



Consultant Ophthalmologist - With an interest in Glaucoma

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: Consultant Ophthalmologist (Interest in Glaucoma)

Grade: Consultant Payscale (April 2022)
YC72 £93,666 - £126,281 pa pro rata

Tenure of post: Permanent

Department(s): Ophthalmology

Responsible to: Divisional Director, Surgery and Cancer Division

Accountable to: Medical Director of the Trust

3. JOB PURPOSE



Doncaster & Bassetlaw Teaching Hospitals NHS Foundation Trust is looking to recruit a motivated Ophthalmology Consultant to join our dedicated and professional multi-disciplined ophthalmic team. Applicants will be expected to have broad general Ophthalmology experience with a proven track record of cataract surgery. The Candidate is expected to have a fellowship in Glaucoma or within 6 months of completing one

You will be a highly valued member of the team bringing your expertise and skills to a busy Ophthalmology department. The post will provide an opportunity to improve and develop our already established sub-specialty in Glaucoma.

This is a new post and the post-holder will continue to further develop the hospital service as well as liaise with the community eye service. The trust already runs Virtual services for AMD, Diabetic retinopathy and Retinal vascular occlusion services to manage the workload and is looking to set up the virtual glaucoma services in near future.

The applicant will be encouraged to develop virtual glaucoma services if their proposal meets the patient safety and governance parameters.

Applicants looking for part time commitments are encouraged to apply.

The Trust is committed to providing a mentoring opportunity for all newly appointed consultant posts. Please enquire about this at your interview.

Applicants must be on the General Medical Council Specialist Register or within six months of being admitted to the Register for trainees if in a training programme within the UK. In accordance with the regulations all other categories of doctors must be on the GMC Specialist Register to be considered for a consultant appointment by the Advisory Appointments Committee. Applicants must continue to hold a License to Practise.

4. MAIN DUTIES/RESPONSIBILITIES

The Ophthalmology service has departments and theatres at three Trust sites (Doncaster, Bassetlaw and Mexborough), but whenever possible split site working within the same day would be avoided. Most consultants would work at Doncaster and any one of the other 2 sites.

Your individual job plan will be reviewed and agreed annually.

The service has an on-call rota. The Consultants are 2nd on call. On-call is classed as Category A and is currently a 1:7 rota, which attracts a 5% on call availability supplement. It is expected to be 1 in 9 when the current phase of recruitment is complete.



The SAS grade has 7 doctors consisting of one Associate specialist, and 6 specialty doctors. In addition we have 2 specialty trainees (ST4-7) from south Yorkshire deanery.

The SAS doctors and Trainees provide the first on call cover at 1:9 rota currently.

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 for which SPA time is allotted.

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

The successful candidate will be supported in developing his sub-specialty interest in due course. He/she will have a continuing responsibility for the care of patients in their charge and work closely with consultant colleagues for the proper functioning of the department.

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
- To work with colleagues, both medical and nursing to improve and advance the service.
- To share with colleagues the responsibility for the management of the Department.
- Teaching and training of trainees, junior medical staff, nursing staff, primary care colleagues and medical students.
- To have responsibility for ensuring active participation in continuing professional development (CPD).

A job plan for the post will be formally agreed following appointment. A sample timetable is included below to demonstrate the allocation of PAs.

Indicative Weekly Job Plan

Below is an example of a provisional timetable for the post but this can be subject to change depending on the interest of the applicants.

	AM	PM
Monday	Virtual clinic/Glaucoma clinic (1 PA)	SPA
Tuesday	Theatre (1.25 PA)	Glaucoma clinic (1 PA)



Wednesday	Admin	
Thursday	General Clinic (1 PA)	Theatre(1.25PA/ Laser(1 PA)
Friday	Glaucoma Clinic (1 PA)	SPA & Clinical Teaching
Direct Clinical Care (DCC)		7.5
Supporting Professional Activities (SPA)		1.5
On-call		0.5
Clinical Teaching/Travel		0.5
TOTAL PA		10 Programmed Activities

Job Plan

Under the terms of the new consultant contract (2003) the basic full-time Job Plan contains ten Programmed Activities (PAs) of 4 hours each. The 10 PA allocation will be a mixture of DCC and SPA. All full-time posts will be offered a minimum of 1.5 SPA's up to a maximum of 2.5 SPA's depending upon the requirements of the role, although the actual ratio may vary and will depend on the specific, identifiable and agreed contributions in various areas (see below).

There is recognition and remuneration for out-of-hours availability as per the national terms and conditions and for any mutually agreed additional activity, if applicable. Any appointee wishing to undertake Private Practice will be required to offer the Trust an 11th PA, which the Trust may or may not wish to take up. The Trust may also independently wish to offer an additional 11th PA to the appointee, irrespective of any anticipated involvement in Private Practice.

1.5 SPAs should be set aside to meet the requirements of proof of fitness to practice including personal internal CPD including participation in clinical meetings, private study and document review, audit and clinical governance issues (clinical incident reports, risk management, complaint responses etc) as well as preparation for, and full engagement in, personal appraisal, assessment and job planning. Attendance at mandatory meetings (e.g. Resuscitation and Fire lectures, Equal opportunity training) is included under this heading. Time for attendance at other general Trust and Directorate meetings (e.g. Hospital Medical Committee and Consultants communication meetings) would also be included here. The list is not intended to be exclusive. Assessment of satisfactory engagement in these areas forms part of the annual appraisal process.

It is recognised that the time spent in other Supporting Activities will depend on individual involvement and specific circumstances and may vary significantly both between individuals and over time. Time spent on these activities will need to be accounted for as part of the annual appraisal and job planning process, and the Trust reserves the right to modify the Job Plan accordingly in discussion with the appointee. There may be circumstances where additional SPA time (above the average 2.5) is required to fulfil all the agreed additional commitments, which may necessitate an agreed reduction in clinical time. Equally there may be circumstances where



an agreed reduction in SPA time (below the average 2.5) is appropriate, with the potential for additional clinical involvement within the overall PA allocation. Any altered commitments under this section will need to be agreed in advance with the Divisional Director and General Manager so as not to disadvantage clinical activity within the Division.

Additional SPA allocation may be achieved by delivering a role, e.g. Educational Supervision, Governance Lead, etc. This agreement is subject to review.

Categories under this heading include:

- Formal teaching of undergraduates / postgraduates, Junior staff supervision, College Tutors
- Being a Trust Appraiser
- Agreed formal Trust committee involvement (e.g. Drug and Therapeutics Committee, Ethics Committee, Cancer Steering Group, Specialty subgroups etc)
- Clinical Governance Lead
- Lead clinicians (cancer etc)

The duties of the post may be changed with the agreement of the post holder. An annual review of duties will take place with the Divisional Director as part of the Job Plan process.

Education and Development:

- There is a wide teaching role within the post, to train medical students, nurses and junior doctors, as they rotate through the department.
- It is expected that the post-holder will be a clinical/educational supervisor to some of the training doctors on rotation, as well as taking part in their regular weekly teaching timetable. 1hr/week SPA time is afforded for this role.
- There is a monthly all staff teaching session which the post holder will be expected to attend and contribute to. This includes a regular audit meeting, where again, consultant contribution is expected.
- The study leave allowance is 30 days/3 years pro-rata. It is expected that these will be used, in addition to SPA time, for CPD towards revalidation as per the recommendations of the Royal College and the various specialty bodies. The trust is fully committed to supporting and assuring revalidation, by way of a dedicated support team and IT infrastructure package.
- The trust has a programme of mandatory training which all consultants are expected to undertake.
- For appointees new to the consultant role, or who may have had a career break, the department strongly encourages mentorship support

Clinical Governance:

- Attendance at the monthly specialty clinical governance group is expected.



- Further contribution to clinical governance activities in the form of local, regional and national audit participation, guideline writing/updating, and undertaking other relevant projects would also be expected.

Management and Leadership:

- There will be an expectation to take on management roles, such as Specialty or Foundation training co-ordinator, education lead or clinical governance lead. For any of these roles, additional SPA time would be granted.

Research:

The Trust has an active Research and Development Department, and provides access to research nurse support, participation in research is encouraged. This may take the form of personal local projects, or collaboration in regional or national projects, such as the current PrEP IMPACT study.

Recent years have seen tremendous advances within the Trust, culminating in the attainment of Teaching Hospital status in January 2017. Central to this achievement remains the long-standing commitment of the Trust to deliver a quality, patient centred research programme.

The research agenda will continue to be aligned with and influence changes in clinical services delivered within the Trust. We will achieve this through working with colleagues to capitalise on effective internal partnerships between clinical and corporate Trust areas, as well as maximising opportunities for collaborations with regional, national and international partners.

The strategy complements a number of other enabling strategies to deliver the Trust Strategic Direction 2017-2022, notably;

- Clinical Quality and Governance
- Quality Improvement and Innovation
- People and Organisational Development
- Communications and Engagement
- Information and Digital
- Estate and Facilities

Support:

The post holder will have a dedicated office space and secretarial support, shared with the other consultants. In addition to the department's electronic patient record the trust has comprehensive IT services, which ably support all aspects of the role.

Mandatory Training (Statutory and Essential Training):



All staff are required to abide by all Trust Policies and Procedures, details of which can be accessed via the Trust Intranet and are required to comply with Mandatory Training requirements. In particular, medical staff should be aware of, and comply with, infection control and safeguarding requirements.

5. OUR SERVICE/OUR TEAM

The current service is well equipped with 5 Heidelberg Spectralis OCT machines (3 with multicolor and 1 with wide-field ICG/FFA angiography), 2 Clarus widefield fundus camera, 2 Pascal Lasers, SLT Laser, 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 anterior segment camera have recently been added at Doncaster.

- All three sites have treatment rooms available for IVT injections and minor operations, dedicated operating theatres equipped with Zeiss Lumera 700 operating microscopes, and Stellaris phacoemulsification units.
- Outpatient services include general and subspecialty clinics, argon and YAG and SLT laser clinics, minor ops, IVT injections lists, and an eye casualty.
- Subspecialty clinics presently provided are in Glaucoma, Neuro-ophthalmology, Paediatric Ophthalmology, Cornea, Oculoplasty and Medical Retina.
- Nurse-Led clinics represent a significant part of the service, with glaucoma clinics, pre/post-operative clinics taking 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 6 Ophthalmic Photographers provides the imaging needs of the department. OCT 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 paediatric refraction service.

Inpatient Service

Patients who require inpatient care are admitted to Ward S12 or the Children's Ward at Doncaster Royal Infirmary

MDT Meetings:

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

Mr. M Anand (Interest in Medical Retina) – Clinical Lead
Mr. V V Kayarkar (Interest in Glaucoma)
Mr. D G R Jayamanne (Interest in Neuro-ophthalmology)
Mr. S Dinakaran (Interest in Medical Retina)
Mr. A Kostakis (Interest in Pediatric Ophthalmology)
Mr. N P Mawer (Interest in Medical Retina)

Consultant Job Description V:1 2020/11 – Ophthalmology Consultant



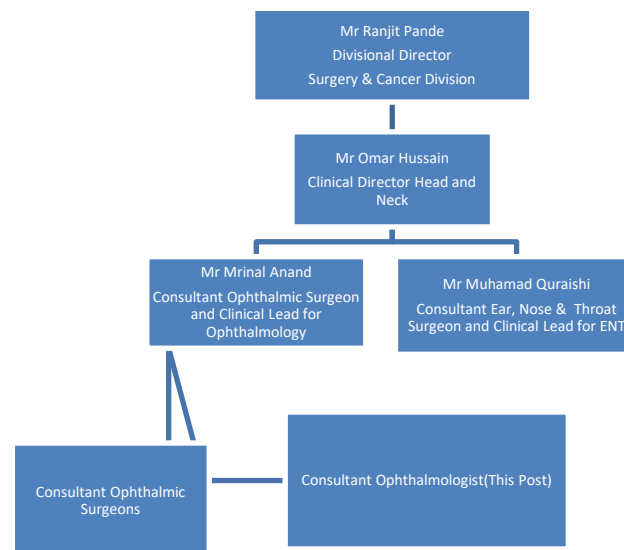
Mr. M Khan(Interest in Cornea)

This Post – General ophthalmology (Interest in Glaucoma)

Junior Staff

9 Specialty doctors (1 Associate Specialists, 7 Specialty Doctors, and 1 Specialty Trainee)

Divisional Director:	Ranjit Pande
Divisional Clinical Director:	Omar Hussain
Divisional Director of Operations:	Lucy Hammond
Business Manager:	Kerry Allen



6. TERMS AND CONDITIONS

The appointment will be subject to the Terms and Conditions of Service (England 2003) for the new consultant contract agreed with the Trust.

Applicants must be on the General Medical Council Specialist Register or within six months of being admitted to the Register for trainees if in a training programme within the UK. In accordance with the regulations all other categories of doctors must be on the GMC Specialist Register to be considered for a consultant appointment by the Advisory Appointments Committee. Applicants must continue to hold a License to Practise

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 2003) for the new consultant contract. This will be subject to an annual review by the Chief Executive or his/her nominee.

New consultants will be paid on the first point of the consultant salary scale. For existing consultants there is an internal process to assess previous consultant level experience. Your basic salary will increase with the provisions of Section 20.2 and Schedule 15 of the Terms and Conditions.

Annual leave entitlement is as per national Terms and Conditions of Service for Consultants. Arrangement to take annual leave must be made with clinical colleagues. The Divisional Director/Clinical Director 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 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/>

7. VISITING AND FURTHER INFORMATION

Mr Mrinal Anand, Consultant Ophthalmic Surgeon

Tel 01302 644279

Mr Omar Hussain, Clinical Lead

Tel 01302 366666 ext. 649067

Mrs Kerry Allen, Business Manager



Tel 01302 366666 Ext: 642173



Doncaster and Bassetlaw Teaching Hospitals NHS Foundation Trust

Surgery structure

Clinical Directors



Kathryn Rigby
Breast, Vascular, Urology and
Gastrointestinal CD
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Mr Omar Hussain
Ear Nose Throat,
Ophthalmology, OMFS,
Dentistry and Audiology CD
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Kathryn Rigby
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Mr Ranjit Pande
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Lucy Hammond
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Elizabeth Dunwell
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