **Mr Omar Hussain**
Ear Nose Throat, Ophthalmology, OMFS, Dentistry and Audiology CD
omar.hussain2@nhs.net
- **Kathryn Rigby**
Endoscopy and Gastro CD
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**Mr Ranjit Pande**
Divisional Director for Surgery
ranjit.pande1@nhs.net**Lucy Hammond**
Divisional General Manager
lucyhammond1@nhs.net**Elizabeth Dunwell**
Divisional Nurse for Surgery
elizabethdunwell@nhs.net**Anna Hegarty**
Deputy Divisional Nurse
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Business Manager for Trauma & Orthopaedics
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Business Manager for GI and Endoscopy
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Business Manager for Specialist Surgery
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Business Manager for Head and Neck
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Business Manager
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Deputy Matron (T&O)
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Matron (Breast)
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Matron (Urology and Endoscopy)
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Lead Nurse Ambulatory Care
rachel.gibson9@nhs.net**Sarah Chapman**
Matron (Surgery and Assessment)
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Matron (Surgery and Assessment)
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Lead Nurse Orthopaedic Trauma
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