Consultant Ophthalmologist

REPLACEMENT POST

JOB DESCRIPTION

Date September 2017
THE POST

This is a Consultant Ophthalmologist appointment for the United Lincolnshire Hospitals NHS Trust based at the Lincoln County Hospital initially.

CONSULTANT OPHTHALMOLOGIST WITH AN INTEREST IN PAEDIATRIC OPHTHALMOLOGY

Applicants may elect to work whole time or part time. If the successful applicant chooses to work part time, modification of the job content will be discussed on a personal basis with the Trust in consultation with consultant colleagues.

The United Lincolnshire Hospitals Trust provides ophthalmic services to a population in excess of 750,000. The service is based in two main sites in Lincoln and Boston. Peripheral sites in Louth and Gainsborough are attached to the Lincoln site. Skegness, Grantham and Spalding are attached to the Boston site.

The post is based at the Lincoln County Hospital initially with some duties in the peripheral sites attached.

DUTIES AND RESPONSIBILITIES

The Appointee will be expected, in conjunction with their colleagues, to provide a comprehensive Ophthalmic service and develop their subspecialist interest thereby supporting the provision of an effective countywide service and contribute towards achieving the 18 week wait across the whole eye department.

They will provide leadership to support the continued delivery of a first class Ophthalmic service.

They will be expected to carry out teaching duties as required and take an active part in the Postgraduate Medical Education programme and in the teaching of ophthalmic trainee staff. They will be involved in the delivery of undergraduate teaching to the students from Nottingham and Leicester Medical Schools. They will be involved in the education of nursing staff, and other clinical professions as appropriate. They will regularly attend Clinical Audit and Departmental Team meetings.

The appointee will have continuing responsibility for patients in his / her care and for the proper functioning of the department.

They will be required to play an active part in the robust clinical audit programme within the Department and to take part in regional and national audits. He/she will be required to report all critical incidents and attend and support the Departmental audit and Clinical Governance meetings.

The appointee will be expected to offer a general ophthalmology service as well as their sub-speciality interest. The delivery of high volume cataract surgery is expected ensuring the Trust meets its contractual obligations with respect to the 18 week wait.

The appointee will be encouraged to participate in management duties within the Department and the organisation.
JOB PLAN

The Proposed job plan allows for:

Direct Clinical Care  
(includes clinical activity, predictable and unpredictable emergency work, patient related correspondence)  
8.0 PA (see proposed weekly timetables)

Supporting Professional Activities  
(including CPD, Audit, Teaching and Research)  
2.0 PA

10 PA total

Supporting Professional Activities will generally be undertaken on site.

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<thead>
<tr>
<th></th>
<th>Monday</th>
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<th>Wednesday</th>
<th>Thursday</th>
<th>Friday</th>
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<tbody>
<tr>
<td>a.m.</td>
<td>Lincoln Clinic</td>
<td>Patient related correspondence / Audit / CPD /SPA</td>
<td>Patient related correspondence / Audit / CPD /SPA</td>
<td>ROP Screening</td>
<td>Theatre alternating with clinic</td>
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<tr>
<td>p.m.</td>
<td>Lincoln Special Interest Clinic</td>
<td>Lincoln Clinic</td>
<td>Lincoln Clinic</td>
<td>Theatre</td>
<td>Clinic alternating with Theatre</td>
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CONSULTANT POST:

NOTE; Because of the significant time lapse between drawing up the above job plans and the appointment it may be necessary to alter the timetable subject to negotiation following appointment. There may also be some variation week to week of the timetable.

The department aims to be flexible in accommodating the needs of the individual and the requirements of the service we provide.
ON CALL COMMITMENT

As part of modernising the service the Ophthalmic Departments in Lincoln and Boston have adopted a model of cross-site cover with alternate weeks on call for the whole county. A consultant is always on call to cover for inpatients at their base hospital.

The on call works out at 1:8 with some weeks on call being for the whole county and some weeks being solely for the base non take hospital.

MAIN CONDITIONS OF EMPLOYMENT

Terms and Conditions of employment shall be as per the New Consultant contract.

The post holder shall have medical clearance arranged by the Trust before taking up employment.

RESIDENCE

The person appointed will be required to maintain his/her private residence in contact with the public telephone service and reside within reasonable access bearing in mind the duties of the post.
DEPARTMENT STAFFING

Consultants
Mr P Tesha
(Special interest: Medical retina)

Mr B S Redmill, MA, FRCOphth,
(Special interest: Paediatrics)

Mr C M Knapp BSc (Hons) MD, FRCOphth
(Special interest: Oculoplastics)

Mr A J Khan
(Special Interest: Glaucoma)

Ms Bola Ajimoko
(Special interest: Medical Retina)

Miss Emily Gosse
(Special interest: Primary Care & Vitreoretinal)

Mr Alan Fitt
(Special interest: Vitreoretinal)

Vacant Post X 1

Associate Specialist
Mrs B Attrup, FRCOphth

Fellow in Cataract Surgery & Glaucoma
Mr Hany Wassef

Fellow in Medical Retina & Cataract Surgery
Mr Konstantinos Kaprinis

Trainees
Three ST doctors rotating with Leicester Royal Infirmary

PILGRIM HOSPITAL BOSTON

Consultants
Mr S Ahmed, FRCS, FRCOphth
(Special interest: Paediatrics and Squint)

Mr M Gupta, FRCS, FRCOphth
(Special interest: Glaucoma)

Mr A Tekriwal, FRCOphth
(Special interest: Medical Retina)
Mr Gareth Lewis, FRCOphth
(Special interest: Oculoplastics)

Mr R Ramanathan, FRCS
(Special interest: Medical Retina)

Miss A Kumar
(Special interest: Oculoplastics)

Mr Evangilos Minos
(Special interest: Medical Retina)

**Specialty Doctors**

Mr Mohammad Uddin
Mr Kamran Qureshi
Mr Murtaza Bashir
Mr Vijay Cornelius
Miss Arjumand Farooq

2 Vacant post

2 FY2 doctors

**TEACHING AND EDUCATION**

There is an active Post-Graduate Centre and extensive reference library on both Main Sites.

Where applicable, paid study leave and expenses will be granted in accordance with the terms and conditions of service. This is subject to a maximum 30 days in any period of three years.

There are regular twice weekly lunchtime multidisciplinary teaching sessions in the department in Lincoln.

There is a monthly audit and Clinical Governance session with many of the sessions being Pan Trust.

There is a twice monthly departmental teaching session in Boston.

The post graduate teaching programme in Lincoln is recognised by the Post-Graduate Dean as being of the high standard and a model for other specialties and units within the Trent region.

There are facilities for teleconferencing at the postgraduate centres.

The Trust is committed to further education and wherever possible funding will be provided for audit/research programmes.
Individual research is encouraged as far as facilities allow.

DEPARTMENT OF OPHTHALMOLOGY

LINCOLN COUNTY HOSPITAL

The ophthalmic clinic has undergone an extensive extension and upgrade. It comprises 6 consulting rooms, dedicated fields room, treatment room, 3 pre-assessment rooms, a minor operations room, an investigations/photography room and a fully equipped seminar/teaching room. As well as general and special ophthalmic clinics (Paediatric, Anterior Segment, Oculoplastic, Medical Retina, Wet AMD and Diagnostic Ultrasonography) there are Contact lens, and Artificial Eye Clinics. There are also combined clinics in Rheumatology, Thyroid eye disease and Paediatric Uveitis. The out-patient department is fully equipped for digital fluorescein angiography, digital fundus photography, SDOCT, pachymetry, corneal topography, contrast sensitivity, Argon and YAG laser photocoagulation, diagnostic B scan ultrasound and biometry. All the equipment is linked to a common capture database and there are numerous viewing stations in the department.

There is a Clean Treatment room for the Wet AMD service. This room can also be used for minor procedures. There are extensive facilities for teaching and training with video attachments to the slit lamps and laser. Facilities exist within the hospital for full electro physiological testing.

Within the outpatients department is a fully staffed Orthoptic Department with two full time and four part time orthoptists who also provide services to the outlying hospitals and local authority clinics. The Department provides clinical placements for Sheffield and Liverpool University students in years one and three.

There is a dedicated and well equipped operating theatre with a Leica ceiling mounted microscope, video recording system and state of the art phaco-emulsification equipment with Micro incision capabilities.

All Day Case patients are cared for in a dedicated Ophthalmic Day Case Bay within the confines of the Theatre suite.

Inpatients are accommodated on Digby ward in 3 adult ophthalmic beds. There is one Children’s bed on Lincoln and Ruston ward.

GENERAL INFORMATION

Lincoln is a beautiful city famous for its magnificent Cathedral dominating the skyline and the nearby historic Castle. It is an expanding, rapidly developing city with a recently established and successful University with which the Trust has developed close research and teaching links. It offers a wide variety of leisure and social activities with a vibrant arts and music scene.

Lincoln provides excellent schooling opportunities within the city and surrounding area. There is a variety of housing available within the city and numerous nearby villages at a cost that compares favourably with other areas of the country.
Lincoln offers the benefits of urban amenities with the beauty of an historic English town and traditional country lifestyle on its doorstep.

Lincolnshire is scenically and geographically varied. It includes the Lincoln escarpment on which the beautiful medieval Cathedral stands, the North Lincolnshire Wolds, a designated area of outstanding natural beauty, the extensive beaches of the coastal strip, and the vast farmlands in the south of the county.

Boston is an attractive market town in South Lincolnshire with a growing population. It has a flourishing port on the River Witham dating back to the thirteenth century. Most of the town’s industry is linked to agriculture or the port.

Grantham is an historic market town with many attractions, including plentiful shops, restaurants and leisure facilities and is only just over an hour from London by train.

South Lincolnshire has retained the grammar school system, and has a reputation for providing excellent state school education. In addition, the cost of housing compares very favourably with many areas of the country.

THE HOSPITALS

The United Lincolnshire Hospitals NHS Trust came into being on 1 April 2000 and brought together Lincoln and Louth NHS Trust, Pilgrim Health NHS Trust and the Grantham and District NHS Trust.

It is responsible for a comprehensive range of health services and currently provides some services to neighbouring authorities. Most of the local practitioners are known personally to the consultant staff and meet frequently at postgraduate and social functions.

LINCOLN COUNTY HOSPITAL

Lincoln County Hospital is situated in the uphill area of the city close to the Cathedral and city centre of Lincoln. It is a newly developed rapidly expanding large modern District General Hospital which provides a wide range of specialist clinical services to a catchment population of 450,000. It is part of and the largest hospital within the United Lincolnshire Hospitals Trust. It has a bed complement of 705 beds.

An extensive range of services are provided including general surgical, orthopaedic, ENT, ophthalmic, maxillofacial, head and neck cancers, dental, obstetrics, gynaecological and oncological. In addition general medical and a wide range of medical subspecialty services are provided including Coronary Care and Renal Dialysis and Support units.

The Intensive Care Unit is part of the Mid-Trent Intensive Care Network and is well equipped and staffed providing a full range of Intensive Care therapies.
The Day Care unit is integral to the hospital. Recent developments include an Oncology and Brachytherapy Unit and a combined Medical & Surgical Emergency Admissions Unit. A new Stroke and Rehabilitation Unit opened recently. There is a busy, well staffed, Accident and Emergency Department.

Diagnostic facilities are comprehensive and the large Radiology Department has sophisticated x-ray facilities with modern CT and MRI scanners and investigative radiology services provided. There is also a fully developed Medical Physics Unit and Cardiac Catheterisation Laboratory. The maternity service is housed in a separate wing and has ante and post natal beds, as well as a recently renovated patient care and comfort oriented delivery suite. There is a well equipped modern Special Care Baby Unit.

The hospital has very close links with Nottingham and Leicester Medical schools providing undergraduate and postgraduate medical education. It has a vibrant postgraduate medical centre providing state of the art IT and educational facilities incorporating a skills laboratory with an active postgraduate medical education programme.

Since the beginning of October 2006, the Lincoln Hospital site has adopted the Hospital at Night model.

**PILGRIM HOSPITAL BOSTON**

Pleasantly situated on the outskirts of Boston, Pilgrim Hospital is a modern 531 bed District General Hospital, opened in 1977. A full range of clinical specialties and laboratory facilities are provided for the catchment population of approximately 210,000. The hospital has close ties with Leicester and Nottingham University Medical Schools. It also has close links with community hospitals in Skegness and Spalding.

The hospital has a new Accident and Emergency Department, a Medical Admissions Unit, a combined ITU /HDU /CCU with 12 beds for all major specialities. There is a first class Pathology service and the Radiology Department has both spiral CT and MR scanners. There is also a fully developed Medical Physics Unit.

The hospital also includes beds for General Medicine, Care of the Elderly, General Surgery, Orthopaedic Surgery, ENT, Paediatrics, Psychiatry, Oral Maxillofacial Surgery, Obstetrics, Gynaecology and Urology. There are currently 2 Ophthalmic beds with access to 18 day beds and Paediatric beds.

The General Surgery department at Pilgrim Hospital undertakes all elective and emergency general surgery. The department has attained partial accreditation with regard to cancer unit status for Colorectal surgery and has achieved full accreditation for junior doctors training. Facilities for general surgery are predominately based at Pilgrim Hospital, but out-patients services are also provided at Skegness, Spalding and Holbeach. The General Surgery Unit at Pilgrim Hospital has 64 adult in-patient beds, 21 day case beds/trolleys. Children’s beds are available and are situated on the children’s floor. The Breast Unit is run by 2 Consultant surgeons and an Associate Specialist.
The Hospital also incorporates the Bostonian, which is a private wing of the hospital, which offers a good range of private services and has 20 beds.

LOUTH COUNTY HOSPITAL

Louth County Hospital has approximately 72 beds consisting of Integrated Medicine, Surgical and Orthopaedic Wards. There are direct acute admissions only to the Medical Wards.

The Lincoln based Ophthalmology department runs ophthalmology out-patient clinics and operating theatre sessions.

The hospital has a high dependency/coronary care unit and a ward caring for severely mentally infirm patients. The hospital also has an Accident and Emergency Department, Endoscopy, Day Hospital and a very busy Outpatients Department supported by X-ray, Physiotherapy and Occupational Therapy Departments. There is also an on–site education centre with lecture theatre, library and internet access.

GRANTHAM AND DISTRICT HOSPITAL

Grantham and District Hospital is a DGH with 197 beds, offering all major specialities and has close links with Boston, Lincoln and Newark Hospitals as well as teaching centres in Nottingham and Leicester. Primarily it services the people of Grantham, Sleaford and Newark with a total catchment population circa 120,000.

Grantham provides Integrated Medicine, General Surgery, Trauma and Orthopaedics, Anaesthetics and consultant-led Accident and Emergency Services, in addition there is an ambulatory care Paediatric service provided on site. Consultant Obstetric, Inpatient and Emergency Gynaecology Services are being provided at Lincoln. Community Midwifery is provided in the locality as well as a ‘low risk’ midwifery led service. Ante Natal, Postnatal, Gynaecology Outpatients and Day Case Services are offered at Grantham. There is a fully equipped X-ray Department with a modern CT scanner as well as a Pathology Department providing all pathological services on site. There is a Medical Physics Department which does all cardio–respiratory work as well as gamma camera work.

There are 18 day case beds, which offer service in Orthopaedics, Gynaecology, ENT, Oral Surgery, Paediatric Surgery and Video Endoscopy. A comprehensive range of Outpatient services is provided, in some cases by a visiting consultant from another hospital, where the associated Inpatient work is not provided locally.

The hospital offers a comprehensive ophthalmic outpatient service with clinics held on 4 days of the week as well as 3 day case cataract theatre sessions. All medical input to these is from the Boston base hospital. A number of Fast Track services such as the Breast and Colorectal Clinics exist. There is an integrated community and hospital based Macmillan Nursing Service.
RELOCATION EXPENSES

Relocation expenses will be payable to the successful candidate in accordance with the Trust policy on relocation.

HEALTH AND SAFETY

The United Lincolnshire Hospitals NHS Trust recognises its duties under the Health and Safety at Work Act 1974 to ensure, as far as is reasonably practicable, the health, safety and welfare at work of all its employees. In addition the business of the Trust shall be conducted so as to ensure that patients, their relatives, contractors, voluntary workers, visitors and members of the public having access to the Trust premises and facilities are not exposed to risk to their health and safety.

All Medical and Dental staff under contract to the United Lincolnshire Hospitals NHS Trust will be expected to comply with the Trust Health and Safety Policies.

FURTHER INFORMATION

Applicants are encouraged to visit the hospital by prior direct arrangement with:

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Mr Paul Tesha  
Consultant Ophthalmic Surgeon & Head of Service  
United Lincolnshire Hospitals NHS Trust  
Lincoln County Hospital  
Greetwell Road  
Lincoln  
LN2 5QY  

Telephone 01522 573308

Mr Mohit Gupta  
Consultant Ophthalmologist and Clinical Director (Head and Neck)  
United Lincolnshire Hospitals  
Pilgrim Hospital  
Sibsey Road  
Boston. PE21 9QS  

Tel. No 01205-446497

Travelling expenses will be reimbursed for one visit of those candidates selected for interview and unless specifically requested by management to attend at any other time. In cases of candidates travelling from abroad, travelling expenses are normally paid only from point of entry to the UK.
## UNITED LINCOLNSHIRE HOSPITALS NHS TRUST
### PERSON SPECIFICATION

**Post:** Consultant  
**Speciality:** Ophthalmology

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<thead>
<tr>
<th>Essential</th>
<th>Desirable</th>
<th>Assessment</th>
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<tr>
<td><strong>Qualifications</strong></td>
<td></td>
<td></td>
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<tr>
<td>• FRCS, FRCOphth or equivalent</td>
<td>• Training qualification</td>
<td>CV and Certification</td>
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<tr>
<td>• Full GMC Registration</td>
<td>• Fellowship in Paediatric Ophthalmology (or a subspecialist interest that complements the department)</td>
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<td>• Entry on GMC Specialist Register for Ophthalmology or within Six months of anticipated CCST date on date of interview</td>
<td>• Relevant Higher Degree or equivalent</td>
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<tr>
<td><strong>Training/Experience/Research</strong></td>
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<tr>
<td>• Proven clinical experience in Ophthalmology, with a broad experience of the speciality, minimum of 6 years.</td>
<td>• Evidence of recently published research or case reports.</td>
<td>CV and interview</td>
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<tr>
<td>• Ability to carry out high volume cataract surgery.</td>
<td>• A special interest complementary to the existing services</td>
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<td>• Experience of and undertaken Clinical Audit, with recently presented findings</td>
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<tr>
<td><strong>Skills</strong></td>
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<tr>
<td>• Good communication skills, both written and verbal</td>
<td>• Ability to innovate and develop new technology and methods</td>
<td>Interview and References</td>
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<td>• Demonstrate the ability to work effectively as part of a multidisciplinary team</td>
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<td>• Team leadership skills</td>
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<td>• Demonstrate an understanding of the educational needs of trainees and commitment to effective teaching at all levels</td>
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<tr>
<td>• Experience of teaching clinical skills to a wide Multi Disciplinary Team audience</td>
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<td>• Understanding of the principles and implementation of Clinical Governance</td>
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<td>• Computer Literacy</td>
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<td><strong>Special Requirements</strong></td>
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<tr>
<td>• Commitment to the Development of a quality Ophthalmic service for ULHT</td>
<td>• Recent experience of developing a service</td>
<td>Interview and References</td>
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<tr>
<td>• Maintain own education to a minimum standard set by the Royal College of Ophthalmologists and show a commitment to continual learning</td>
<td>• Ability to consolidate and organise change</td>
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<td>• Ability to develop National Care Pathways in Ophthalmology.</td>
<td>• Able to contribute to department and CMT management</td>
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<td>• Understanding and commitment to modernising the service.</td>
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United Lincolnshire Hospitals NHS Trust has adopted a vision and five key values to show what we stand for, how we want to be known and how we behave.

Hundreds of staff have been involved in choosing the values which set the tone about what is most important for the Trust.

Our vision is "To provide consistently excellent and safe patient-centred care for the people of Lincolnshire, through highly skilled, committed and compassionate staff working together."

The values are:

1. Patient-centred
2. Safety - We put your safety and well-being above everything
3. Excellence - We measure and continuously improve our standards, striving for excellence at all times
4. Compassion - We offer you the compassion which we would want for a loved one
5. Respect - We show respect for you and for each other

Our patients are at the centre of what we do and we listen to them.
Our Behaviours

<table>
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<tr>
<th>Our Behaviours</th>
<th>Description</th>
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<tbody>
<tr>
<td>Patient-centred</td>
<td>I am fully committed to providing the very highest standards of care to our patients</td>
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<tr>
<td>Safety</td>
<td>I do everything I can to keep my patients and my colleagues safe</td>
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<td></td>
<td>I keep my environment clean and tidy</td>
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<td>I recognise when something is going wrong and I have the courage to do something about it</td>
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<td>Compassion</td>
<td>I show a genuine concern for my patients and my colleagues</td>
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<td></td>
<td>I communicate well with others, listening and showing an interest in what they have to say</td>
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<td></td>
<td>I am positive, approachable and friendly</td>
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<tr>
<td>Respect</td>
<td>I treat my patients and my colleagues with dignity and respect</td>
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<td></td>
<td>I work openly and honestly as part of an effective team</td>
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<td>I keep my promises and do what I say I will, when I said I will, or I will provide an explanation if I can't</td>
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<tr>
<td>Excellence</td>
<td>I will always go the extra mile and improve things for my patients and my colleagues</td>
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<td></td>
<td>I am competent to carry out my role and committed to my personal and professional development</td>
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<td></td>
<td>I will share good ideas and best practice and encourage my team members to do so too</td>
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The values will be used in job recruitment and staff appraisals to ensure that they have real meaning for the way people work. This includes the development of behaviours to show what is expected of all staff. The values also feature in categories for the Trust's staff awards scheme.

To support the values, ULHT has also adopted a new slogan to underline the patient-centred approach –

Caring for You