

**Clinical Fellow
Medical Retina**

East Suffolk and North Essex NHS Foundation Trust

Responsible to: Clinical Divisional Director Mark Bowditch

Accountable to: Chief Medical Officer Dr Angela Tillett

EAST SUFFOLK AND NORTH ESSEX NHS FOUNDATION TRUST

Message from the Chief Executive

Dear colleague

Thank you for your interest in joining East Suffolk and North Essex NHS Foundation Trust (ESNEFT).

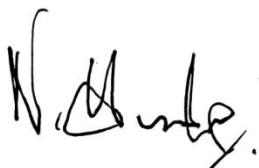
ESNEFT provides integrated care to a population of almost a million people. We employ more than 11,000 staff across two acute hospitals in Colchester and Ipswich and in community hospitals, clinics, surgeries and patients' homes. We are a partner in the Suffolk and North East Essex Integrated Care System.

We would like you to help us provide the best care and experience for the communities we serve in east Suffolk and north Essex. You can find out more about us on [our website](#) and please take a look at our [Come and Join us recruitment video](#).

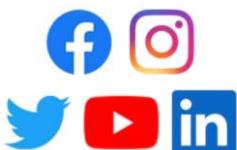
We are committed to being a great place to work, and great place to train and a great place to receive care. As a large organisation we offer exciting opportunities for development, innovation, research, education and training.

We have a simple philosophy: time matters. Time matters for our patients, their families and our staff. By focusing on time, we can remove unnecessary stress and frustration – giving our patients a better experience and to make sure you have more time to care and make the most of your skills.

Yours sincerely,



Nick Hulme
Chief Executive



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We are...

East Suffolk and North Essex NHS Foundation Trust

We provide healthcare to a population of almost a **million** people in



But we don't work alone. We work alongside a multitude of teams in health, social care, voluntary services and other organisations to make care work well for local people whether they are at home or in hospital.

Time matters



Our philosophy is that time matters. Dealing with health issues can be stressful, both for the patient and for those who care for them. There is the necessary stress of the health need and the emotional effort of caring.

However, too often the complexity of the health and care system adds unnecessary stress. At the heart of this is time. Time is important to everyone whether as patients, as family or carers, or as staff delivering care.

We will improve services to make every moment count.

There's no place like home



1 in 5

of our staff work out and about in the community

And our NHS teams are supporting local people to stay in control of their health at home

When people need care in hospital we are committed to getting them home again as soon as possible

We can join the dots between care at home and hospitals



Size matters



We are the largest NHS organisation in East Anglia employing more than 11,000 staff and several of our clinical services are among the largest in England:

- Acute children's services
- Oncology
- Trauma and orthopaedics
- General surgery
- Urology
- Ophthalmology

Our values are: **optimistic, appreciative and kind**

Background of East Suffolk and North Essex Foundation Trust

ESNEFT was formed on 1 July 2018 following the merger of two NHS trusts in Colchester and Ipswich & east Suffolk. We became one of the largest NHS organisations in the region, and in 2021 grew further still when we began working in collaboration with other providers to provide community services in north east Essex.

As well at Colchester and Ipswich hospitals, our teams provide care and services from Aldeburgh, Clacton, Harwich, Halstead and Felixstowe hospitals, Bluebird Lodge in Ipswich and the Primary Care Centre in Colchester. Not forgetting our community teams who are based in local health clinics, surgeries and those who visit patients' homes.

Living in east Suffolk and north Essex

Whether it's a walk through the Constable countryside of the Dedham Vale, an amble around Woodbridge or a trip to splash in the sea at Frinton, there's plenty on offer in Suffolk and Essex.

Boasting brilliant shopping locations of Ipswich and Colchester, as well as many beautiful towns such as Framlingham, Lavenham or Wivenhoe, the two counties aren't short of places to visit. Quirky independent shops feature in many towns and villages, but you don't need to go that far to find your favourite larger retailers.

Woodbridge, Dedham Vale and the Shotley Peninsula were all named in the Sunday's Times' Best Places to Live guide 2021, but there are many towns and villages that offer pretty chocolate box scenes known in Suffolk and Essex, with an excellent choice of both state and private-sector schools.

With its rich history and status as Britain's oldest recorded town, Colchester isn't just a shopping destination, but has a strong cultural identity with its numerous galleries, theatres and arts venues. Suffolk's main town of Ipswich is a bustling place to visit, whether you're shopping, visiting the regenerated waterfront area, or spending time at one of the many bars or cafes.

Suffolk and Essex are holiday destinations for a reason. The beautiful stretch of coastline along Suffolk and Essex offers everything from the pier and heritage of Southwold, the amusements at Clacton to sights such as Thorpeness' House in the Clouds. Long before Ed Sheeran sang about the 'castle on the hill' in Framlingham, Jimmy made its mark on the map with his TV-famous farm, and there's no shortage of days out including Sutton Hoo, Kentwell Hall, Colchester Castle or Audley End Hall.

Watch the video below about living and working in Essex & Suffolk

<https://www.youtube.com/watch?v=GkPu7HphU8A>

Our structure and people

Our Trust is organised into clinical divisions (see below) supported by a series of corporate services.

- Medicine (Colchester) and Medicine (Ipswich)
- Cancer and Diagnostics
- Musculoskeletal and Special Surgery
- Surgery and Anaesthetics
- Women's and Children's
- Integrated Pathways
- North East Essex Community Services

The role you have expressed an interest in is in the MSK & Specialist Surgery division and the Specialist Surgery clinical delivery group within that divisional.

Each division at ESNEFT has a divisional clinical director, an associate director of operations and an associate director of nursing, as well as a series of senior leadership positions supporting the clinical delivery group.

Information about our Trust Board can be found on the [About Us section of the ESNEFT website](#). Our Chief Executive is Nick Hulme and our Deputy Chief Executive is Neill Moloney. Our Trust chair and Non Executive lead is Helen Taylor.

Our people values are: Optimistic, Appreciative and Kind.

A role in Specialist Surgery

An opportunity has arisen to join our team at Colchester Hospital within Ophthalmology.

We are inviting applications for a Clinical Fellow in Medical Retina.

The divisional leaders are:

- Divisional clinical director Mark Bowditch
- Associate director of operations Robert Power
- Associate director of nursing Kay Hamilton

Our Specialist Surgery CDG leaders are:

- Clinical Director Jignesh Patel
- General Manager Scott Stavri
- Matron Lynda Kitching

Other clinical delivery groups in the division are Dermatology, ENT, Oral Surgery and Plastic Surgery.

Information about the Department

The Departments

There are currently 14 consultants within the Department of Ophthalmology across the two sites. There are 7 consultants based on the Colchester site. The consultants all sub-specialise.

The departments are fully equipped with Multimodal imaging, Fluorescein Angiography facilities, Optos, Anterior, B-scan, Posterior segments and anterior segment lasers including SLT, Diode etc. A full Orthoptic and Optometric Service is provided in the dedicated Ophthalmology Outpatients Department on both sites.

The department has Victus Femto laser platform for Cataract surgery and a significant proportion of Cataract surgeries are performed with use of Femto laser. Day Case Cataract Surgery is well established, and the proportion of cases dealt with by the dedicated Ophthalmology Day Case Units on both sites is currently in excess of 90% and increasing.

Theatres

Dedicated Ophthalmology theatre facilities are on both sites including Femto lasers. In Ipswich we have the ODCU (Ophthalmic Day Care Unit). The two theatres have an ultraclean air system and ceiling mounted microscopes. One is fully equipped for vitreoretinal work. In Colchester we currently have two theatres within our Colchester Primary Care Centre (CPCC) site as well as the Elmstead Day Unit on the Colchester General Hospital Site for GA cases.

Clinics

There are dedicated, purpose-built Ophthalmology Clinics, YAG and Retinal laser, fluorescein angiography and OCT facilities are available.

The Consultants are supported by a team of STs, Associate Specialists, Specialty Doctors, Clinical Fellows and GP Trainees as well as Nurse Practitioners, Orthoptists and Optometrists.

Main Duties and Responsibilities of the Post

Clinical Responsibilities

The post holder will have clinical sessions at the Primary Care Centre, Colchester.

The Post

The successful applicant will be expected to participate actively in the diagnosis, management and follow-up of patients with retinal diseases both under supervision and on his/her own. This is a full-time clinical fellowship post for a fixed term period of 12 months with possibility to extend.

The post-holder will be expected to take part in teaching, research and audit and will also need to keep abreast with the constant change that the Ophthalmology department requires to ensure that it runs efficiently.

Duties will include:

- Management of urgent cases presented during the clinical session.
- Participation in informal and formal teaching.
- Management of patients referred to the Primary Retina Care service
- There is a General on-call commitment.

The Retina content of the post

It will give the opportunity of extensive clinical exposure to the diagnosis and management of Retinal conditions. The post may allow the post holder to develop essential competences to progress towards Article 14. We are committed to provide experience in specialist clinics and surgery according to a personal development plan. These include Medical and Surgical Retina, Uveitis, Diabetic Eye disease, Age Related Macular Degeneration. There is a plan to start photodynamic therapy for Pachychoroid diseases including CSR subject to availability of dye.

The post holder will be expected to attend and contribute to the department's teaching sessions held on Friday afternoon.

The appointee will be required to take up the post as soon as possible but no later than 3 months from the date of the offer of an appointment, unless otherwise agreed.

A provisional timetable is enclosed. The timetable has been agreed with the Chief Executive Officer and Medical Director, and will be incorporated as part of the individual's contract of service. The timetable/programme is expected to change with time depending on the specialist expertise of the post holder, the needs of the hospital and the service demands.

Surgical Training

The time table includes Cataract theatre offering opportunity to learn Femto Laser Assisted Cataract Surgery. The post holder will also have the opportunity to develop his/her skills as a high-volume cataract surgeon, training on Toric intraocular lenses as well as management of intraoperative and post-operative complications. There is an opportunity to learn combined cataract surgery with intravitreal therapies and management of cataracts in patients with uveitis.

The post-holder will be expected to work with Colleagues and the Divisional Clinical Director to ensure the service is delivered in line with best practice. He/she will be based at the Primary Care Centre but will be expected to work flexibly

The post-holder will:

- Work with colleagues to provide a service with the highest standard of care
- Work with the multi-professional team to develop care pathways and clinical guidelines
- Develop and maintain good working practices within wards, outpatients and A&E
- Collaborate and promote close working links with colleagues in tertiary centres, community services and primary care
- Offer support and leadership to junior medical colleagues, nursing colleagues and other members of the multi-disciplinary team

STUDY & TRAINING

The post-holder will:

- Participate in the Postgraduate and Undergraduate teaching programmes, and teaching of other healthcare professionals, within the department
- Support and teach colleagues on a day to day basis, for example, during handovers, ward rounds and outpatient clinics
- Participate in appraisal and assessment of junior medical colleagues, as delegated by the Unit Training Director

Study leave is granted prospectively by the Study Leave Sub-Committee, following Consultant approval and subject to agreement by the Clinical Management Board.

A minimum of two months' notice is required as for study leave to permit adjustment of any clinical research projects or planned clinical work.

CLINICAL GOVERNANCE

The post-holder will:

- Comply with the Trust's Clinical Governance policy, including clinical risk management, data collection and regular departmental audit projects

CONTINUING PROFESSIONAL DEVELOPMENT

The post-holder will:

- Participate in the annual appraisal process, in line with the Trust's appraisal guidelines
- Maintain an up to date job plan and personal development plan
- Register and participate in the Royal College of Ophthalmologists CPD scheme

ADMINISTRATION

The post holder will, be involved in the organisation of junior medical staff duties and supervision of their work.

The post holder will contribute to the development of Information Management Systems and ensure the thorough data capture by all clinical staff. He /she will be jointly responsible for the accurate and timely completion of clinical notes and GP communications.

ARRANGEMENTS FOR LEAVE

Your entitlement will be five weeks and two days per annum, by agreement with your Consultant supervisors, the Fellow must inform the relevant service timetable administrator, typically the administrative staff.

Clinic Clerks must be given at least two months' notice to adjust clinic profiles. The Fellow shall not be away when their Consultant is away unless appropriate cover has been agreed and obtained.

SICKNESS

The department and the HR Department must be notified as soon as possible on the first day of sick leave. You are required to provide a self-certificate on the fourth day of any period of sickness. If this continues a medical certificate must be obtained from the seventh day of absence, including weekends and holidays.

WORKING EMERGENCIES AND UNFORESEEN CIRCUMSTANCES

Fellow are expected to perform duties in clinical emergencies and unforeseen circumstances at the behest of their Service Consultant Staff.

RESEARCH, AUDIT AND TEACHING

Teaching:

There will be teaching commitments within both the Retina and General Ophthalmology services including the on-going assessment and teaching

Research at Primary Care Centre:

The Retina department has an active retinal research portfolio of trials and the applicant is expected to take part in these trials so will need to have or gain GCP certification.

Draft Timetable

This timetable is for illustrative purposes. The exact timetable will be agreed between the appointee, and the Clinical Director / Department Manager.

PROVISIONAL TIMETABLE

	AM	PM
Monday	Theatre	Cataract Theatre
Tuesday	Retina Clinic	Retina Clinic
Wednesday	Laser Clinic/Virtual Clinic	Study

Thursday	Retina clinic	Retina Clinic
Friday	Retina Emergency clinic	Teaching/Study

EDUCATION & TRAINING

General

There is an excellent Postgraduate Medical Centre with a modern lecture theatre. The centre includes seminar rooms and a small but extensive library on a site adjacent to Colchester General Hospital. The Library supplies books, journals, some interactive software and access to electronic bibliographic databases and journals.

Time will be allowed for the appointee to attend meetings etc for the purposes of Continuing Medical Education (30 days over a 3 year period).

The post-holder will be required to participate in programmes for teaching medical students, training junior doctors and in clinical examinations. It is expected that this will be an integral part of everyday clinical activity.

The post-holder will be required to keep himself/herself fully up-to-date with their relevant area of practice and to be able to demonstrate this to the satisfaction of the Trust. Professional or study leave will be granted at the discretion of the Trust, in line with the prevailing Terms and Conditions of Service, to support appropriate study, postgraduate training activities, relevant CME courses and other appropriate personal development needs.

Our Friday afternoon teaching session takes place in the department and varies between specific Junior Medical Staff training and multidisciplinary training, involving Orthoptics, Optometry Nurses and Technicians. All Consultants are expected to take part in the delivery of this education.

The College Tutor is responsible for organisation of teaching programme.

General Conditions of Appointment

The Trust requires the successful candidate to have and maintain full registration with the General Medical Council, NHS Indemnity and private cover if appropriate. The appointee is advised to maintain membership of a Medical Defence Organisation for professional duties not included within the NHS Indemnity Scheme.

Consultants are required to have continuing responsibility for the care of patients in their charge and for the proper functioning of their departments. They are expected to undertake administrative duties that arise from these responsibilities. Specifically, Consultants will co-operate with the Divisional Clinical Directors to ensure timely and accurate production of discharge letters and summaries of patients admitted under their care. "Timely" will, as a minimum, be the meeting of standards agreed between the Trust and the Purchasers. Current standards are:- discharge letter will be given to the patient on

discharge, with a copy to the GP on the same day; a summary will reach the GP within 10 working days of patient discharge.

The appointee will be accountable managerially to the Divisional Clinical Director and the Chief Executive, and professionally to the Chief Medical Officer of the Trust.

The post is covered by the Terms & Conditions of Service of ESNEFT, which primarily reflect the New Consultant contract. Terms and Conditions – Consultants (England) 2003. Consultants will normally be appointed on the bottom of the consultant salary scale except where they have recognised seniority at a consultant level.

The appointee may be required to undergo a medical examination prior to appointment and will be required to attend the Occupational Health Department within one month of commencement.

The post is exempt from the provisions of section 4(2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975. Applicants are, therefore, not entitled to withhold information about convictions, which for other purposes are "spent" under the provision of the Act, and in the event of employment any failure to disclose such convictions could result in dismissal, or disciplinary action by the Trust. Any information given will be completely confidential and will be considered only in relation to an application for positions to which the Order applies.

In accordance with the Protection of Children Act 1999, Criminal Justice and Court Services Act 2000 and Care Standards Act 2000 (Part VII – Protection of Vulnerable Adults), the Trust has a legal duty to safeguard children and vulnerable adults in its care from the potential risk of associating with persons with previous convictions involving children and vulnerable adults. In order to carry out checks on those persons having access to children and vulnerable adults, the Trust will use the Criminal Records Bureau (CRB) disclosure service.

The Trust is a no smoking hospital and smoking is not permitted on any of the Trust's premises. All Trust staff are responsible for complying with Trust Infection Control policies and clinical guidelines.

GENERAL INFORMATION

Electronic Patient Records system

There is an established hospital information and support system (Lorenzo in Ipswich and Medway in Colchester). A project is underway to upgrade to a new electronic patient records system – it's the biggest digitisation investment at ESNEFT for the next 10 years.

Quality

The Trust is committed to providing patient care of the highest quality and requires all staff to play an active role in achieving this.

Confidentiality

During the course of his/her duties, the post holder may have access to confidential information which must not be divulged to any unauthorised persons at any time, this includes compliance with the Trust's Policy on Data Protection.

Trust Policies

The post holder is required to comply with all the Trust's policies

Relocation Package

The Trust has designed its scheme to be as flexible as possible to enable employees to maximise their benefits. Further information can be obtained from the Human Resources Department.

Interview Expenses

All potential applicants are advised the Trust will only reimburse travel and hotel accommodation expenses in respect of the interview and one preliminary visit. In the case of candidates attending from outside of the United Kingdom, expenses will only be met from the port of entry.

Enquiries and Visits

Applicants or prospective applicants are encouraged and welcome to visit the department and to meet prospective colleagues. Arrangements for visiting can be made by contacting us.

Requests for visits to the unit should be made to:

Mr Vivek Bansal, Consultant Ophthalmologist, email- Vivek.bansal@esneft.nhs.uk

Linzi Willsher, Service Coordinator Ophthalmology, email – Linzi.willsher@esneft.nhs.uk

PERSON SPECIFICATION

RETINA FELLOW IN OPHTHALMOLOGY

	ESSENTIAL	DESIRABLE	METHODS TO TEST FIT TO THESE CRITERIA
Education & Qualifications	MBBS or equivalent Have OR be eligible for GMC registration	FRCOphth Or MRCOphth or equivalent	Application Form
Further Training & Knowledge	Experience and Broad knowledge of General Ophthalmology and Retina Experience in Cataract Surgery	Publications Experience in Retinal Imaging Experience and management of Retinal diseases	Application Form Interview

Aptitudes & Skills	Good Clinical Judgement Good Clinical Practice (GCP) Certificate (for Research)	Use of Database Systems and Electronic Patient Records (i.e. Medisoft)	Application Form Interview
Experience	Three years of experience in Ophthalmology	Demonstrated commitment to specialise in Retina Be near to or completed Higher Specialist Training in Ophthalmology	Application Form Interview
Personality & Personal Attributes	Potential to cope with stressful situations & undertake responsibility Good communication & organisational skills Team player		Application Form Interview