**NHS TAYSIDE**

**NINEWELLS HOSPITAL AND MEDICAL SCHOOL**

**APPOINTMENT OF**

**CONSULTANT IN OPHTHALMOLOGY**

**(10PA’s per week)**

**WITH A SPECIALIST INTEREST IN OCULOPLASTIC SURGERY**

**Post reference: MR.88.23**

**CONTENTS**

|  |  |
| --- | --- |
| SECTION 1 | Job Description and General Information |
| SECTION 2 | Person Specification |
| SECTION 3 | Duties of the Post |
| SECTION 4 | The Department of Ophthalmology |

**SECTION 1****Job Description and General Information**

|  |  |
| --- | --- |
| Title: | Consultant in Ophthalmology |
| Specialty Area : | Oculoplastic Surgery |
| Location: | Based at Ninewells Hospital, Dundee with duties at other hospitals within NHS Tayside |
| New or Replacement | Replacement Post |
| Prime responsibility: | To provide an Ophthalmology service for NHS Tayside |
| Accountable to: | Associate Medical Director |
| Reports to: | Clinical Director for Specialist Surgery and Clinical Leader for Ophthalmology |
| Key Tasks: | Maintenance of the highest clinical standards in the management of Ophthalmology new and follow-up outpatients and delivery of treatment.  Teaching and training of junior staff, medical students and other healthcare professionals.  Commitment to ongoing CPD  To actively participate in both departmental and NHS Tayside clinical governance, audit and management of safety and risk.  To actively participate in NHS Tayside on call service.  To have responsibility for ensuring active participation in continuing medical education (CME). |

**SECTION 2 Person Specification**

NHS Tayside is committed to the principle of equality of opportunity in employment and accordingly its advertising and recruitment literature will not imply that there is a preference for any one group of applicants, e.g. by the use of discriminatory job titles or material depicting or describing certain sexual or racial groups.

In general, the short listing process will be conducted so as to give all candidates equal consideration against defined selection criteria. The following criteria will, therefore, be applied equally to all candidates irrespective of age, sex, religion, ethnic origin or disability and avoiding judgements on the basis of assumptions or stereotypes.

|  |  |  |  |
| --- | --- | --- | --- |
| **CRITERIA** | **ESSENTIAL** | **DESIRABLE** | **METHOD OF EVALUATION** |
| **1. QUALIFICATIONS:** | MBChB (or equivalent)  FRCOphth ( or equivalent)  Applicants must be on GMC specialist register, eligible for entry on register or within 6 months of the anticipated award of CCT or CESR (CP) accreditation at the time of interview for the post and hold a current licence to practise | Additional postgraduate qualifications e.g. MD, PhD, MRCP | CV/Interview |
| **2. EXPERIENCE:** | Comprehensive experience of managing and co-ordinating care of patients with general oculoplastic conditions.  Comprehensive experience in managing urgent oculoplastic conditions and malignancies. Experience of Multidisciplinary Team working with other specialties – maxillofacial, dermatology and plastic surgery.  Experience in general ophthalmic surgery.  . | Advanced speciality training in oculoplastics including the management of periorbital skin cancers, Moh’s surgery, lid malposition and thyroid eye disease.  Comprehensive experience of managing and co-ordinating care of patients with cataracts. | CV/Interview |
| **3. KNOWLEDGE & SKILLS:** | Comprehensive knowledge of   * Management lid malposition- entropion, ptosis. * Periorbital skin cancers – BCC, SCC, Mohs surgery, exenteration * Thyroid Eye Disease * Enucleation/evisceration * Adenexal Tumours * Lash misdirection * Lid cysts and benign lesions * Mucocutaneous disorders   Knowledge and management of ophthalmic presentations to the Acute Referral Centre.  Management of new general ophthalmic referrals. | Advanced sub-speciality training in oculoplastic ophthalmology  Specific knowledge of contemporary cataract surgery and biometry.  Able to demonstrate excellence in cataract surgery. | CV/Interview/  References |
| **4. TEACHING** | Evidence of both undergraduate and postgraduate teaching at formal & informal levels.  Experience of teaching contemporary cataract surgery. | Further qualification in medical education | CV/Interview/  References |
| **5. RESEARCH & AUDIT** | Evidence of commitment to research, presentations and publications. |  | CV/Interview |
| **6. MANAGEMENT** | Evidence of quality improvement projects. |  | Interview/  References |
| **7. OTHER:**  (eg travel across Tayside) | Commitment to supporting clinical activity across Tayside. |  | Interview |

**SECTION 3: Duties of the Post**

**3.1 Duties & Responsibilities of the Post**

i. provision with Consultant colleagues of an Ophthalmology service to NHS Tayside, its regional partners and the surrounding area, with the responsibility for the prevention, diagnosis and treatment of illness, and the proper functioning of the department

ii. out-of-hours responsibilities, including participation in Consultant on-call rota where applicable

iii. cover for colleague’s annual leave and other authorised absences;

iv. work to develop a dedicated special interest, in conjunction with appropriate allied specialties

v. professional supervision and management of junior medical staff

vi. responsibilities for carrying out teaching, examination and accreditation duties as required and for contributing to undergraduate, postgraduate and continuing medical education activity, locally and nationally

vii. participating in medical audit, clinical governance processes and in CPD

viii. involvement in research

ix. managerial, including budgetary or service delivery responsibilities where appropriate

**3.2 Job Plan**

A formal job plan will be agreed between the appointee and their Clinical Lead on behalf of

the Medical Director, three months after the commencement date of the appointee. This will

be signed by the Chief Executive and will be effective from the commencement date of the

appointment.

The job plan will be developed taking into consideration the demands of the service, the sub- specialty interest and the development requirements of the post holder.

This is a full-time post (up to 10 PAs per week) – based at Ninewells Hospital, Dundee, but with sessions across the regional territory.

A 8:2 prorata job plan is anticipated which will include the following clinical commitments:-

2 Operating sessions per week

4.5 Outpatient sessions per week

An **indicative** timetable to be discussed is provided below:

Scottish Government have agreed plans for a National Treatment Centre in Tayside located at Perth Royal Infirmary. This will provide additional elective cataract surgery capacity in a modern, state of the art facility. It is likely the post holders timetable will adjust in 2025/26 to incorporate high volume cataract surgery sessions at the new site, if of interest.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Monday | Tuesday | Wednesday | Thursday | Friday |
| AM | Oculoplastic Clinic (Virtual) | General Clinic (SH)/Alt NW | Theatre/Alt Admin | Thyroid clinic (NW) /Alt Admin | Admin |
| PM | Oculoplastic Clinic (NW) | Minor ops (SH)/Alt NW | Theatre/Alt Admin | Theatre | Postgraduate Teaching |

In addition, the post-holders engagment with well established MDTs in dermatology and head and neck, allow a wider team to be utilised to optomise care. There are opportunities to work collaberatively with colleagues in dermatology, maxillary facial, ENT and plastics providing a comprehensive tertiary service. A joint Mohs and oculoplastic list occurs every 6-8 weeks and adhoc surgical sessions with Max- Fax. The service is supported by excellent local prosthetic services. Pathology, radiology and oncology further support care. Orbit and ocular oncology is supported by the national ophthalmic oncology team in Glasgow.

Other direct patient care sessions will include ward rounds, on-call, administration, travel and multi-disciplinary meetings. To allow development of collaborative management some flexibility of sessional arrangements will be expected. A minimum of one SPA will be included. Any job plan will be subject to future scrutiny and development as per routine Consultant appraisal/revalidation

**3.3 On Call Availability**

The current oncall requirement for this role attracts a 5% salary supplement and designated programmed activity time in the job plan for work arising from the on call period.

**3.4 Future Developments/Change in Job Plans**

As a consequence of transformational work within NHS Tayside and NHS Scotland the service is under review and redesign. There is an expectation that the post holder will actively contribute to service redesign outcomes as appropriate.

**3.5 Teaching and Training**

The appointee is expected to participate in teaching and training of junior staff, medical students and trainees and to supervise junior medical staff within the specialty. There is active participation in the undergraduate teaching in the Medical School at Dundee University. Ophthalmology is a popular choice for student self-selected modules. Students in both the second and fourth years spend time in the department.

The Ophthalmology department has always had an excellent reputation for post-graduate training. The trainee rotation includes some time in Fife. There is an active postgraduate teaching programme plus research and audit are supported and encouraged. There is access to a surgical simulator and annual cadaver sessions. The Department is committed to high quality training and works closely with trainees and related agencies to deliver this.

**3.6 Study & Training**

The applicant is expected toparticipate in professional continuing medical education; study leave is provided for this purpose, and the appointee will be entitled to apply to the NHS Tayside Study Leave Committee for a contribution to funding of this activity.

**3.7 Conditions of Service**

The terms and conditions of employment will be subject to NHS Tayside Terms and Conditions of Service for Medical Staff as agreed locally with the BMA Local Negotiating Committee. Until such time as they come into force you will remain subject to the Terms and Conditions of Service for Hospital Medical and Dental Staff (Scotland) and the General Whitley Council Conditions of Service both as amended from time to time.

Membership of the NHS Superannuation Scheme is not compulsory. All medical and dental staff are entitled to choose if they wish to join the scheme or not. Until such time as a positive option not to join the scheme is expressed, a member of staff will be regarded as a member of the scheme from the first day of service. This will not affect any individual right to make alternative arrangements. Initially, the employment covered in this contract will be contracted out of the State Pension Scheme.

The appointment will be on a full-time basis. Consultants are required to adhere to the provisions set out in Appendix 8 of the new Consultants Contract governing the relationship between NHS commitments and private practice.

Any Consultant who is unable, for personal reasons, to work the required number of sessions, will be eligible to be considered for the post. If such a person is appointed, modification of the job content will be discussed on a personal basis in consultation with the Clinical Lead and the Clinical Director for Specialist Services.

The successful candidates will be expected to reside within an approved distance of Ninewells Hospital.

**3.8 Responsibility for Records Management**

All records created in the course of the business of NHS Tayside are corporate records and are public records under the Public Records (Scotland) Act 2011. This includes email messages and other electronic records. It is your responsibility to ensure that you keep appropriate records of your work in NHS Tayside and manage those records in keeping with the NHS Tayside Records Management Policy and with any guidance produced by NHS Tayside specific to your employment.

**SECTION 4: NHS Tayside Ophthalmology Service**

##### 4.0 NHS Tayside

NHS Tayside provides a comprehensive range of general and specialist acute services for its population. Dundee is a centre for innovative medical and technological development and world renowned for the close collaboration between basic science and clinical medical disciplines. The Department of Ophthalmology based in Ninewells Hospital provides an Ophthalmology service for the populations of Dundee, Angus, Perthshire and Northeast Fife.

NHS Tayside is a major health service provider and focus for medical, dental, nursing and midwifery education. The medical school was originally part of the University of St Andrews, but became the Faculty of Medicine of the University of Dundee when the university received its Charter in 1967. The present annual intake of medical students is 150 and the total number of students at the University is 11,000.

Dundee, with a population of around 170,000 is the fourth principal city in Scotland and is situated on the north bank of the River Tay. It is Scotland's only south-facing city, giving it a claim to being Scotland's sunniest and warmest city. It is conveniently near the three other large cities – Edinburgh, Glasgow and Aberdeen, none more than an hour and a half away by road or rail. London is just six hours away by rail link and around an hour by air from the local airport.

Tayside provides an excellent standard of living with high quality, reasonably priced housing, good schools and childcare facilities, both public and private. The river and its estuary, the coasts of Angus and Fife and the nearby hills and mountains of Angus and Perthshire offer scope for every conceivable outdoor activity. Golfers are particularly well served with St Andrews and Carnoustie only a 30 minute drive away. Hill walkers, skiers, sailors and fishermen fare equally well as do those looking more to the arts. There are flourishing professional repertory theatres in both Dundee and Perth, and concert halls which host regular concerts of the Royal Scottish National Orchestra as well as visiting opera and popular musical performances. The Victoria and Albert Museum (London) have chosen Dundee to establish a new museum, the first of its kind outside London. This prestigious institute opened in 2018 and, along with RRS Discovery, is a focal point to the waterfront redevelopment programme.

**4.1** **Ninewells Hospital**

Ninewells Hospital is the main teaching hospital associated with the University of Dundee

and the major acute service provider in the area.

The hospital was opened in 1974 and with 810 acute beds is one of the largest units of its kind in the British Isles, and was specifically designed with the medical school and hospital integrated in a way that provides for growth and change in future years.

The Clinical Skills Centre and Cushieri Skills Centre are also based within Ninewells Hospital.

* The Clinical Skills Centre is a University of Dundee Faculty of Medicine, Dentistry and Nursing facility which provides a variety of learning opportunities for both graduate and undergraduates to develop skills in a safe environment. The Clinical Skills Centre has strong links with NHS Tayside, NHS Education for Scotland and the local community.
* The Cuschieri Skills Centre (formally Surgical Skills Centre), University of Dundee, was set up in 1992 to provide specialist training for surgeons, physicians and other allied health professionals. The Centre acts as a focus for multidisciplinary teaching and faculties are drawn from practising clinicians and other experts who ensure the high quality and relevance of the courses.

In addition, the following are also based within the Ninewells Hospital campus; Tayside Medipark, Drug Development (Scotland) Limited, Karl Storz (surgical instrument maker) and Tayside Academic Health Sciences Centre (TAHSC) which was formally established on 1st January 2010 and combines the research strengths of the University of Dundee with NHS Tayside and is a node of the national Scottish Academic Health Sciences Collaboration. It brings together, within a single organisational framework, the Clinical Research Centre, the Tayside Clinical Trials Unit and the joint functions of the NHS Research & Development office and the University's Research & Innovation Services (in relation to clinical research). This strategic alignment brings greater efficiency to research management and governance across the University and NHS.

###### 4.2 Perth Royal Infirmary

Perth Royal Infirmary is 23 miles west of Dundee and provides the District General Hospital Service for the Perthshire and Kinross area of western Tayside. It is a 200 + bed hospital with supporting Specialist Services.

**Scottish Government have agreed a programme of developing several new elective care centres across the country. Perth Royal Infirmary has been identified as the site for a National Treatment Centre in Tayside. This will cover several specialties and will have a brand new cataract unit as well as treatment facilities for intravitreal therapies and lid procedures.**

Perth is a beautiful town that is an exceptional place to live and raise a family. It provides access to stunning scenery and outdoor pursuits as well as providing numerous excellent state and independent school options.

###### 4.3 Stracathro Hospital

Stracathro Hospital is situated approximately half way between Dundee and Aberdeen, just three miles from the Angus county town of Brechin. It provides ambulatory diagnostic and treatment services to Tayside, Grampian and Fife. **The post comprises of one day a week at Stracathro Hospital.**

**4.4 Department of Ophthalmology**

The Department of Ophthalmology based at Ninewells Hospital is well established within the region and organisation. As well as delivering Ophthalmology services within a university and teaching hospital environment, a wide range of sub specialty interests have been developed to national and international acclaim. Being part of a large regional centre offers many opportunities to develop areas of interest with other specialities in a multidisciplinary context.

The Service has a dedicated outpatient facility and IVT treatment room based in Ninewells Hospital with additional clinic facilities in Stracathro Hospital, Arbroath Hospital, Montrose Hospital and Perth Royal Infirmary. As described above, plans are well under way for a new National Treatment Centre in Perth to provide an additional surgical facility for specialties including ophthalmology.

There are 2 ophthalmology operating theatres in Ninewells with a daycase unit in close proximity. **There is also a stunning brand new paediatric theatre complex newly opened in 2021 equipped with a new ophthalmology operating microscope**.

The ophthalmology department also benefits from having a EyeSci surgical simulator in the department which complements surgical training.

The current and ongoing service review and redesign offers excellent opportunities for a dynamic individual to develop professionally with the existing supportive and successful team of consultants.

The medical staff are supported by team of extremely experienced and dedicated nursing, optometry, orthoptics, ophthalmic imaging and administration staff. Current junior staff have opportunities for experience across the consultant body for training and service commitment, assisting in clinics and theatres.

**4.5 Staffing: NHS and Academic**

The present medical staff establishment comprises:

|  |  |
| --- | --- |
| Consultant Ophthalmologist | Vacancy |
| Consultant Ophthalmologist | Dr C Cobb |
| Consultant Ophthalmologist | Dr Ellis |
| Consultant Ophthalmologist | Dr George |
| Consultant Ophthalmologist | Dr S Gillan |
| Consultant Ophthalmologist | Dr P Johnstone, Clinical Lead |
| Consultant Ophthalmologist | Dr S Tarafdar |
| Consultant Ophthalmologist | Dr U O’Colmain |
| Consultant Ophthalmologist | Dr J Welch |
| Consultant Ophthalmologist | Dr J Vallance |
| Consultant Ophthalmologist | Dr Gong |
| Associate Specialist | Dr G Sharpe |
| Associate Specialist | Dr J Wallace |
| Specialty Doctor | Dr S Hill |
| Specialty Doctor | Dr J Nair |

Divisional management team comprises:

|  |  |
| --- | --- |
| Clinical Director | Dr Patrick Spielmann |
| General Manager, Surgical Directorate | Garry Fraser |
| Clinical Services Manager | Tracey Williams |

Trainee numbers (correct at time of printing):

SAS 3.5

FY1 1

FY2 1

ST 9

**4.6 Accommodation**

Office accommodation will be available on a shared basis, and access to secretarial support and IT facilities will be provided at Ninewells, Dundee Dental Hospital and Perth Royal Infirmary

**4.7. Further Information**

For further information and to arrange an informal visit, please contact Dr Paul Johnstone, Clinical Lead for Ophthalmology, Tel: 01382 632713.