

**Working for NHS Lanarkshire**

**Clinical Fellow in Ophthalmology**

**(Junior Rota)**

**NHS Lanarkshire**

**Recruitment Pack**

**Application Closing Date: 18/10/2024**

HR Medical & Dental

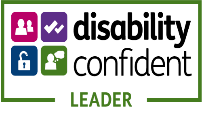
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| **Contents** |

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| **Section** |  | **Page** |
| Section 1: | How to Apply | 3 |
| Section 2: | Contact Information | 3 |
| Section 3: | Person Specification | 4 |
| Section 4: | The Post | 7 |
| Section 5: | Department Information | 7 |
| Section 6: | Working for Lanarkshire | 8 |
| Section 7: | Terms and Conditions of Employment | 8 |

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| **This post requires the post holder to have a PVG Scheme membership/record. If the successful applicant is not a current PVG member for the required regulatory group i.e. child and/or adult, then an application will need to be made to Disclosure Scotland and deemed satisfactory before the successful post holder can commence work.** |

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| **Section 1: HOW TO APPLY** |

**In order to apply:**

Applicants are required to complete an Application Form via the following link: [https://apply.jobs.scot.nhs.uk/vacancies.aspx](#). Please note that you can upload your CV, however this will only be used to pre-populate part of the application form. CV`s are **not** accepted instead of a completed Application Form. Your CV **will not** be visible to the panel.

**Please complete applications by MIDNIGHT ON THE CLOSING DATE.**

**You will receive an email acknowledging receipt of your application once submitted.**

To find out more about the role and our recruitment process please visit NHS Scotland Recruitment Portal

Recruitment | NHS Lanarkshire (scot.nhs.uk)

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| **Section 2: Contact Information** |

**Programme / Post Queries**

Prospective applicants are encouraged to make contact with:

Dr Douglas Lyall

Consultant Ophthalmologist and Clinical Lead

University Hospital Hairmyres

(Email: douglas.lyall@lanarkshire.scot.nhs.uk)

Telephone queries: via 01355 585103

Dr Umaima Mulla

Consultant Ophthalmologist and College Tutor

University Hospital Hairmyres

(Email: [umaima.mulla@lanarkshire.scot.nhs.uk](#))

Telephone queries: via 01355 584643

**Application Queries**

If you have any queries regarding the application process please email Isabel Rankin at [medical.dentalrecruitment@lanarkshire.scot.nhs.uk](#)

**NHS Lanarkshire is committed to working towards equal opportunities for all.**

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| **Section 3: Person Specification** |

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| **PERSON PROFILE – Clinical Fellow in Ophthalmology** | | | |
| Attributes | **Essential** | | **Useful** |
| Qualifications | MBchB or equivalent  Successful completion of UK Foundation Programme  (or equivalent) **OR CREST FORM** | | Other relevant postgraduate qualification. |
| Training |  | | Current ALS provider status or equivalent  ATLS, CCrISP, BSS or equivalent |
| Experience | Eligible for full registration with the GMC at time of application and hold a current license to practice \* (\*Overseas Registration and Qualifications -  NHS Lanarkshire will check you have the necessary professional registration and qualifications for this role. You will need to provide an official translation of qualifications notarized by a solicitor of your overseas qualifications to be checked by the recruiting panel. Please ensure that this is available before applying for the post. | | Previous experience of UK Ophthalmology practice  Evidence of direct supervision of more junior colleagues |
| Audit / Research | Familiarity with the principles of clinical governance and patient safety  Understanding of the principles of medical audit  Understanding of the principles of medical research | | Evidence of previous audit activity.  Evidence of contribution to audit at least at local level.  Evidence of previous research activity. |
| Publications |  | | Previous publications.  Presentations at national or international meetings. |
| Teaching |  | | Interest in and commitment to teaching and training.  Experience of organising teaching programmes.  Formal training in teaching |
| Knowledge & Skills | Broad based knowledge and skills in diagnosis and clinical management within the Specialty and encompassing most sub-disciplines. | | Further educational certificates, diploma’s, etc  Good IT skills. |
| Disposition | Committed to Quality Patient Care.  Able to be understanding of and sensitive to the needs of patients.  Excellent communication skills (verbal and written)  Ability to work under pressure.  Ability to work effectively in a multidisciplinary team.  Responsive to change and innovation, promoting a culture for organisational development.  A flexible approach to duties, which satisfies the needs of the Service in a changing environment.  Ability to demonstrate reflective practice with evidence of regular appraisal with clear Personal Development Plan relating to Continuing Professional and Personal Development.  Good time management and organisation.  Demonstrates commitment and enthusiasm to service delivery. | | Current Driving Licence |
| Managerial | Knowledge of service provision at a local level. | | Contribution to service-development at a local level |
| Leadership | Awareness of the principles of team leadership and effective people management.  Commitment to the Values of NHS Lanarkshire:- Fairness, Respect, Quality, Working Together. | | Evidence of role as leader within groups. |
| Other | Satisfactory medical clearance by NHS Lanarkshire Occupational Health Service.  Satisfactory PVG Check.  Fluent in medical English and evidence of ability to communicate in stressful situations. | | Preference to work in a District General Hospital. |
| If there is any reason why a disabled person should not be considered suitable for this post, please provide details: | | The post requires successful candidate to have physical dexterity and be able to examine patients in an outpatient and inpatient setting. | |

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| **Section 4: The Post** |

An exciting opportunity has arisen for a Junior Clinical Fellow in Ophthalmology based at University Hospital Hairmyres (UHH). **The post is vacant from November 2024 for three months.**

Whilst the post is not recognized for training there will be ample opportunity to gain experience in clinical ophthalmology in both the outpatient and inpatient settings, as well as opportunities in ophthalmic theatre.

The successful candidate should have completed foundation years or equivalent. Previous experience in ophthalmology would be advantageous but not essential.

The job is offered as a full-time post (40 hours plus out of hours) but applications will also be considered from those wishing to work less than full-time.

The department operates a two tier on call system. The successful candidate will take part in the junior first on call rota, supported by consultants on the second on call rota.

NHS Lanarkshire is supportive of applications from individuals with well-developed ideas for improving services who are able to demonstrate a commitment to quality improvement, patient safety (including human factors training), Medical Education and Research & Development.

The Board has a well-established, bespoke Medical Education and Training Centre with simulation facilities and is developing a faculty for Human Factors training. We have a strong commitment to Patient Safety and Quality Improvement.

**Timetable and Rota**

NHS Lanarkshire is constantly reviewing its rotas to maintain New Deal compliance together with the new arrangements as set down by the Scottish Government and Scottish Medical Training (SMT). The following is an indicative timetable. The successful candidate will work as part of the Ophthalmology Non Resident On Call Rota (1:7). This will include evening, night and weekend work as this is integral to this specialty.

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| Fixed Commitments | Days | Hours | Type of Work | Location |
| Monday | AM | Outpatient clinic | University Hospital Hairmyres |
|  | PM | Outpatient clinic | University Hospital Hairmyres |
| Tuesday | AM | RSTA |  |
|  | PM | Eye casualty clinic | University Hospital Hairmyres |
| Wednesday | AM | Operating theatre | University Hospital Hairmyres |
|  | PM | Regional Teaching | Gartnavel General Hospital |
| Thursday | AM | RSTA |  |
|  | PM | Outpatient clinic | University Hospital Hairmyres |
| Friday | AM | Outpatient clinic | University Hospital Hairmyres |
|  | PM | Operating theatre | University Hospital Hairmyres |

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| **Section 5: Department Information** |

Within the department, the successful candidate will work alongside four trainees from the West of Scotland training rotation, two SAS doctors, one Associate Specialist and 12 consultants.

As well as providing general ophthalmology services to NHS Lanarkshire, the department also provides subspecialty areas in cornea and anterior segment disease, glaucoma, medical retina, oculoplastic and orbit, paediatric ophthalmology, strabismus and uveitis.

We have a highly motivated and skilled non-medical workforce working in the department. We also have strong links with community optometry and have developed several treatment pathways.

UHH has a dedicated Ophthalmology Theatre, which is fully equipped with a ceiling mounted Zeiss operating microscope, phacoemulsification and other modern equipment. Subspecialty surgical services provided include glaucoma, corneal, anterior segment, oculoplastic, orbital and strabismus surgery. In addition the Ophthalmology department has access to a second Surgicube operating theatre suite with a floor mounted ophthalmic operating microscope and phacoemulsification equipment. Majority of theatre patients are treated as day cases via the Day Surgical Unit.

The UHH Ophthalmology outpatients area was redesigned and expanded in 2018 so that it can better meet the future clinical demands of the Ophthalmology Service.

Outpatient facilities include Argon, YAG, SLT and Cyclodiode Lasers, Pentacam corneal topography, FFA, ICG, Humphreys Visual Field Equipment, Absolu B scan ultrasound, and Kowa Stereo Fundus Camera. There is Topcon ImageNet Spectral Domain OCT, which allows anterior segment OCT and OCT-Angiography. There are also two Optos Wide field imaging cameras, both with FFA and ICG capability and one with OCT capability.

Equipment in the Pre-Assessment area includes an IOLMaster 700.

Topcon OCT machine, HRT 3 and Optos Silverstone (with OCT) are available at Wishaw University Hospital Hairmyres and another Topcon OCT is based at Monklands University Hospital.

In addition to outpatient clinics, other activity performed on an outpatient basis includes intravitreal injections (primarily delivered by nursing and orthoptic staff), minor ops, botulinum toxin injections and corneal collagen cross-linking.

**Audit and Research**

The successful candidate will be expected to participate in audit processes and there is an active clinical audit department available to assist.

**Education and Training**

The Department includes Specialist Trainee doctors from the West of Scotland Ophthalmology rotation. The department scores highly in the GMC training survey and the successful candidate will be expected to be involved in departmental teaching of Medical School undergraduates from the University of Glasgow who attend the Eye Clinic. There is a strong ethos on training our own Ophthalmic Nursing, Optometry and Orthoptic team to maximize their potential in the department.

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| **Section 6: Working for NHS Lanarkshire** |

For more information on the role please visit [**NHS Lanarkshire Careers Website**](#)

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| **Section 7: Terms and Conditions of Employment** |

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| **TYPE OF CONTRACT** | Fixed Term |
| **GRADE AND SALARY** | Clinical Fellow  £40,995 to £64,461 per annum (pro rata) |
| **HOURS OF WORK** | Full Time – 40 hours per week plus out of hours |
| **SUPERANNUATION** | New entrants to NHS Lanarkshire who are aged sixteen but under seventy-five will be enrolled automatically into membership of the NHS Pension Scheme. Should you choose to "opt out" arrangements can be made to do this via: [www.sppa.gov.uk](#) |
| **REMOVAL EXPENSES** | Assistance with removal and associated expenses may be awarded |
| **EXPENSES OF CANDIDATES FOR APPOINTMENT** | NHS candidates who are requested to attend an interview will be given assistance with appropriate travelling expenses. Re-imbursement shall not normally be made to employees who withdraw their application, refuse an offer of appointment. Non NHS employees are not normally awarded travel expenses. |
| **DISCLOSURE SCOTLAND** | This post is considered to be in the category of “Regulated Work” and therefore requires a Disclosure Scotland Protection of Vulnerable Groups Scheme (PVG) Membership. |
| **CONFIRMATION OF ELIGIBILITY TO WORK IN THE UK** | NHS Lanarkshire are required to check the entitlement to work in the UK of all prospective employees, regardless of nationality or job category. UK Visas & Immigration rules are available at [www.bia.homeoffice.gov.uk](#). Prospective applicants are encouraged to check eligibility in advance of applying for vacancies in NHS Lanarkshire. |
| **MEDICAL NEGLIGENCE** | In terms of NHS Circular 1989 (PCS) 32 dealing with Medical Negligence the Health Board does not require you to subscribe to a Medical Defence Organisation. Health Board indemnity will cover only Health Board responsibilities. It may, however, be in your interest to subscribe to a defence organisation in order to ensure you are covered for any work, which does not fall within the scope of the indemnity scheme. |
| **NOTICE** | Employment is subject to one month notice on either side. |
| **PRINCIPAL BASE OF WORK** | You may be required to work at any of NHS Lanarkshire sites as part of your role. Your base will be clarified for expenses purposes. |
| **REFERENCES** | All jobs are only offered subject to receiving two satisfactory references. At least one reference must be from your current/most recent employer or your course tutor if you are currently a student. If you have not been employed or have been out of employment for a considerable period of time, you may give the name of someone who knows you well enough to confirm information given and to comment on your ability to do the job. |