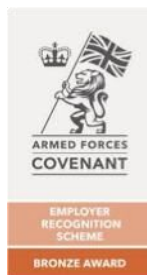


Consultant Ophthalmologist

Candidate Information Pack



Welcome

Dear Candidate,

Thank you for taking the time to read more about who we are and the opportunity we have on offer to join our team.

NHS Dumfries and Galloway is one of 14 territorial Health Boards in Scotland covering the region of South West Scotland.

Our District hospital and Mental Health hospital are based in Dumfries with our smaller community hospital with some acute services based in Stranraer. In addition to this we have several smaller cottage hospitals.

Our main base hospital sites are the newly built Dumfries and Galloway Royal Infirmary (DGRI) with all rooms designed as en-suite single rooms and the Mountainhall Treatment Centre where some of our services are based.

One question I often get asked is, why would a medic choose to come to a small district hospital or our small community hospital?

My top three answers to that would be:

- The teams are smaller which gives you more of a sense of community within the workplace, where you are known by name and supported more in your role.
- We have heavily invested in front line equipment and technology meaning you can get on and do the job you love.
- We have a strong nursing and advanced practitioner workforce to help support us with excellent twice daily huddles in the acute setting to problem solve.

Our medical community across the Health Board have opportunities to develop their skills as we are committed to supporting CPD and development of new skills. We have created a culture of shared learning and best practice with weekly lunch time Journal clubs and educational talks led by our own staff or guest speakers. Our education centre is one of the centres to be fully kitted out and include a clinical skills and observation /control room.

One of the key achievements and something we do well at D&G is the introduction of new models of workforce to make a sustainable future for our community. Recently we have introduced the new SCOTGEM rural medicine programme which has attracted a new talent of medical students to the area as well introducing a Clinical Development Fellows programme where we have added an additional 20+ staff giving additional support at lower to middle grades.

Whatever your specialty we hope that you will take the time to come and visit us and see for yourself why working at D&G is the right choice for you.

Kind regards,

Ken



*Ken Donaldson,
Medical Director,
NHS Dumfries & Galloway*

The Opportunity

1. Job Identification

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|----------------------|-------------------------------|
| Job Title | Consultant Ophthalmologist |
| Salary | £96,963 - £128,841 (pro rata) |
| Hours | Full Time 40 hours per week |
| Contract Type | Permanent |
| Department | Ophthalmology |
| Reporting to | Divisional Manager - Surgical |
| Base | Mountainhall Treatment Centre |

Contact Details

We welcome informal contact from prospective candidates who wish to better understand the role.

Please contact Dr Ahmed Elsayed, Consultant Ophthalmologist, by e-mail at ahmed.elsayed@nhs.scot; or Joanna Birch, Clinical Service Manager, by e-mail at Joanna.birch@nhs.scot

Job Description

JOB PURPOSE

A vacancy has arisen for a Consultant Ophthalmologist based at the Mountainhall Treatment Centre, Dumfries.

We are looking for the successful appointee to provide general ophthalmology services, with a specialist interest complementary to those of the other Consultants, Medical Retina, Oculoplastics and Paediatric Ophthalmology being of particular interest.

The Department provides an Ophthalmology Service for the Dumfries and Galloway Region (population of approximately 150,000). The main base for the Department is the Mountainhall Treatment Centre (MTC) where Out-patient and Theatre Day Case activities are provided. General anaesthetic Theatre and Acute Care is provided in the state-of-the-art Dumfries and Galloway Royal Infirmary (DGRI) in Dumfries. Local anaesthetic Theatre lists and Out-patient clinics including a Macular service are also provided at the Galloway Community Hospital (GCH) in Stranraer. Medical staff are supported by Nurse Practitioners in Macular, Glaucoma, Cataract and Plastics clinics. Our Paediatric service is fully supported by our Orthoptic team.

The successful candidate will join a team of five consultants, (including this post) and a Specialty Doctor. There is a senior nursing team comprising of a Senior Charge Nurse, Theatre Sister and an Outpatient Ophthalmology Sister. The hospital's Emergency Department provides 24-hour cover for ophthalmic emergencies where emergency patients are firstly reviewed. Consultant Ophthalmologists are first on-call from 5 pm and at weekends, providing 1 in 5 on call with prospective cover. This is currently under review with the aim to provide daytime cover only locally.

Dumfries & Galloway offers beautiful countryside, from forests and incredible coastlines to hills and rolling plains. There are a wide range of activities on offer, with watersports, fishing, birdwatching, golf, mountain-biking or cycling along the network of rural roads and much more. House prices are low, schools are excellent and you can have the best of both worlds with a fantastic place to live combined with the ability to get to major cities as we are ideally placed within 2 hours of Edinburgh, Glasgow, Lake District and Newcastle.

NHS Dumfries and Galloway offer a full relocation package.

Prospective candidates will require to be on the GMC Specialist Register and will hold a CCT or CESR (Article 14 – Certificate of Equivalency) or be within 6 months of obtaining the certificate. Consideration will also be given to candidates with equivalent experience who wish to pursue a CESR application.

Applications for part-time or job share employment are also welcome.

THE DEPARTMENT

The Ophthalmology Service is provided by five Consultant Ophthalmologists, all undertaking general ophthalmology clinics and having complementary special interests. We currently provide subspecialty clinics in Medical Retina/Diabetes, Glaucoma, Oculoplastics and Lacrimal Surgery and Paediatric Ophthalmology/Adult Ocular Motility. Medical staff are supported by Nurse Practitioners in Macular, Glaucoma, Cataract and Plastics clinics. The Paediatric service is fully supported by our Orthoptic Team. Day case cataract surgery is undertaken in a dedicated and well equipped operating theatre located in Mountainhall Treatment Centre and at the Galloway Community Hospital (GCH) in Stranraer. General anaesthetic theatre sessions are held weekly at Dumfries & Galloway Royal Infirmary. Out-patient clinics are held at MTC and GCH. Nursing staff also undertake nurse-led out-patient clinics at MTC. There are close links with the Diabetic Screening team which are also located within MTC.

The Speciality has a dedicated Ophthalmology Day Case Ward/Operating Theatre, well equipped with a Leica microscope and Alcon Infinity phacoemulsifier. The GCH theatre is equipped with a Zeiss Lumera microscope and an Infinity phacoemulsifier. General Anaesthetic cases are operated on at the new DGRI. The Theatre there is equipped with a Leica Proveo 8 microscope and an Alcon Centurion phacoemulsifier.

The Medisoft Electronic Patient Record is used for cataract surgery and in the macular service. The hospital is “paperlite” with access to electronic patient records through clinical portal. NHS Scotland is currently introducing a national ophthalmology specific Electronic Patient Record which will make records available in all NHS Boards and optometric practices. Digital images, including OCT and slit lamp photographs, are networked to all consulting rooms and offices. The clinic rooms are designed ergonomically and are equipped with Tagaki electronic tables and Haag-Streit slit lamps. Patient chairs are electrically height adjustable. The visual acuity charts in each room are digital. An Ellex Eyecubed anterior and posterior segment ultrasound is available. Laser equipment includes SLT/YAG, KTP and Cyclodiode lasers. Lenstar biometry with a T Cone attachment is utilised in the cataract assessment clinics. Any specific equipment requirements to support the special interests of successful candidates will be considered. Endowment monies may be available.

NHS Dumfries and Galloway was one of the first Health Boards in the UK to introduce the use of anti-VEGF injections for the treatment of wet macular degeneration. Significant redesign has been undertaken since its introduction, to support the provision of a one-stop service for patients and to effectively use available skills within the team, including the use of nurse injectors in the service. This service is provided in an out-patient setting with injections given within a designated clean room. The service has previously been recognized by the Macular Society, winning the Clinical

Service of the Year award and was nominated again this year.

Work has recently commenced on developing a future model of service for Ophthalmology. This includes working with key partners to support a shared care approach to the on-going management of long term conditions as well as widening the scope for assessment clinics with virtual patient reviews. These were initially introduced for diabetic patients at GCH. This is an exciting time for the Ophthalmology Department and an opportunity for the successful appointee to be fully involved in shaping ophthalmology services for the future.

Education, Research and Audit

- Dumfries & Galloway Royal Infirmary is the recognised Post-Graduate Medical Centre for South-west Scotland
- There is an active Research and Development Department and Clinical Audit Department within DGRI.
- The Solway Eye Group, comprising the Ophthalmology Departments at Dumfries, Carlisle, Whitehaven, Barrow-in-Furness and Lancaster, holds three all-day meetings a year for audit, case presentations and guest lectures.
- Regular departmental meetings

THE POST

Discussions will be centred around participation in a 1 in 5 on-call rota and the weekly PA allocation of:

- | | |
|------------------------------|---|
| • Direct care | 6.5 (to include clinic, theatre and any travel time to Stranraer) |
| • Clinical Admin | 1 |
| • On-call | 1 |
| • Clinical meetings/teaching | 0.5 |
| • SPA | 1 |

The balance of in-patient and out-patient responsibilities, including sub-specialist work, will depend very much upon discussion on how existing services may be developed or improved, subject to agreement with providers of existing services, including the present medical and multi-disciplinary staff of the department. This commitment, and an ability to work creatively and flexibly with existing service deliverers and users, including General Practitioners, Nursing, Orthoptist and Optometrist colleagues, is a key requirement for this post. It will promote an integrated service with other specialties and service deliverers and provide education for undergraduates and postgraduates. Time for CPD and mandatory training will be provided.

Supporting Professional Activities

A minimum of one SPA is included in the indicative job plan, amounting to 168 hours per annum which shall normally be sufficient to reflect activities such as revalidation, appraisal, personal audit, and professional development (occurring outwith the 30 days of study leave entitlement in any three year period). Time permitting, it may also cover minimal teaching, training and non-clinical administration. Any additional SPA allocation will require to be evidenced as being mutually beneficial and required by the department. Adjustment to the programme to incorporate additional SPA will require other activities to be reviewed to accommodate any increase as necessary. It will be requested that SPAs are delivered at the normal place of work, unless there are mutual advantages to it being performed elsewhere.

The exact timing and location of SPAs, and flexibility around these, will be agreed during the 1:1 meeting with the Specialty Team Lead and Assistant General Manager and included in the prospective job plan.

NHS Dumfries and Galloway Consultant posts are initially for 10 PAs. We are keen that SPA-related activity over and above the 1 PA of SPA for individual requirements (CPD, audit, clinical governance, appraisal, revalidation, job planning, internal routine communication and management meetings) is offered to new consultants. Other roles in this department that have an SPA allocation are:

- Peer appraisal
- Educational and clinical supervision of trainees
- Quality improvement projects in relevant subspecialty area
- Laser supervision

Exact allocation of SPA time will be agreed with the successful applicant and reviewed at annual job planning.

The agreed job plan will be open to review throughout to ensure the needs of both the department and the successful applicants are being met.

Travel

Any travel allocation will be included within the Total Programmed Activities and will be determined by the location at which Direct Clinical Care and Supporting Professional activities are carried out.

Research

Research is encouraged and supported by an active Research and Development Committee. The appointee will be encouraged to develop research interests associated with their specialist interest.

Administration

This activity covers the management of individual patients including Outpatient administration, results reporting, letters/phone calls to patients, carers, GPs and members of the wider multidisciplinary team involved in the patients' care.

On call arrangements

The Hospital's Accident and Emergency Department at Dumfries & Galloway Royal Infirmary provides 24-hour cover for ophthalmic emergencies where emergency patients are firstly reviewed. Consultant Ophthalmologists are currently first on-call from 5pm and at weekends, providing 1 in 5 on-call cover and cover for colleagues on leave. The plan is to reduce this to daytime cover only in the near future. To support this a video slit lamp has been purchased for the Emergency Department at DGRI which can be utilised via the NHS Near Me service.

JOB DESCRIPTION AGREEMENT

Job Holder's Signature:

Date:

Head of Department Signature:

Date:

Person Specification

| ESSENTIAL | DESIRABLE |
|---|--|
| <p>Education, Qualifications and Specialist Skills:</p> <ul style="list-style-type: none"> • Primary Medical Qualification • GMC Registered with Licence to Practice • Entry onto the GMC Specialist Register (within 6 months from the date of expected CCT) • Appropriate Royal College Membership | <ul style="list-style-type: none"> • Higher degree |
| <p>Clinical Experience:</p> <ul style="list-style-type: none"> • Evidence of experience in the specialty • Evidence of a substantial commitment to the specialty • Ability to offer an expert clinical opinion within the specialty • Ability to take independent responsibility for the clinical care of patients referred to a tertiary centre | <ul style="list-style-type: none"> • Fellowship experience in your subspecialty |
| <p>Management and Administration Experience:</p> <ul style="list-style-type: none"> • Involvement with management and project leadership within the specialty. • Evidence of involvement in authoring or reviewing clinical guidelines • An understanding of Clinical Governance | <ul style="list-style-type: none"> • Proven management experience and understanding of management goals • Evidence of leadership/project management • Evidence of having implemented change • Experience in developing and implementing new technologies |
| <p>Teaching:</p> <ul style="list-style-type: none"> • Experience of Teaching and training Undergraduate/ Postgraduate and Junior Medical Staff | <ul style="list-style-type: none"> • Attendance at courses to develop teaching skills • Postgraduate qualification in medical education |
| <p>Research:</p> <ul style="list-style-type: none"> • Evidence of involvement in and understanding of research methodology and publication of findings • Research/critical review of literature | <ul style="list-style-type: none"> • Higher degree • Publications in the last five years |

| | |
|---|--|
| <p>Audit:</p> <ul style="list-style-type: none"> • Evidence of participation in audit. | <ul style="list-style-type: none"> • Evidence of having changed practice as a result of audit • Evidence of having revisited the audit to assess improvement |
| <p>Personal Attributes:</p> <ul style="list-style-type: none"> • Flexible approach to service delivery and committed approach to development • Commitment to working with and supporting the wider multi-disciplinary team • Commitment to taking part in the professional, managerial and teaching responsibilities necessary to fulfil the obligations of the Directorate to the Board and its workforce • Commitment to personal/unit CPD • Ability and willingness to work the on-call rota • Ability and willingness to work a more flexible pattern of working in the future if required, including evening and weekend work | |

Terms and Conditions

In accordance with the Terms and Conditions of Service for Hospital Medical and Dental Staff (Scotland) employed in the National Health Service, as amended by the Secretary of State for Scotland, and subsequently the Scottish Parliament, from time to time.

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| Salary: | The current salary applicable to a full time post is £96,963 - £128,841 depending on experience, plus banding depending on rota. |
| Leave: | 33 days annual leave (pro rata) plus 8 public holidays pro rata. Entitlement to 30 days study leave over a 3 year period. |
| Occupational Sick Pay: | <ul style="list-style-type: none">• During the first year of service – one month full pay (and after completing 4 months service) 2 months half pay• During the second year of service – 2 months full pay and 2 months half pay• During the third year of service – 4 months full pay and 4 months half pay• During the fourth year of service – 5 months full pay and 5 months half pay• During the fifth year of service – 5 months full pay and 5 months half pay• After completing 5 years of service - 6 months full pay and 6 months half pay |
| Pension: | You will be automatically enrolled into the NHS Pension scheme (Scottish Public Pension Agency). The benefits of which can be found at http://www.sppa.gov.uk |
| Base: | Your principal place of work is Mountainhall Treatment Centre and Dumfries & Galloway Royal Infirmary. Other work locations and off site working including Galloway Community Hospital may be agreed. You may be required to work at any site within your employing organisation, including new sites. |
| Notice Period: | 3 Calendar Months |
| Hours of Duty: | The working pattern for this post is 10 Pas and 1 in 5 on-call rota. To be agreed with the successful candidate prior to commencement. |

The full Hospital Medical and Dental Staff (Scotland) Terms & Conditions can be found at: <http://www.msg.scot.nhs.uk/pay/medical>

Staff Benefits

At NHS Dumfries & Galloway, we want to give a warm welcome to new colleagues and aim to provide support to those moving to the region.

Relocation Package

We offer a supportive and flexible package to help with the cost of relocating. We also have a dedicated team who can offer advice and guidance on everything from activities and attractions in the local area; to travel, housing, education and employment opportunities for family members.

Accommodation

Single accommodation is available for the first 12 weeks of employment.

International Candidates

We are a Tier 2 sponsorship employer and as such, welcome applications from international candidates.

We are committed to supporting colleagues to fully integrate into the society of our region. We want to support staff to feel part of the community – this means in their personal life, as well as at work.

There are various community groups, social gatherings and opportunities to meet other people within our region. For example, the Dumfries Multicultural Association is an active group in the local area. Furthermore, you will find activities and events in the towns and villages of Dumfries & Galloway are very welcoming to new members of the community.

Find Out More

For information on NHS Dumfries & Galloway, including details of further staff benefits, our facilities and beautiful surroundings, check out our new Work with Us Portal.

To access the Work with Us web pages, copy and paste the following link into your web browser:

www.nhsdg.co.uk/workwithus

