

People Centred

Positive

Compassion

Excellence

BLACKPOOL TEACHING HOSPITALS NHS FOUNDATION TRUST**JOB DESCRIPTION****FOR THE POST OF****CONSULTANT OPHTHALMOLOGIST – OCULOPLASTICS**

JOB TITLE:	Oculoplastic Consultant
DEPARTMENT:	Ophthalmology
TENURE:	Permanent
HOURS:	10 PAs
RESPONSIBLE TO:	Mr Ahmad Khalil, Consultant Ophthalmologist, Head of Department.
ACCOUNTABLE TO:	Miss Lynn Douglas Divisional Director
KEY INTERNAL RELATIONSHIPS:	Clinical Director / Head of Department Ophthalmology Consultants Ophthalmologists Directorate Management Team Clinical Administrative Support Staff
KEY EXTERNAL RELATIONSHIPS:	Blackpool, Fylde & Wyre CCG's Blackpool Unitary Authority and Lancashire County Council Social Services

INTRODUCTION

Blackpool Teaching Hospitals NHS Foundation Trust is situated on the west coast of Lancashire, with services covering the local authority areas of Blackpool, Fylde and Wyre. The Trust is part of the Lancashire and South Cumbria Integrated Care System (ICS) supporting a population of around 1.6 million people.

Blackpool Teaching Hospitals NHS Foundation Trust is a forward looking and innovative place to work and committed to Value Based Collaborative Leadership and being a 'Great Place to Work'.

The Trust serves a population of approximately 440,000 across Blackpool, Fylde, Wyre, Lancashire and South Cumbria and the North of England. The organisation also provides specialist tertiary care for cardiac and haematology services, delivers community health services to over 445,000 residents including those in North Lancashire and hosts the National Artificial Eye Service across England. Plus, we provide urgent and emergency care services to an estimated 18 million people who visit the seaside resort each year. We employ over 7000 people from 68 different countries.

We welcome and encourage application from anyone with protected characteristics, as well as supporting reservists and Veterans who are looking for a rewarding and challenging career within the NHS.

POST

The successful candidate will join a multi-professional team based on the Blackpool Victoria Hospital site. The post is a full-time position, offering a 10 PA job plan. The successful candidate will specialise in oculoplastic but also the provision of the general ophthalmology service, including cataract surgery. You will be required to participate in the Consultant on call rota.

The Department of Ophthalmology provides services for adult and paediatric patients throughout the Northwest Region. The Department covers a breadth of Ophthalmology Services including Glaucoma, Cornea, Medical Retina, Paediatric Ophthalmology, VR Surgery and General Ophthalmology. We are currently investing in our Ophthalmology services, and establishing new innovative ways of working, including virtual pathways.

The Department consists of 8 Consultants (including this post) supported by 5 Speciality Doctors and 4 Junior Doctors. The Ophthalmology Clinical Team are supported by a Directorate Manager, Matron and Ophthalmology Unit Manager.

Duties of the Post

Clinical

The clinical commitments of this post will include responsibility for inpatient and outpatient care at Blackpool Victoria Hospital (BVH). There is also a commitment to give opinions on ophthalmic problems in peripheral hospitals: This commitment is not onerous.

Outpatient work will be conducted at Blackpool Victoria Hospital in a dedicated Ophthalmic Suite in the Main Outpatient Department and within the Ophthalmic Surgical Unit and Medical Retina Unit. The outpatient department comprises of a large Orthoptic Unit, a Laser room, Ophthalmic imaging room having OCT Heidelberg scan, Optos Fundal Scan, Anterior segment camera, Pentacam (topographic) scan, specular microscope and B-Scan Ultrasound.

This district has the highest elderly population (21.4% of local population 65 or over) in the North-Western Region, leading to a corresponding preponderance of age-related eye disease: cataracts, glaucoma and age-related macular degeneration. A sub-regional AMD treatment service is provided (PDT and anti-VEGF).

A community visual screening programme for children is carried out in the district by Orthoptists. There is close and active liaison with the diabetic eye screening programme and a dedicated diabetic service is being developed within our Medical Retina Unit.

There is a close association with local optometrists who deliver enhanced services including post cataract surgery review, glaucoma referral refinement, review of glaucoma suspects and ocular hypertensives and a low visual aid service. An independent sector provider delivers a stable glaucoma review and minor eye condition service.

In house, nurses give intravitreal and botulinum toxin injections.

The consultants in the department, in addition to undertaking a general ophthalmic service, have special interests as follows: -

Mr A Khalil	Medical Retina/AMD Lead/Head of Department
Mr T Saleh	Glaucoma
Mr R Tanawade	Vitreo-Retinal Surgery
Mr S Mishra	Medical Retina (Diabetes)
Mr A Gomaa	Corneal/Anterior Segment
Mr V Chronis	General Ophthalmic Consultant
Mr M Aly	Paediatric Ophthalmology and Ocular Motility
Vacant Post	Oculoplastic

The clinical team are supported by the below Divisional Structure: -

Miss L Douglas	Divisional Director for SACCT
Miss J Marshall	Divisional Director of Nursing for SACCT
Miss J Sproston	Directorate Manager – Head and Neck
Miss N Kirby	Clinical Matron

The successful candidate will have Ophthalmology Secretarial support and Waiting List support.

SURGERY

All adult surgery is undertaken in the two dedicated Ophthalmic theatres based in our Ophthalmic Surgical Unit. Both theatres are equipped with Zeiss floor mounted microscopes and Alcon Centurion phaco systems, B-Scan ultrasound machine, Biometry machine and hand-held keratometry machine. The Ophthalmology Surgical Unit is equipped to undertake a full range of corneal procedures utilising the Gueder Microtome system. Preoperative preparation including GA patients takes place within the same unit. Our Medical Retina Unit has Topcon and Heidelberg OCT machines, Coloured fundal camera and Optos Fundal Scan.

Paediatric surgery takes place on the day surgery unit on a Thursday dedicated to all paediatric surgery (for example: General Surgery, ENT, Orthopaedics, Oral Surgery as well as Ophthalmology).

TRUST VALUES

Genuine engagement of our staff is vital to our success and aspiration. Our core values provide us with the framework to create the right culture that supports our staff to be the best they can be and achieve better care together for the benefit of our patients. We expect all staff to uphold our agreed set of values and be accountable for their own attitude and behaviours.

People Centred	Serving People is the focus of everything we do
Positive	Having a can-do attitude whatever the situation
Compassion	Always demonstrating we care
Excellence	Continually striving to provide the best care possible

INDICATIVE WORK PLAN

The post will be based on the following: -

2 Operating Lists
2 General Outpatient clinics
2 Specialist clinics
1 Laser clinic

7 FIXED DCC PAs
2 SPAs
1 Admin

EXAMPLE OF INDICATIVE WORK PROGRAMME – SUBJECT TO CHANGES

	Monday	Tuesday	Wednesday	Thursday	Friday
A.M.	ADMIN	THEATRE PLASTIC	SPECIALIST CLINIC	THEATRE CATARACT	GENERAL OPC
P.M.	SPA	SPECIALIST CLINIC	LASER CLINIC	SPA	GENERAL OPC

On Call Duties and Emergency Responses

There will be a 1:8 Second On-Call rota.

When not on an on-call rota we may, in exceptional circumstances, ask you to return to site for emergencies if we are able to contact you. You are not, however, required to be available for such eventualities. Where emergency recalls of this kind become frequent, we will review on call rota.

Job plans will be formally reviewed within the first 6 months after appointment and agreed according to evidence from actual activity. All consultants will be allocated 1.5 core SPA per week for professional development (CPD), Job Planning, Appraisal, Mandatory Training, attendance at regular team meetings which will have a clinical governance aspect and participating in Audit. Core SPA time will generally be undertaken within the Trust. Any variation from this principle must be discussed agreed and made clear within the Consultant Job plan.

Additional SPA time will be made available to consultants on the basis of evidenced need. Such allocation will be agreed and subsequently reviewed by the Consultant and their Head of Department during the Job Plan review session. Additional (non-core) SPA time will be undertaken within the Trust or at other agreed NHS sites or academic institutions during the normal working day.

TEACHING

The Trust is a Teaching Hospital for the University of Liverpool Medical School, and the successful candidate will participate in undergraduate teaching within the sessions allocated to support professional activities.

The Trust also hosts Junior Doctors in training placements in all specialities, working in collaboration with Health Education England North-West (HENW, formerly North-West Deanery). This includes Foundation Doctors, Core Trainees and Specialist Trainees at all levels. There are extensive opportunities for teaching all grades of doctor.

There is an active Health Professionals Education Centre with 24-hour library facilities and a full Simulation suite. Support will be provided to enable suitably qualified candidates to become fully recognised by the GMC as trainers.

CLINICAL AUDIT

The appointee will be expected to carry out an ongoing programme of clinical audit and participate where appropriate in regional and national audit.

RESEARCH AND DEVELOPMENT

Research is considered core Trust business. There is an expectation to deliver evidenced based care and to also contribute to the evidence base by supporting research studies. This includes NIHR portfolio studies and the opportunity to develop in house studies. The Trust is a member of the CLAHRC North-West (Collaborations for Leadership in Applied Health

Research and Care), and the NW Coast CRN and AHSN. We are working closely with the Lancaster Health Hub and there are opportunities for honorary academic appointments with Lancaster University, a top ten university in the UK, to recognise research contributions including supervision of PhD and MSc students.

CONTRACTUAL COMMITMENT

The post holder will have continuing responsibility for patients in his/her care and for the proper functioning of the service and will undertake the administrative duties associated with care of patients and the running of the clinical department.

Blackpool Teaching Hospitals NHS Foundation Trust will be the employer for the appointment and will issue the Contract of Employment.

APPRAISAL

There is a requirement to participate in annual appraisal in line with GMC regulations and incremental salary progression is linked to engaging with this process

You will be expected to maintain your CME/CPD in line with college guidelines, and this will be supported by the Trust study leave policy.

LEADERSHIP DEVELOPMENT

The Trust offers a range of leadership programmes for both new and senior Consultants employed by the Trust and all newly appointed Consultants and Senior SAS doctors will be given the opportunity to enhance their effectiveness in their role.

New appointees will be automatically invited to attend a New Consultant and Senior SAS Doctor induction programme which takes place over 4 months and includes action learning as well as taught interactive modules. All will be encouraged to access our in-house coaching and mentoring service.

ASSOCIATED DUTIES AND RESPONSIBILITIES

i) Main Duties and Programmed Activities

Except in emergencies or where otherwise agreed with your clinical manager, you are responsible for fulfilling the duties and responsibilities and undertaking the programmed activities set out in your new Job Plan, as reviewed annually and in line with the provisions below.

ii) Associated duties

You are responsible for the associated duties set out in schedule 2 of the Terms and Conditions. These include amongst other things a requirement to :-

- Collaborate with colleagues in primary and secondary care to implement protocols for the management of patients.
- Keep up to date with the developments in the specialty. It is expected that active consideration will be given to existing technologies in terms of cost effectiveness. In addition, the use of the new techniques where they can be justified clinically will be encouraged. Conforming to “state of the art” advances will ultimately depend on other priorities within the total unit.
- Contribute to post-graduate and continuing medical education. The Trust supports the requirement of CME/CDP as laid down by the Royal College of Ophthalmologists and is committed to providing time and financial support for these activities.

iii) Objectives

Agreed personal objectives will form part of individual Job Plans. Objectives will be set out in clear and transparent terms and will be agreed with an individual's clinical manager. Objectives are not contractually binding in themselves, but each individual has a duty to make all reasonable efforts to achieve them during the respective year.

POLICY & STRATEGY

Policies which drive our Agenda include:

Blackpool Teaching Hospitals NHS Foundation Trust Strategic Review
The 5 Year Forward View
NHS Plan

The National Service Frameworks
National Cancer Plan
National Clinical Guidelines (NICE)
Health Improvement Programmes and Joint Investment Plans

HEALTH & SAFETY

The Trust has a comprehensive Health and Safety Policy with corporate policies and procedures at Directorate level. It is the responsibility of each employee to observe these policies.

RISK MANAGEMENT

A comprehensive Risk Management Strategy that includes a 'serious incident' reporting system is in operation. All employees are expected to work within the system.

CLINICAL GOVERNANCE

Clinical Governance requires that all clinical staff accept personal responsibility for knowing what constitutes best practice in their field, defining policies to translate this into practice within their own service and measuring the clinical outcomes of the service. The Trust has adopted an approach to Clinical Governance which draws together its pre-existing self-assessment programme, clinical audit programme, complaints and litigation management, risk management, continuing medical education and clinical leadership.

CLINICAL RESULTS

The post holder will be expected to contribute to the ongoing quality improvement of clinical services.

RESOURCE MANAGEMENT

The post holder will be expected to ensure that services are delivered within agreed parameters

TRUST LEADERSHIP

The Trust Board members are as follows:

Chairman

Mr Steve Fogg

Executive Directors

Chief Executive
Executive Director of Strategic & Transformation
Director of Finance
Medical Director
Director of Integrated Care & Performance
Chief Operating Officer
Director of Nursing, AHP's & Quality
Interim Executive Director of People & Culture
Joint Director of Communications

Mrs Trish Armstrong -Child
Mr Steve Christian
Mr Feroz Patel
Dr Mr Christopher Barben
Mrs Janet Barnsley
Mrs Natalie Hudson
Mr Peter Murphy
Mrs Louise Ludgrove
Mrs Shelley Wright