

University Hospital Plymouth NHS Trust – Royal Eye Infirmary

Post Title: Consultant Ophthalmologist with specialist interest in Cornea

Grade: Consultant

Contract: 10 PA's plus CAT A-5% On Call, Substantive

[Welcome to University Hospitals Plymouth NHS Trust - YouTube](#)

Ophthalmology in Plymouth:

The Royal Eye Infirmary (REI) is the main ophthalmic centre for the region, with a catchment population for secondary work of approximately half a million. UHP provides some tertiary services to the population of Devon and Cornwall, and there are further opportunities to extend the present service in tertiary roles. The REI is currently served by twelve consultants and supporting medical and ancillary staff, in a purpose-built Ophthalmology Centre comprising theatres, urgent care, outpatients with Macular Treatment Centre and optical dispensary. When required, an inpatient bed is available on Lynher ward within Derriford Hospital.

The new purpose-built REI Ophthalmology Centre contains 3 large modern fully equipped operating theatre rooms with ceiling mounted microscopes (Zeiss OPMI Lumera 700 with Callisto) and B&L Stellaris surgical equipment. Each operating room has its own preparation room and anaesthetic room, with a shared recovery area. One theatre will be dedicated to high flow cataract surgery as per GIRFT guidelines. The adjacent day case unit comprises 3 fully equipped examination rooms for preoperative rounds, and dedicated discharge facilities. The Preoperative assessment area consists of 2 preoperative assessment rooms equipped with the latest IOL Master machines (IOL Master 700). Additionally, this area also has a fast-track cataract clinic consulting room which works together with the other preoperative rooms to provide a streamlined service for cataract referrals.

Urgent care is easily accessible on the ground floor with separate consulting and treatment rooms. The outpatient department is located on the 1st floor comprising a range of accommodation, including a Macular Treatment Centre (with two treatment rooms - for intraocular injections), Imaging Hub, Orthoptist and Ocular Motility Rooms, two laser rooms (YAG/SLT and PASCAL) and a stand-alone paediatric area. The department is well-equipped, including, 5 OCT machines (all Zeiss HD5000 and 6000, two with Angio-OCT), 4 Humphrey Visual Field Analysers, Optos California and Zeiss Clarus, one RetCam, an anterior segment camera, 2 B-Scanners, Pentacam and a Specular Microscope. All images, OCT scans and visual field tests can be viewed and manipulated in all clinic rooms and consultants' offices with the Zeiss Forum system (including glaucoma and medical retina suites).

Organisation Structure

The Trust Board comprises eight Non-Executive Directors and eight Executive Directors, including the Chief Executive Officer.

Executive Directors

Vacancy	Chief Executive
Mark Hamilton	Chief Medical Officer
Jo Beer	Chief Operating Officer
Lenny Byrne	Chief Nurse and Director of Integrated Clinical Professions
Sarah Brampton	Chief Finance Officer
Steven Keith	Director of People
Stuart Windsor	Future Hospital Director

Non-Executive Chairman

James Brent	Chairman
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Clinical Management Structure

Clinical Groups	
Medicine & Emergency Care	Surgical Services
Acute Medicine Cardiology Clinical Haematology & Immunology Dermatology Diabetes & Endocrinology Elderly Care Emergency Medicine Gastroenterology Geriatric Medicine & Rehabilitation Neurology & Neurophysiology Oncology Renal Medicine Respiratory Medicine Rheumatology Stroke	Vascular General Surgery Endocrine Surgery Gastrointestinal Surgery Urology Plastic Surgery Trauma & Orthopaedics Anaesthetics Critical care Ophthalmology ENT & Audiology Oral, Maxillo-Facial & Dental
Women & Children's Services	Clinical Support Services
Obstetrics Neonatology Paediatric Medicine Gynaecology Gynaecological Oncology Genito-Urinary Medicine Breast Surgery	Diagnostic Radiology Interventional Radiology Nuclear Medicine Microbiology Haematology Immunology Biochemistry Histopathology Pharmaceutical

A Clinical Directorate structure is in place and each specialty has a Clinical Director. Sub-divisional management structures vary depending on the particular needs of the division. Named nursing, HR and finance specialists support the clinical groups management teams.

General Description of the Post

This post will be based in the new purpose-built REI Ophthalmology centre, the post holder will be joining an experienced team, to provide general ophthalmology and specialist activity within medical and surgical Cornea.

The department has a well-established Cornea service which is currently a single person led service, this position is a new role as part of our expansion and the team will work together to grow the specialist service. This will include supporting the team in developing improved pathways in line with national eye care recovery and transformation programme.

We have an enthusiastic team of Orthoptists and Optometrists who would be working with the successful applicant to deliver improved patient pathways and working relationships with the wider medical services within UHP.

We believe in supporting the growth of the future workforce and therefore the post-holder will partake in teaching and training of AHPs, trainees, fellows and medical students.

A Job Plan review will take place within the first 6 months, to support the successful candidate to in developing services for treatment of specialist services, including pathway redesign.

Departmental Information

There is a scheduled teaching programme for junior staff consisting of one-half day weekly. This includes regular sub regional and regional Southwestern Ophthalmological Society meetings, which all doctors are expected to participate in. Continuous medical education at all levels is encouraged, and there is an active multidisciplinary Clinical Governance programme. Mentoring support for newly appointed consultants is available at department and Trust level.

The REI currently has four Specialty Registrars above ST2 from the Peninsular Ophthalmology training programme. In addition, we have the equivalent of four SHOs, of which one is an ST 1 or 2 from the Peninsular Ophthalmology training programme, one is an ST2 on the Peninsular G.P. rotation and two are FY2 trainees.

The ophthalmic nursing staff at the REI are very proactive, taking up extended roles to support the diagnosis and treatment of patients. The unit provides nurse led services for surgical preassessment, post cataract surgery assessment, minor operations (including intraocular injections of anti-VEGFs and Ozurdex) and botulinum toxin injections.

The REI has strong connections with the Peninsula Medical & Dental School (Plymouth University), providing regular teaching and research opportunities for the last 20 years. In addition, the Trust Research and Development Department offers opportunities to support the set-up research projects, providing access to national and international studies.

As is appropriate for a unit of this size, all the Consultants are General Ophthalmologists who can manage most ophthalmic problems that may arise, although each ophthalmologist has a particular subspecialty interest and internal cross referrals are undertaken where necessary. Non-consultant level doctors provide general ophthalmology and certain specialist ophthalmology services.

Proposed Work Programme:

Please note the job plan is set out for a candidate who would be providing Cornea and General Ophthalmic Services. The job plan will be reviewed and discussed with the successful applicant.

Fulltime consultants are contracted to a 10 Programmed Activities (PAs). This equates to a maximum working week of 40 hours and will secure progress on improving the working lives of consultants. This post comprises 10 programmed activities (PAs),

- DCC = Direct Clinical Care PA
- SPA = Supporting Professional Activities PA

**This job plan is for indicative purpose only and the final plan will be agreed with the Clinical Director after appointment.*

		Work	Cat	Number of PA's
Monday	08:00 – 13:00	Admin	DCC	1.0
	13:00 - 17:00	Generic SPA	SPA	1.0
Tuesday	08:00 – 13:00	Urgent Care - OPA	DCC	1.125
	13:00 - 17:30	Cornea - OPA	DCC	1.125
Wednesday	08:00 – 13:00	Urgent Cornea - OPA	DCC	1.125
	13:00 - 18:00	Theatre (Cataract)	PA	1.25
Thursday	08:00 – 13:00	Generic SPA/Non-Generic SPA	SPA	1.0
	13:00 - 17:30			
Friday	08:30 – 13:00	Cornea OPA	DCC	1.125
	13:30 - 17:00	Theatre (Specialist)	DCC	1.25
Saturday				
Sunday				
Flexible				
				10.0
SPAs available to be discussed with the successful candidate (e.g. educational/clinical supervisor, Medical School/Research) to achieve 10PA Job Plan or above.				

On Call

Frequency of rota comment	Category A	
1 in 5 – 1 in 8 Rota	5%	X
Agreed PA Value of on Call	0.65PA	
Agreed on call rota frequency	1:8	

Salary Scale

The salary scale for this post is Medical & Dental pay scale (pay point will depend on previous experience)

Consultant Office and Secretarial Support

There is office accommodation for all consultants in a shared room separate from the main department. There is secretarial support for this position.

Relationships

The post holder will be professionally accountable to the Medical Director and managerially accountable to the Service Line Director – Tomas Cudrnak.

Where required a newly appointment consultant will have support of a designated named mentor who is able to support them clinically dependent on specialism.

Key Duties of the Post

1. To collaborate and work to maintain Ophthalmology services in line with strategic requirements.
2. To provide, with the other Consultants in the specialty, routine and emergency Ophthalmology services to the Trust, operating a system of mutual out-of-hours cover, and cover for annual, study and professional leave.
3. To provide a consultation and advisory service to medical colleagues in other specialties in the Trust
4. To develop a special interest to complement those of the existing Consultants in the specialty and in accordance with the priorities of the Trust.
5. To develop appropriate services and techniques required to fulfil clinical needs, within available resources.
6. To take responsibility for the professional supervision and appraisal of junior medical staff, in conjunction with colleagues.
7. To participate in the education and training of junior doctors, medical students, nurses, paramedics and general practitioners.
8. To participate in the training and assessment of specialist registrars rotating through the department.
9. To liaise with medical staff in other specialties and participate in clinical meetings and postgraduate activities in the Trust.
10. To maintain and develop good communications with general practitioners.
11. To participate in research in accordance with priorities agreed within the Division and the Trust within available resources.
12. To contribute to the development of Ophthalmology services, treatment guidelines and the promotion of greater knowledge of the management of Ophthalmology conditions in primary care.
13. To demonstrate a firm commitment to the principles of clinical governance, including:
 - a. Developing and maintaining appropriate systems and practice to ensure effective clinical audit in Ophthalmology.
 - b. Attending and contributing to the Trust's Clinical Governance Programme.
 - c. Participating in the Trust's Clinical Incident Reporting system.
 - d. Developing a programme of personal continuing professional education and development, within available resources and within the workload and priorities of the service, as agreed with the Divisional Director and in accordance with the Royal College requirements. The Trust will provide the necessary support for this.

Present Ophthalmology Team:

Mr T Cudrnak	Medical Retina
Miss L Dujardin	Paediatric Ophthalmology
Mr K Frimpong-Ansah (Service Line Director)	Vitreoretinal Surgery
Miss E Gajdosova	Paediatric Ophthalmology
Professor N Habib	Corneal, Refractive and External Diseases
Miss S Levy	Oculoplastic and Lacrimal Surgery
Mr S V Raman	Vitreoretinal Surgery & Medical Retina
Mr P Rainsbury	Oculoplastic and Lacrimal Surgery
Miss T Stravropoulou	Vitreoretinal Surgery & Medical Retina/Uveitis
Mr K Tsakiris	Glaucoma
This Post	Cornea
Vacancy	Glaucoma (Out to Advert)
Mr A Nassef	Neuro Ophthalmology
New Post	Paediatric Ophthalmology (Out to Advert)
New Post	Medical Retina & Uveitis (Out to Advert)

Associate Specialists & Speciality Doctors

Mrs N Mandour
Mrs M Paragati
Mr G Signorino
Ms N Tsaldari
Mr I Kassos

Clinical Fellows (Trust Doctors) – X2
Ophthalmic Specialty Trainee's – X5
Non-ophthalmic trainees – x 2 F2 / 1 GPst

Orthoptists 8.39 WTE (Senior Orthoptist - Miss L Padgett)
Opticians 11.10 WTE (Head of Optometry – Ms E Cave)
Imaging 13.67 WTE (Head of Optometry – Ms E Cave)
Dispensing Opticians 2.38 WTE (Head of Optometry – Ms E Cave)

Management

Service Line Cluster Manager	Mrs Sharon Kowalski	
Matron	Miss Jenny Pitt / Ms Sarah Pickbourne	
Service Line Manager	Miss Gill Nicholson	
Nursing Establishment 48.43 WTE	Nurse Manager	Sr D Spellman
	Macular Lead Nurse	CN P Lugger

Plymouth Medical School (PMS), Teaching and Research:

The successful application may apply for an honorary teaching or research post with Plymouth University Peninsular Schools of Medicine and Dentistry. In addition, the Medical School also offers TRW.HUM.FOR.1188.1 Job Description Template postgraduate programs at Masters Level in Clinical Education, Simulation and Patient Safety, Healthcare Strategy and Planning, and Remote Healthcare.

Additional SPA time may be allocated following the Job Plan review for teaching and training of the Ophthalmic Specialty Trainees at Registrar and SHO level who are preparing for higher examinations in medicine or surgery.

Research and medical audit is actively encouraged and there is extensive opportunity within the department, hospital, and Medical School for personal interest research development. We are currently involved in a number of multicentre randomised clinical trials.

Person Specification

	Essential	Desirable
Education, qualifications & special training	FRCOphth (or equivalent) Full GMC registration To be on the appropriate GMC Specialist Register or eligible for admission within six months of interview.	Higher degree. Postgraduate prizes and awards. Other medical qualifications. Experience outside specialty.
Particular skills and experience	Demonstrate evidence of a sound ophthalmic training equivalent to that recognised in the UK. Attended appropriate basic specialty courses. Demonstrate evidence of having had a good subspecialty training. Evidence of ability to perform advanced subspecialty specific procedures. Ability to lead a team. Comprehensive knowledge of subspecialty subject.	Understanding of NHS. Good time management. Demonstrate evidence of wide based specialty knowledge. Attended appropriate courses/meetings in the last 6 years covering the spectrum of the entire specialty. Fellowship experience. Attended subspecialty specific meeting or courses within the last 3 years.
Research & Clinical Audit	Presentations or publications in peer reviewed journals. Able to conduct clinical audit.	Current research. Research in a specialty interest or trauma.

	<p>Evidence of a research interest.</p>	<p>Extensively published.</p> <p>Presentations at local/ regional/national/ international meetings.</p> <p>Publications and presentations in subspecialty subject.</p> <p>Demonstrate an enthusiasm to continue with research and clinical audit.</p> <p>Relevant audit projects</p> <p>Statistical Knowledge</p>
Teaching	<p>Ability to teach clinical and practical skills.</p> <p>Demonstrate experience in having taught junior doctors.</p>	<p>Evidence of experience and ability in teaching.</p> <p>Supervision of projects.</p> <p>ATLS instructor.</p> <p>Training the trainers course or equivalent.</p> <p>Evidence of enthusiasm and experiencing teaching undergraduates, post-graduates and other health-care professionals.</p>
Communication & interpersonal skills	<p>Ability to work in a team.</p> <p>Ability to delegate appropriately.</p> <p>Prepared to put patients' interests above all other</p> <p>Willingness to become part of existing ophthalmology team</p> <p>Demonstrate evidence of ability to communicate and co-operate well with patients and other health-care professionals</p>	<p>Evidence of good communication skills.</p> <p>Information technology skills.</p> <p>Leadership skills.</p> <p>Good presentation skills.</p>
Management	<p>Willingness to participate in management process.</p>	<p>Evidence of interest and ability in management.</p> <p>Management qualification</p>

	Participated in some sort of Management process (service or research)	
	Evidence of commitment	
Practical Requirements	Ability and willingness to work hours of the job, shifts, on-call with any reasonable adjustment to take account of any local requirement or disability.	Full UK Driving Licence
	Evidence of commitment.	

FURTHER INFORMATION

The Trust welcomes informal enquiries; the relevant people to speak to are as follows:

Chief Executive:	(After short listing only)
Medical Director:	Dr M. Hamilton 01752 439491
Service Line Clinical Director	Mr K Frimpong-Ansah internal bleep 81364
Prof Habib – Cornea Lead	Bleep #6122
Service Line manager	Miss G Nicholson 01752 437988

Other consultants in department and relevant to the post within the Trust as available upon request