

**LOCUM CONSULTANT OPHTHALMOLOGIST  
WITH A SPECIALIST INTEREST IN OCULOPLASTIC SURGERY**

**JOB DESCRIPTION**

**INTRODUCTION**

Applications are invited for a Locum Consultant post that will enhance the service of our large department that covers a population of approximately 1.2 million. We are looking for a Locum Consultant Ophthalmic Surgeon with a sub-specialist interest in oculoplastic surgery to deliver outstanding patient care at our forward-thinking organisation.

The successful candidate will join an active Oculoplastic service which covers all subspecialty conditions including lid malposition's, lacrimal disorders, periocular tumours and orbital disease, with dedicated thyroid eye disease clinics. All oculoplastic surgical areas are covered, including joint lacrimal lists with ENT, apart from orbital surgery which is referred to tertiary referral centres. A joint Oculoplastic/ENT clinic is being set up, and we are also developing a facial skin cancer pathway with ENT and a joint operating list with general Plastics. The team comprises 3 Oculoplastic consultants (including this post), an Oculoplastic fellow/ST7 and an Oculoplastic nurse specialist.

This is an excellent opportunity to join a dynamic and innovative team comprising 16 senior doctors, specialty and trust grade doctors, fellows, specialty trainees, nurse practitioners, orthoptists, optometrists and a substantial team of ophthalmic nurses, technicians and healthcare assistants. The department also benefits from an ECLO, two ophthalmology failsafe co-coordinators and a supportive senior management team within the Head and Neck Directorate.

The post is based at Maidstone & Tunbridge Wells NHS Trust (MTW). MTW is responsible for the provision of ophthalmology services for the people of Mid and West Kent. General and sub-specialty ophthalmology services are provided at the Eye, Ear, and Mouth Unit (EEMU), a modern, purpose-built facility attached to Maidstone Hospital, with further outpatient facilities provided at the Tunbridge Wells Hospital at Pembury, Medway Maritime Hospital and Sevenoaks Hospital in a "hub and spoke" model. The post-holder will have timetables with sessions at Maidstone and other sites.

EEMU has a busy Rapid Access department, optometric and orthoptic departments. There are two dedicated ophthalmic operating theatres at Maidstone and one dedicated theatre at the Tunbridge Wells Hospital at Pembury. With a stable management team we are able to improve services continually and add to the already high levels of equipment provision in our department. We have digital fundal imaging systems linked to all clinical areas; an Optos imaging system and a Pentacam corneal topography machine. Friday afternoon departmental teaching for all staff is consultant-led. Research interests are supported by active links with The University of Kent at Canterbury and Canterbury Christchurch University.

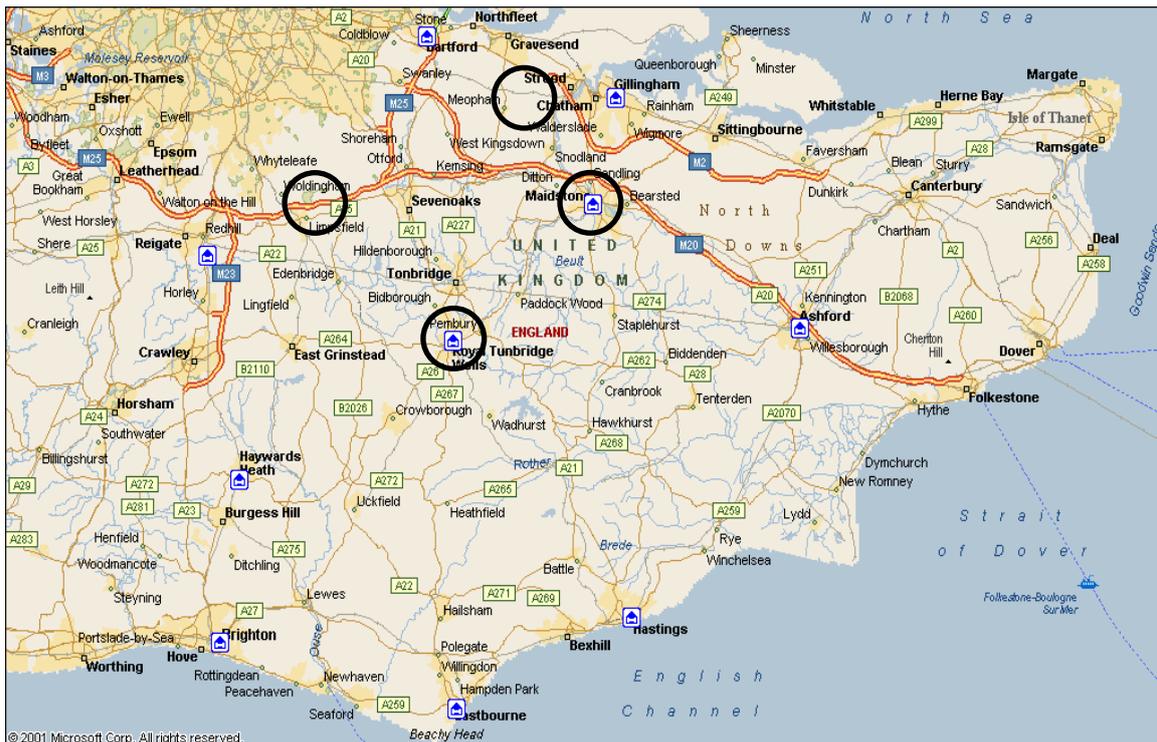
Residence requirements for these posts are compatible with living in the outskirts of London, or in many attractive, rural parts of Kent. Kent has selective state schooling with a number of excellent state grammar schools in the vicinity of Maidstone.

For an informal discussion about the role, please contact Mr Sarju Athwal, Consultant Ophthalmologist and Oculoplastic Surgeon by e-mail at [sarju.athwal@nhs.net](mailto:sarju.athwal@nhs.net), or via his secretary on 01622 226255, or Deirdre Hart, General Manager for Ophthalmology by e-mail at [dhart@nhs.net](mailto:dhart@nhs.net)

### **MAIDSTONE AND TUNBRIDGE WELLS NHS TRUST**

Maidstone & Tunbridge Wells NHS Trust was formed in 2000 as a result of the merger between Mid Kent Healthcare Trust (Maidstone Hospital) and the Kent & Sussex Weald Trust (Pembury and Kent & Sussex Hospitals).

The Trust opened a new hospital on the Pembury (Tunbridge Wells) site in 2011. Out-reach eye clinics take place at Medway Maritime Hospital (Gillingham) and Sevenoaks.



Maidstone and the Tunbridge Wells Hospitals currently provide: Accident & Emergency; Ear, Nose, and Throat; General Medicine; General Surgery; Trauma & Orthopaedics; Obstetrics & Gynaecology; Paediatrics; Urology, and a comprehensive range of diagnostic and intensive care support services. Maidstone Hospital incorporates the regional specialist Kent Oncology Centre.

## **TRUST MANAGEMENT**

The Trust Headquarters are at Maidstone Hospital. The Trust's Chairman is Mr David Highton, the Chief Executive is Mr Miles Scott and the Medical Director is Dr Sara Mumford. Clinical services are organised into five divisions. The Chief of Service for the Surgical Division is Dr Daniel Lawes

## **OPHTHALMOLOGY DIRECTORATE INFORMATION**

The Ophthalmology Directorate joins ENT to form Head and Neck Services, which lies within the Surgical Division. The Clinical Director for Head & Neck Services is Mr Luke Membrey, the General Manager is Ms Claire Hubert, and the Matron is Claire Allen. The Head of Orthoptics and Optometry is Helen Rogers. Secretarial support and office space are at Maidstone Hospital.

## **OUTPATIENTS**

General and sub-speciality ophthalmology outpatient services are provided at the Eye Ear and Mouth Unit (EEMU), a specialist purpose-built facility attached to Maidstone Hospital. Further outpatient facilities are provided at Tunbridge Wells Hospital, Medway Maritime and Sevenoaks Hospitals on a “hub and spoke” model. This is in line with the Trust’s strategic vision of providing a centralised sub-speciality and teaching base at Maidstone, together with the facility to provide local and accessible ophthalmic care throughout the region. An expansion of services at Medway Hospital has been effected with a separate ophthalmic outpatients unit with minor operations, YAG and Argon laser facilities.

The Oculoplastics service covers all oculoplastic conditions including lid malposition, lacrimal, periocular tumours and thyroid eye disease/orbital disease. All oculoplastic surgical areas are covered, including joint lists with ENT, apart from orbital surgery which is referred to tertiary referral centres. The team includes an Oculoplastic Consultant, an Oculoplastic Fellow/ST7 and a newly appointed Oculoplastic nurse specialist.

Subspecialty services include:

- Oculoplastics
- Cataracts
- Medical Retinal Disease and Diabetes
- Vitreoretinal surgery
- Cornea and External Eye
- Paediatric Ophthalmology
- Strabismus
- Glaucoma
- Uveitis
- Neuro ophthalmology
- Ophthalmic Primary Care

There are also extensive supporting services within the Department:

- Ophthalmic Imaging
- Orthoptics
- Ophthalmic Ultrasound
- Low Vision Aid Services
- Contact Lens Service
- Virtual nurse-led retinal clinics
- Nurse-led intravitreal injection clinics
- Nurse-led Botox clinics
- Artificial eye service

## **THEATRES**

There is a dedicated Ophthalmic Day Case Unit, with a day care ward and two dedicated ophthalmology theatres. In-patient beds are available on general medical and surgical wards. Additional lists take place in the adjacent Short Stay Surgical Unit, with appropriately trained staff.

## **ORTHOPTIC AND OPTOMETRY SUPPORT**

The Orthoptic department is staffed by 16 Orthoptists (13.4 WTE). The Orthoptists working in the department have a wide variety of specialised roles and cover clinics at Maidstone, Tunbridge Wells, and Medway Maritime Hospitals. The Orthoptists assist with Botulinum toxin strabismus clinics, assessment of adjustable suture patients and joint thyroid eye disease clinics. The department is an accredited placement site for undergraduate Orthoptists with students on placement for 26 weeks of the year. The Orthoptic clinical tutor job plan supports the paediatric/motility consultants with the overseeing of a rolling, prospective audit of all horizontal squint surgery and with Botulinum toxin audit. The Orthoptists keep up to date with current evidence-based practice and participate in appropriate national research studies.

The Optometry department is staffed by 8 Optometrists and 1 pre- registration Optometrist with clinics at the Maidstone, Tunbridge Wells and Medway Maritime sites. They provide “shared care” new paediatric patient clinics with the Orthoptists at all sites and comprehensive refraction, contact lens, LVA and B scan clinics.

For further information regarding the Orthoptic and Optometry service please contact Helen Rogers, Head of Orthoptics & Optometry on 01622 226304 or via e-mail at [helen.rogers@nhs.net](mailto:helen.rogers@nhs.net).

## **STAFFING**

| <b>Consultants</b> | <b>Special interest</b>                            |
|--------------------|--|
| Mr F Ahfat         | Medical Retina/ ARMD                               |
| Mr G Almeida       | Medical retina/ Diabetes                           |
| Prof E Ansari      | Glaucoma   |
| Mr S Athwal        | Oculoplastics                                      |
| Mr A Bates         | Ocular motility & paediatrics/ Neuro-ophthalmology |
| Mr T Cochrane      | Vitreo-retinal surgery                             |
| Mr M Dey           | Medical Retina/ Uveitis                            |
| Mr M Elalfy        | Cornea   |
| Mr S Hasan         | General & Primary Care                             |
| Miss Maqsood       | Cornea(Locum)                                      |
| Miss Charles       | Oculoplastics & Lacrimal (Locum)                   |
| Mr A Laidlaw       | Vitreo-retinal surgery                             |
| Mr L Membrey       | Vitreo-retinal surgery and Medical Retina          |

Mis Lim                                      Oculoplastics & Lacrimal (Locum)  
Miss L Scoppetuello                      Ocular motility & paediatrics/ Neuro-ophthalmology

**Other medical staff**

|                                       |   |
|---------------------------------------|---|
| Associate Specialist                  | 2 |
| Specialist trainees                   | 5 |
| Specialty doctors                     | 7 |
| Clinical fellows (intermediate grade) | 3 |
| Foundation Doctors                    | 2 |
| Clinical Assistant                    | 2 |

The Speciality Trainee Doctors are on the HEE Kent, Surrey and Sussex rotation.

**SUPPORT FACILITIES**

A comprehensive range of diagnostic imaging including Ultrasound, CT, MRI, Nuclear bone scanning, PET scanning and Bone densitometry is available at both Maidstone & Tunbridge Wells sites.

The postholders will be provided with secretarial support and shared office facilities.

**JOB DUTIES AND RESPONSIBILITIES**

To provide a high standard of care to any patient for whom you have clinical responsibility. This will include any patients cared for by you personally.

To participate in clinical and other service activities and developments with the aim of ensuring a high standard of patient care.

To take equal share in providing subspecialty cover and covering for colleagues during period of absence. This will include electronic triage of referrals.

To take part in the support and training of junior Ophthalmologists and the development and training of medical students and ancillary allied professionals, including the development of the oculoplastic nurse specialist role.

To participate fully in the clinical governance activities of the specialty. To attend clinical governance half-days as in the job plan. To undertake annual appraisal leading to revalidation. To participate actively in departmental audits which may be included in the work you undertake.

To work in close co-operation with other medical, professional and managerial colleagues, both within and outside the specialty, to provide high quality health care to the Trust's patients, and to make a contribution to future thinking about the Trust's strategic direction.

To ensure at all times that you comply with the General Medical Council's published guide "Good Medical Practice" including the Duties of a Doctor.

To take personal responsibility for risk management in your work and undertake to review practices and learn from mistakes. To be an active member of the risk management processes of the clinical team and care group.

To ensure that you respond promptly and efficiently to all complaints related to any patient care you have been involved with, assisting the Trust's corporate responsibility to reply to complaints within a specified time frame.

To ensure that you develop and maintain effective working relationships with those agencies concerned with the provision of health and social care services and those representing the interests of patients.

You are required to take reasonable care for the health and safety of yourself and others who may be affected by what you do while at work. You must adhere to Trust IRMER Regulations.

The post holders will be required to also perform duties in occasional emergencies and unforeseen circumstances at the request of the Clinical Director or General Manager for Ophthalmology.

## SAMPLE JOB PLANS

| DAY                | TIME        | WORK                                | Categorisation | PA  |
|--------------------|-------------|-------------------------------------|----------------|-----|
| Monday             | 09.00-12.30 | Maid Clinic<br>(Wk 1,2,3,4&5).      | DCC            | 2   |
|                    | 12.45-13.30 | Pre-op ward<br>rounds               |                |     |
|                    | 13.30-17.30 | Theatres Maid                       |                |     |
|                    | 17.30-18.00 | Post op ward<br>round<br>(WK 2,4,5) |                |     |
|                    | 13.00-17.00 | Admin<br>(WK 1,3)                   |                |     |
| Tuesday            | 07.45-08.30 | Pre-op ward<br>rounds               | DCC            | 1.5 |
|                    | 08.30-12.30 | Theatres Maid                       |                |     |
|                    | 13.00-13.30 | Post op ward<br>round<br>(WK 1,3)   |                |     |
|                    | 09.00-12.00 | Admin<br>(WK 2,4,5)                 |                |     |
| Wednesday          | 09.00-12.30 | Clinic Maidstone                    | DCC            | 2   |
|                    | 13.00-17.00 | Clinic Maidstone<br>(WK 1,2,3,4,5)  |                |     |
| Thursday           | 08.30-12.30 | Clinic Maid                         | DCC            | 2   |
|                    | 12.45-13.30 | Pre-op ward<br>rounds               |                |     |
|                    | 13.30-17.30 | Theatres Maid                       |                |     |
|                    | 17.30-18.00 | Post op ward<br>round               |                |     |
| Friday             | 09.00-12.30 | Clinic Maidstone<br>(Wk 2,3,4)      | DCC            | 1.5 |
|                    | 13.00-17.00 | SPA/Teaching                        |                |     |
| At a variable time |             | Spa                                 |                | 0.5 |

|              |                    |         |  |         |
|--------------|--------------------|---------|--|---------|
|              |                    |         |  |         |
| Out of hours | Variable frequency | On call |  | Ave.0.5 |
| Total        |                    |         |  | 10PA    |

Clinics are booked to a template of 10 patients (5 new and 5 follow up). Templates include face-to-face, telephone and video consultations. The Ophthalmology new to follow up ratio is 1 to 2.5. There is an expectation that 4-hour theatre lists will be booked with 2-4 patients for lid procedures.

Time off in lieu will be considered for ad hoc additional sessions if required. Mileage will be reimbursed where clinical activity takes place away from the agreed hospital base.

**The job plans proposed may be subject to flexibility dependent on the right candidates, particularly their surgical experience, and whether they are undertaken full time or part time.**

#### **CLINICAL GOVERNANCE AND AUDIT**

The Trust has a strong focus on clinical governance and risk management. Whilst the directorate provides leadership and direction for the clinical governance and risk agenda of the Trust, all other directorates are expected to take responsibility for governance and risk within their own areas. You are expected to take part in the processes for monitoring and improving the quality of care provided to patients, including risk management and clinical audit. The commitment of all staff to clinical governance is assisted by a compulsory Trust wide half day every 2 months for structured clinical governance activities.

#### **EDUCATION AND RESEARCH**

You are expected to maintain a proactive interest in life-long learning and engage in continuing professional development. You are required to maintain your CME status as mandated by your Royal College. You are required to attend the weekly postgraduate meetings in the Eye Department, and also a number of the Regional Study Days.

You will have access to a peer mentor as part of a scheme for all newly-appointed Consultants.

Postgraduate centres at Maidstone and the Tunbridge Wells Hospitals are under the leadership of the clinical tutors and provide excellent accommodation for a range of postgraduate activities. There are excellent medical libraries with internet access at both sites and at the Tunbridge Wells Hospital.

Clinical research is encouraged and if you engage in clinical research you must follow Trust protocols and ensure that the research has had local ethical approval. There is an active Research and Development Committee.

### **JUNIOR STAFF TEACHING AND SUPERVISION**

You are expected to contribute to the teaching and supervision of all training and career grade, junior staff and undergraduate medical students within the department. You are expected to be involved in the professional development, both clinical and personal, of staff for whom you have responsibility. With consultant colleagues you are expected to assume responsibility, both personally and corporately, for the management of junior medical staff. You must ensure that all doctors in training for whom you have supervisory responsibilities undertake clinical tasks that are within their level of competence and knowledge.

### **SAFEGUARDING CHILDREN**

Everyone employed by the Trust regardless of the work they do has a statutory duty to safeguard and promote the welfare of children. When children and/or their carers use our services it is essential that all child protection concerns are both recognised and acted on appropriately. You have a responsibility to ensure you are familiar with and follow the child protection procedures and the Trust's supplementary child protection guidance which is accessed electronically on the Trust's Intranet site. You have a responsibility to support appropriate investigations either internally or externally. To ensure you are equipped to carry out your duties effectively, you must also attend child protection training and updates at the competency level appropriate to the work you do and in accordance with the Trust's child protection training guidance.

### **SAFEGUARDING ADULTS**

Everyone employed by the Trust regardless of the work they do has a duty to safeguard and promote the welfare of vulnerable adults. When patients and/or their carers use our services it is essential that all protection concerns are both recognised and acted on appropriately. You have a responsibility to ensure you are familiar with and follow Trust policies in relation to safeguarding vulnerable adults. You have a responsibility to support appropriate investigations either internally or externally. To ensure you are equipped to carry out your duties effectively, you must also attend vulnerable adult protection training and updates at the competency level appropriate to the work you do and in accordance with the Trust's vulnerable adult protection training guidance.



**PERSONAL SPECIFICATION: LOCUM CONSULTANT OPHTHALMOLOGIST WITH A SPECIAL INTEREST IN OCULOPLASTIC SURGERY**

|                   | <b>ESSENTIAL</b>  | <b>DESIRABLE</b>  |
|-------------------|---|---|
| <b>EDUCATION</b>  | <p>Full GMC Registration</p> <p>FRCOphth or equivalent</p>  | <p>MD/ other higher degree</p> <p>Entered on Specialist Register or within 6 months of obtaining CCT</p>        |
| <b>EXPERIENCE</b> | <p>Clinical training and experience equivalent to that required for gaining UK CCT in ophthalmology</p> <p>Recognised sub-specialty training in oculoplastic ophthalmic surgery</p> <p>Ability to take full and independent responsibility for clinics and theatre lists</p> <p>Demonstrable experience in Clinical Audit and/or Research</p> <p>Evidence of competence in contemporary management strategies in Oculoplastic surgery</p> <p>Personal log demonstrating competence in Ophthalmology surgery with audited outcomes</p> | <p>Experience of risk management processes</p>  |
| <b>SKILLS</b>     | <p>Ability to lead efficient, well run clinics and theatre lists, under pressure</p> <p>Ability to teach junior doctors and other clinical staff</p> <p>Ability to organize and manage clinical as well as administrative workload.</p>   | <p>Staff management: delegating, appraisal of performance, dealing with poor performance, motivating staff.</p> |
| <b>PERSONAL</b>   | <p>Good interpersonal skills</p> <p>Ability to work in a team</p> <p>Caring attitude to patients</p>  | <p>Adaptable and willing to initiate and develop new ways of running clinical services.</p>                     |

|  |                 |  |
|--|-----------------|--|
|  | <i>Flexible</i> |  |
|--|-----------------|--|