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WALES

Bwrdd Iechyd Prifysgol  
Betsi Cadwaladr  
University Health Board

**BETSI CADWALADR UNIVERSITY HEALTH BOARD**

**JOB DESCRIPTION**

**CONSULTANT IN OPHTHALMOLOGY With Special Interest in Glaucoma**

|                          |  |
|--------------------------|--|
| <b>JOB TITLE:</b>        | <b>Consultant General Ophthalmologist</b>            |
| <b>RESPONSIBLE TO:</b>   | <b>Clinical Director, Surgical Specialties</b>       |
| <b>ACCOUNTABLE TO:</b>   | <b>Chief Executive and Medical Director</b>          |
| <b>BASE:</b>             | <b>Ysbyty Gwynedd, Bangor. North Wales</b>           |
| <b>CONTRACTED HOURS:</b> | <b>Full time with on call (10 sessions per week)</b> |

**General Information**

Betsi Cadwaladr University Health Board is the largest health organization in Wales, providing a full range of primary, community, mental health and acute hospital services for a population of around 676,000 people, across the six counties of North Wales. (Anglesey, Gwyneth, Conwy, Denbighshire, Flintshire and Wrexham).

The Health Board employs around 16500 staff and has a budget of around £1.2billion. It is responsible for the operation of three district general hospitals ( Ysbyty Gwynedd in Bangor, Ysbyty Glan Clwyd in Bodelwyddan, and Wrexham Maelor Hospital), as well as 22 other acute and community hospitals and a network of over 90 health centers, clinics, community health team bases and mental health units. The health board also coordinates the work of 121 GP practices and NHS services provided by North Wales' Dentists, Opticians and Pharmacies.

Situated in the Northern most aspect of Wales, the Health Board lies at the edge of the beautiful Snowdonia National Park and spans a huge and diverse geographical area. North Wales also boasts some of the UK's most varied and spectacular coastline offering unparalleled opportunities to engage with outdoor activities in an area of outstanding natural beauty.

The population density is located along the northern coastal boarder, with the main A55 road offering excellent links to the North West of England, and Ireland via seaport. This, in conjunction with the availability of attractive housing and schooling options should be appreciated when considering a post in this area.

The advertised post is based in the West of North Wales, at Ysbyty Gwynedd Bangor, where Ophthalmology services are mainly provided as a day case service. The Department at Ysbyty Gwynedd runs most aspects of general Ophthalmology Services. With six consultants providing general Ophthalmology services at Bangor as well as for cases of their sub-specialty interest, including ARMD and Medical Retina.

#### The Hospital:

Ysbyty Gwynedd is a modern 444 bed District General Hospital sited in the university city of Bangor. It provides a comprehensive range of services to the population of Gwynedd, Anglesey and parts of Conwy in the region of North West Wales. It provides all the disciplines in General Medicine and Surgery in addition to all subspecialties, including Emergency Medicine, Intensive Care Unit, Surgical High Dependency Unit and Coronary Care Unit.

Llandudno General Hospital is a 75-bed hospital based in the seaside resort on the North Wales Coast, providing some acute medical and care of the elderly services and an elective surgical service. The hospital has a Minor Injuries Unit. A wide range of specialties hold outpatient clinics at the hospital, supported by radiological and pathological services. Endoscopy facilities are available on-site. There is a Rehabilitation Unit for Care of the Elderly patients, and it is proposed that Llandudno will have an increasing role in the provision of specialist rehabilitation services.

A wide range of high quality community services are provided. There is a network of community hospitals and care and treatment is provided at various clinics.

#### Postgraduate Facilities

The multi-disciplinary education centre in Ysbyty Gwynedd contains a modern lecture theatre, seminar rooms with video-conferencing facilities and a medical library served by two full time librarians. The library has on-line literature search facilities (Data-star, Berne) and is networked, among others with the University Hospital of Wales, Liverpool Medical Institution and the British Lending Library. The department provides many audio-visual aids and is building a video-tape teaching library

Postgraduate meetings take place every lunchtime and are facilitated by a snack bar. There is a full time evening lecture programme in the winter. A Friday lunchtime combined Grand Round takes place.

#### Research

Ysbyty Gwynedd is a District General Hospital with a large body of clinical material suitable for clinical research. Computerization of clinical departments is being developed which will create a readily available Database, ideally placed for the use of higher trainees.

Betsi Cadwaladr University Local Health Board supports a local research committee and has excellent contacts with Bangor University. It may grant funding for projects. This facility has been used by higher trainees in other specialties already placed in Bangor. Statistical advice is available

by a standing arrangement with the University Statistics Department. Other University departments are able and willing to offer advice in areas such as Electronics, Engineering, Biochemistry, Social Services and Psychology. Combined research projects have been particularly encouraged in the past.

#### Ophthalmology Service/Department

Ophthalmology services are mainly provided as a day case service at Ysbyty Gwynedd, Bangor. Some of the specialties relevant to Ophthalmology available at Ysbyty Gwynedd Bangor are:

- A Stroke team
- Radiology (With high quality MRI and CT scanners)
- E.N.T
- Rheumatology.
- Neurology
- Endocrinology
- General medicine and Surgery
- Cardiology

The Department at Ysbyty Gwynedd runs most aspects of general Ophthalmology Services. Patients requiring vitreoretinal procedures are referred to the Central Abergel Hospital.

All consultants provide general Ophthalmology services as well as for cases of their sub-specialty interest.

There are 17 Ophthalmic Consultants at the 3 sites i.e. Bangor Abergel and Wrexham. 6 Consultants are funded for at Ysbyty Gwynedd. Currently there are 3 Substantive Consultants and two Locum Consultants at Ysbyty Gwynedd.

Ophthalmology Department at Bangor provides a range of diagnostic and treatment services for the majority of emergency and elective ophthalmic work. The Ophthalmic department is equipped with:

- Zeiss /Topcon OCT and OCT Angiogram
- Ellex Pattern retinal laser, YAG and SLT lasers.
- Zeiss wide field camera with Fluorescein angiography/digital photography
- Ellex A/B-scan ultrasonography with UBM
- Humphrey visual field analyzers with "FORUM" software for image integration.
- IOL Master with Barrett Suite
- OPENEYES electronic patient record with E-Referral (soon to be installed)
- E-Pro digital dictation

The dedicated ophthalmic theatre is equipped with the latest Bausch & Lomb Stellaris Phacoemulsification machine and Leica operating microscope. A wide variety of intraocular lenses are available to choose from. A clean room for IVT with networked OCT is incorporated in the Day Case Unit in the theatre complex.

Phacoemulsification, intravitreal injections and basic oculoplastics including biopsies forms most of the ophthalmic surgical work carried out by at Ysbyty Gwynedd.

There are emergency ophthalmic surgical cases dealt with by the on call Consultants.

The outpatient service provides general ophthalmology clinics in addition to specialist AMD and medical retina clinics

Paediatric refraction is provided by contracted independent practitioners in liaison with orthoptic unit.

## Staffing

### Consultant Staffing:

Mr. S Amjad, Consultant -with interest in Cornea.  
Mrs. Agori Kostakou, Consultant- with interest in Uveitis and Medical Retina.  
Mr. Elias Veepanat, Consultant- With interest in Medical retina and Diabetic Eye Diseases.  
Dr Noopur Patel, Specialist Doctor  
(Vacant): Consultant Ophthalmologist x 2  
Mr. Tariq Bangesh, Locum Consultant

### SAS staffing:

Mrs. Hmwe Thynn, Associate Specialist  
Dr Chukwubuike, Speciality Doctor  
Dr Washington, Specialty Doctor  
Dr Mohammed, Specialty Doctor  
Dr Koujan, Specialty Doctor

## Nursing

Matron  
B7 Ophthalmic Sister  
B7 AMD Nurse Specialist  
B7 (part time) Glaucoma Nurse Specialist  
3 WTE B6  
10.5 WTE B5 (Split across Full time and part time staff)  
3.5 B2 (Split across Full time and part time staff)

## Administration

1 X AMD Co-coordinator/Medical Secretary  
3 X Consultant Medical Secretary  
1 X AMD Clerk  
2 X Clinic Secretary

## KEY DUTIES OF THE POSTHOLDER

### Clinical

The post is full time. The post is a general post although particular interests may be accommodated. The post holder should become involved in all aspects of the Department's work including teaching, audit, elective and trauma care.

The post holder is expected to be well experienced with cataract surgeries, including complex cases. The post holder should also have expertise in emergency ophthalmic procedures, lasers, intraocular & periocular trauma and endophthalmitis management.

The post holder may be required to travel to outreach community clinics located at Llandudno, Holyhead, Pwllheli and Dolgellau.

### Professional Supervision of Medical Staff and Management Responsibilities

Supervise and manage the work of Specialty Doctors and specialist nursing staff working within the Department.

To take responsibility for the professional supervision and appraisal of junior medical staff, in conjunction with colleagues

### Teaching – Undergraduate/Postgraduate Duties

To participate in the education and training of medical students, nurses, paramedics, general practitioners and other appropriate personnel.

### Clinical Governance

All members of staff have a responsibility to abide by the clinical governance policies, practices and codes provided by the Health Board and have an equal responsibility with the management for developing and maintaining appropriate systems for maintaining safe working practices. The post holder is expected to demonstrate a firm commitment to the principles of clinical governance, including:

Co-operating and liaising with Clinical Governance committees and leads as appropriate and developing a programme of personal continuing professional education and development, within available resources and within the workload and priorities of the service.

Attending and contributing to the Health Board's Clinical Governance Programme, including the Health Board's Clinical Incident Reporting systems, Adverse Incident Policy and other umbrella policies.

Encouraging and promoting an open climate within the Health Board to enable junior staff to participate fully in Health Board wide programmes.

Copies of Health Board wide clinical governance are available on the Health Board intranet site. The post holder will participate in clinical governance activities, including clinical audit, clinical effectiveness, risk management and quality improvement activities as required by the Health Board external accrediting bodies.

The Health Board has its own Clinical Governance and Audit department. The Directorate analyses critical incidents and complaints within its own remit. The Directorate supports regular audit activity.

### Participation Requirement in Clinical Audit and Continuing Medical Education

With the Consultant colleagues, participate in the clinical audit process, assisting in its development and operation within the specialty group. Work with the lead consultant to identify improvements in clinical practice, decided by peer review, and assist in the implementation of organizational change or re-allocation of resources in order to achieve these improvements.

### Managerial duties and Responsibilities

This has to be developed in consultation with colleagues. The post holder will assume a continuing responsibility for the care of patients in his/her care.

Office accommodation is available for the post holder, shared with other ophthalmology clinicians, each having their own desk and PC.

Secretarial support is available for the post holder, 1 wte Band 4 Medical Secretary and 1 wte Band 2 Support secretary shared between the post holder and another consultant.

### Additional Agreed Work Commitment Undertaken on behalf of the Health Board

To be agreed between the post holder, his/her colleague and the Chief Executive on behalf of the Health Board after the appointment has been made.

### Personal and Professional Development

The post holder will be required to keep himself/herself up-to-date within his/her relevant area of practice and be able to demonstrate this to the satisfaction of the Health Board. This will include annual appraisal including 360 degree appraisal. Professional or study leave will be granted at the discretion of the Health Board, in line with the prevailing Terms and Conditions of Service, to support appropriate study, postgraduate training activities, relevant continuing professional development, registration revalidation and other appropriate personal development needs. All relevant educational events are fully funded without any financial restrictions.

Once every 6 weeks there is a departmental Audit/training/teaching (CPD) session for all Ophthalmology staff to attend and participate. This is usually 3.5 hours but on occasion has been full days. Regional educational meetings are held quarterly at Glan Clwyd Hospital Education Centre where Ophthalmic staff from all 3 Ophthalmology Units, i.e. Wrexham, Abergele and Bangor participate. This takes place on a Friday afternoon in the educational centre Glan Clwyd Hospital from 1.30 to 5 pm. Each unit has their turn for case presentations, lectures and audit to present.

### Example Job Plan:

|    | Monday             | Tuesday            | Wednesday        | Thursday                         | Friday            |
|----|--------------------|--------------------|------------------|----------------------------------|-------------------|
| AM | Operating Theatre  | SPA                | SPA              | SPA                              | Admin work        |
| PM | *Outpatient clinic | *Outpatient clinic | Lasers-YAG/Argon | Outpatient clinic (Primary Care) | Operating Theatre |

*\*Could be community clinic or virtual/telephone consultations*

Post holder will also be expected to take part in 1:6 on-call rota. The job plan will be reviewed with the post holder during the first 3 months and will be subject to re-negotiation and annual review with the Clinical Director, any changes being by agreement within the Clinical Director.

This job plan is subject to review once a year by you and the Lead Consultant. For this purpose both you and the Lead Consultant should have a copy of the current job plan and job description, including an up-to-date work programme, relevant departmental statistical information (preferably for the preceding 12 months period) together with notes provided by either side – of any new or proposed service or other developments. Agreed work plans and programmes will apply for one year.

Study leave is in line with Wales terms and conditions of 30 days over a three year rolling period.

There will be an annual review during which process the present commitment may be reaffirmed. Where either party seeks a change in this commitment, such amendments must be jointly agreed.

### The Future and the Vision

Smart-working, providing value for money, state of the art delivery of care, and fully auditable electronic patient records.

The strategic aims of the Ophthalmology Department are:

- 1 To provide up-to-date, friendly and efficient care in areas of general ophthalmology and to facilitate referral to specialist centers as appropriate.
- 2 To keep waiting times for outpatient and inpatient care within the Health Board guidelines.
- 3 To work with NICE and local guidelines for the best provision of care within the financial boundaries.

#### General requirements

This post is subject to the Terms and Conditions of employment of the Betsi Cadwaladr University Health Board

#### Competence

You are responsible for limiting your actions to those cases/procedures that you feel competent to undertake. If you have any doubts about your competence during the course of your duties you should immediately speak to your line Manager/Supervisor.

#### Registered health professional

All employees of the Organization are required to register with a professional body. To enable them to practice within their profession, are required to comply with the code of conduct and requirements of their professional registration body.

#### Risk management

It is a standard element of the role and responsibility of all staff of the LHB that they fulfill a proactive role towards the management of risk in all of their actions. This entails the risk assessment of all situations, the taking of appropriate actions and reporting of all incidents, near misses and hazards.

#### Health and safety requirements

All employees of the Organization have a statutory duty of care for their own personal safety and that of others who may be affected by their actions or omissions. Employees are required to co-operate with management to enable the Organization to meet its own legal duties and to report any hazardous situations or defective equipment.

#### Flexibility statement

The content of this Job Description represents an outline of the post only and is therefore not a final list of duties and responsibilities. The Job Description is therefore intended to be flexible and is subject to review and amendment in the light of changing circumstances, following consultation with the post holder.

#### Confidentiality

All employees of the Organization are required to maintain the confidentiality of the public and members of staff in accordance with Organisational policies.

#### Record keeping

All employees are responsible for ensuring that Departmental and Organisational Records are created and maintained in accordance with Organisational Policy.

#### Arrangements to visit

Should you wish to discuss the post further, please contact Mr. E J Veepanat

Tel: 01248 363478. Email: [elias.veepanat @wales.nhs.uk](mailto:elias.veepanat@wales.nhs.uk)

To arrange a visit to the Department and meet members of staff please contact :

Mrs. Alison Davies, Site Specialty Manager

Tel: 01248 3844186 or Email: [Alison.Davies8@wales.nhs.uk](mailto:Alison.Davies8@wales.nhs.uk).

Short listed candidates will be welcomed to a pre interview visit with all reasonable expenses payable.

Application is by visiting NHS Jobs UK, website [www.jobs.nhs.uk](http://www.jobs.nhs.uk) and following the instructions for on-line applications. The Health Board website is [www.bcu.wales.nhs.uk](http://www.bcu.wales.nhs.uk)

North West Wales is a non-smoking site which covers all buildings, residences and grounds.





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Person Specification

Consultant Ophthalmologist – Ysbyty Gwynedd

Betsi Cadwaladr University Health Board - West

| Subject             | Essential  | Desirable   | Established by:                             |
|---------------------|--|---|---|
| QUALIFICATION       | GMC registration with a license to practice as a Consultant<br>Medical Degree<br><br>FRCS or equivalent  | Evidence of fellowship/training or competencies in Glaucoma or Oculoplastics                                | CV<br>Interview<br>College Assessor         |
| EXPERIENCES         | Broad Based general experience in Ophthalmology including complex cataracts, emergency surgeries and procedures  | Additional specialist qualification or qualification, relevant skills experience in the relevant specialty. | CV  |
| CLINICAL GOVERNANCE | An understanding of the Strategic and Operational issues underpinning Clinical Governance and their application in daily practice and evidence of such.  |   |   |
| ABILITY             | Ability to apply knowledge.<br>Ability to write relevant, legible clinical notes.<br>Safe and effective verbal communication skills.<br>Willingness to involve patients in their management.<br>Ability to handle difficult interviews with patients or relatives with tact and sensitivity<br>Basic IT skills | Advanced IT Skills.   | Pre-interview hospital visits. CV Interview |

|             |  |   |  |
|-------------|--|---|--|
| MANAGEMENT  | An understanding of NHS management practices and their application and evidence of such. A willingness to attend and actively participate in the departmental management meetings.   | Management courses / qualifications. Departmental administration experience.  | CV Interview                               |
| AUDIT       | Evidence of participation<br>Evidence of completed audit projects.   | Critical appraisal courses / skills.  | CV Interview                               |
| TRAINING    | Evidence of commitment to Life Long Learning and Continued Professional Development.   |   | Pre-interview hospital visits CV           |
| DISPOSITION | Friendly and polite disposition. A team player who values the individual contributions of a multi-disciplinary team. Reliable, self-motivated and punctual. Evidence of the ability to work in stressful situations and/or when under pressure. Flexible approach to the needs of the service. A willingness to work outside working hours at short notice in times of need. | Able to commence work within 3 months of appointment. Ability to travel between sites in a timely manner. Willingness to undertake professional responsibilities at local / regional / national level | Pre-interview hospital visits CV Interview |
| LANGUAGE    | Fluent English Speaker   | Welsh speaker or willingness to learn   | Interview                                  |