



Borders General Hospital, Melrose, Scottish Borders

Job Description and particulars for the posts:

Consultant Ophthalmologist

Reference	MED	Please quote on all correspondence
Grade	Consultant	
Location	Borders General Hospital	
Hours / PA's	Full time – basic 10 PAs per week (Part-time may be considered)	
Salary Scale	Consultant scale - £76761 - £103490 with 8% availability supplement	
Closing Date	05 December 2015	

Your Application	Thank you for expressing an interest in the above post within NHS Borders. Please find all the relevant information attached to begin the application process. Should you require further information regarding this post you can contact the Medical Staffing team or make informal enquiries with the department using the contact details below. To ensure we can process your application as easily as possible please complete all the information required within the Application Pack and return with your full C.V.		
Contact Details	Telephone	01896 826167	
	Email	Medical.staffing@borders.scot.nhs.uk	
Application Process	To apply please submit a copy of your Curriculum Vitae along with the completed Application Pack (below)., together with a daytime telephone number where you can be contacted, to Medical Staffing, Borders General Hospital, Melrose TD6 9BS. Tel: 01896 826167. Fax: 01896 826159 or e-mail to: medical.staffing@borders.scot.nhs.uk . If emailing your CV please telephone 01896 826167 to confirm safe receipt.		
Visits and Enquiries	Informal visits can be arranged and informal enquiries regarding this post will be welcomed by:-		
	Dr Robert Murray	Consultant Ophthalmologist	01896 826762 (secretary)
Date post is vacant	The post(s) are vacant and a start date will be agreed with the successful candidate.		

NHS Borders Website	For further information regarding NHS Borders, please visit our website:- www.nhsborders.org.uk
NHS Borders	Why work for us? Our Values are at the heart of all that we do: •Care and Compassion •Quality and Teamwork •Dignity and Respect •Openness, honesty and responsibility Patients are at the centre of everything we do in our daily working lives at NHS Borders ensuring they are safe, cared for efficiently, effectively by suitably experienced and qualified staff driving quality at the heart of patient care. We are a dynamic and forward thinking team with a wealth of clinical and leadership experience. We aim for an open and honest culture and believe in nurturing future stars in NHS. NHS Borders has an entirely integrated structure for management of health services. Decision-making is firmly embedded within an integrated Clinical Executive, part of a natural evolution towards more integrated care, which has seen health and social services within the Borders develop nationally recognised joint initiatives. The NHS Borders Board covers an area co-terminus with the local authority and has developed close and effective links with Scottish Borders Council, including the creation of a Joint Health and Care Partnership Board.
The Department	The Eye Department, situated in the Borders Eye Centre, was opened 25 years ago to provide an Ophthalmology Services to the population of the Scottish Borders (circa 110,000), also drawing patients from East Lothian, Lanarkshire and Northumberland. The ophthalmic theatre is situated in the Day Procedure Unit adjacent to the eye clinic. A Zeiss operating microscope and Phacoemulsification equipment is installed. Six ophthalmic trained nurses staff this Theatre. The Ophthalmology Department has its own Out Patient facility within the main hospital building, consisting of 2 consulting rooms, a glaucoma suite, with treatment and visual field rooms also available. There are facilities for anterior and posterior segment photography. OCT equipment as well as Argon and YAG laser is available. There are peripheral general out patient

POSITION: Consultant Ophthalmologist



	clinics held in the Border towns of Hawick, Duns and Peebles. Tertiary ophthalmology referrals are referred to the Princess Alexandra Eye Pavilion in Edinburgh, to which we also refer vitreoretinal surgical cases. There is no junior medical support within the ophthalmology service and clerking of inpatients is undertaken by junior staff within the general surgical ward. The Eye Centre also has secretarial and clerical support.
POST INFORMATION	
The Post	A whole-time post (or part-time) for a Consultant Ophthalmologist is available immediately within the Borders General Hospital in Melrose. This post is a new development. The Consultant team provide general, specialist and surgical care to the patients from the local catchment area. They are ably supported by a dedicated nursing team, who provide general support of clinics, a nurse led glaucoma clinic, visual field clinics, pre-assessment and biometry clinics and provide OCT examination. They also accompany surgical patients to Theatre. Orthoptists provide orthoptic services to children and adults and run a screening programme for pre-school children. The Borders General Hospital Ophthalmology department has close ties with the Princess Alexandra Eye Pavilion in Edinburgh. By negotiation, a shared job plan with NHS Lothian is possible so that sub-specialty interests can be supported. The plan would therefore include 2 programmed activities per week of specialist activity at the Princess Alexandra Eye Pavilion or The Royal Hospital for Sick Children. The successful applicant will be required to provide a general Ophthalmology Service, along with three consultant colleagues. A special interest to complement those of the other Consultants will be encouraged, but a broad range of skills and abilities is essential, including dealing with paediatric referrals. A full time post of 10 programmed activities is available but applications are welcome from candidates who may be interested in part time commitments or job share. The on-call duties attract 0.75 PA.
Reporting Arrangements	You will report to the Associate Medical Director, who will agree your job plan on an annual basis.

Health and Safety	You are required to comply with NHS Borders Health and Safety Policies.
Training Grade Medical Staff	You will be responsible for the training and supervision of the Training Grade Medical staff (Foundation Trainees, GPSTs, Core Medical Trainees and Specialty Registrars) who work with you, and you will be expected to devote time to this on a regular basis. In addition, you will be expected to ensure that staff have access to advice and counseling.
Medical Staffing within Unit	The successful applicant will be a Consultant member of the Department of Ophthalmology Consultant Staff establishment in Ophthalmology Dr R Murray - Consultant Ophthalmologist Dr H Hashmi - Consultant Ophthalmologist Mr J Ross - Consultant Ophthalmologist
DUTIES AND RESPONSIBILITIES	
Main Duties	Share in the provision of Ophthalmology Services to the NHS Borders including provision of outpatient clinics, theatre sessions and patient related administration. Duties will comprise both acute and elective patient care. There will be sessional commitments to theatre and out-patient clinics. Participate in the consultant ophthalmologist on-call rota, providing an out of hours emergency service on a 1 in 4 basis. Play an active part in the functioning and design of Ophthalmology Services; contribute to the planning and future development of the service and the preparation of operational policies. Have responsibility for continuing care of patients in his/her charge and undertake associated patient administration duties. Participate in multi-disciplinary audit. Update clinical, managerial knowledge and skills. Participate in continuing medical education and in research programmes as appropriate. NHS Borders will support study leave in accordance with the Terms & Conditions of Service. Attendance at the Post Graduate Training weekly session at the Princess Alexandra Eye Pavilion, Edinburgh is expected on Friday afternoons.

	Participate in the Clinical Governance Process To at all times comply with the GMC's guidance on "Good Medical Practice" as amended or substituted from time to time To ensure that patient confidentiality is maintained at all times On commencement to ensure personal attendance at the hospital's corporate induction (or arranged Consultant induction) To participate in the Statutory & Mandatory training programme.
WORK PROGRAMME AND OUTLINE JOB PLAN	
	On taking up post, the formal job plan will be agreed by the Head of Service and the successful applicant and subject to an annual cycle of review. The content of the job plan will be dependent on the successful candidate's subspecialty training and interests and may also be modified for part-time or job share postholders. SPA time will be agreed for specific, clearly identified duties and these activities would be reflected in the job plan. A weekly timetable on average would include the following: 3 - 4 outpatient sessions (including general and special clinics) 2 theatre sessions At least 1 patient administration session 2 Supporting Professional Activities - 1 session for CPD / revalidation /appraisal

Borders General Hospital

The Borders General Hospital is the district general hospital serving the Scottish Borders Region. It has 284 beds in total across all specialties. There is a 6 bedded ITU and an active outreach programme for critically patients. There are 87 acute medical beds of which 12 are in a higher dependency area with monitoring and telemetry facilities. The hospital offers services in General Medicine, Haematology, Palliative Care, Medicine for the Elderly, Stroke Medicine, Paediatrics, General Surgery, Orthopaedic Surgery, Ophthalmology, ENT, Obstetrics and Gynaecology. January 2013 saw the opening of the Margaret Kerr Unit in January 2013 has provided palliative care services in the Scottish Borders with a purpose-built environment from which to deliver specialist palliative care.

Within the Department of General Medicine there are specialists in Cardiology, Respiratory Medicine, Diabetes and Endocrinology, Gastroenterology, Neurology and Rheumatology. Visiting consultants provide clinics for Oncology, Dermatology, Renal Medicine and Clinical Genetics.

The Emergency Department provides facilities for the reception, resuscitation, examination and treatment of patients in the Scottish Borders who require emergency admission, or immediate care and discharge. The ED service is well integrated with the Borders Emergency Care Service (BECS), which is the Primary Care out-of-hours service for Borders. Orthopaedic Outpatient and Fracture Clinic facilities are also provided within the Department. The department is managed by a consultant emergency physician, Mr J Kerr, who was appointed in November 2008, and he is charge lead of the department. Specialty Doctors, Salaried GPs, training grade doctors (FY2s, GP, orthopaedic and surgical trainees) manage ED patients supported by speciality medical staff from within the hospital. Nurse staffing within the ED is comprised of 23 registered nurses and 3 nursing assistants led by a senior charge nurse.

There is an up to date laboratory service covering Haematology, Microbiology and Clinical Chemistry with ready access to more specialised investigations in Lothian laboratories and other laboratories in Scotland. The Radiology Department is well equipped for routine radiology, CT scanning, ultrasound, Doppler studies, nuclear medicine and MRI. CT coronary angiography and cardiac MRI are well established in the department.

There is an active post graduate programme under the direction of the Director of Medical Education, Dr Roddy Campbell, with excellent facilities in the Educational Centre operated by Napier University.

Educational Facilities and Development

All new consultants are welcome to join the consultant development programme. The programme has a duration of 6 days over a year (three two-day modules) and seeks to provide you with support for the development of leadership and management skills. The content of the programme includes modules on consultants as leaders, managing people and performance. Workshops provide a structured opportunity for facilitated discussion, learning through experience, reflective practice and networking with peer consultants. There are also opportunities for professional coaching and mentoring – an established BGH consultant will be identified as a “buddy” in your first few weeks. The Training & Professional Development Department is available as consultancy and advisory facility to advise on development activities tailored to particular service needs and for individual consultants.

There is an excellent staffed library within the Borders General Hospital grounds run by Napier University with good Internet access. The library is staffed Monday – Friday and security swipe card access in out of hours period, 7 days per week. As well as a range of textbooks and journals, there is access to the health e-library and to the online clinical enquiry and response service (CLEAR) from Healthcare Improvement Scotland and NHS Education for Scotland.

Post graduate and continuing medical education is actively encouraged and supported. There is a weekly clinical audit meeting, and a hospital wide monthly educational half day. There is an excellent weekly x-ray meeting with the department of radiology which has a spiral CT scanner and Gamma camera, up to date Doppler echo facilities and a purpose-built CT and MRI suite.

The Borders General Hospital is a teaching unit for undergraduate students in medicine. Appointed consultants act as educational supervisors for individual students attached to different teams.

The Scottish Borders

The Hospital is situated on the outskirts of Melrose in the Scottish Borders. The Borders covers a large and scenically beautiful area of the Southern Uplands of Scotland. Predominately rural, it is historically a unique part of the country, the home of the Border Reivers, where annually each town in the Borders maintain its links with the past during the season of Common Ridings. Seven-a-side rugby originated in Melrose, and the Melrose event in particular draws large crowds each year. The Borders has tremendous facilities for sport and leisure. Glentworth and Innerleithen mountain bike parks are world renowned for both cross country and down hill biking. The beautiful Berwickshire coast provides options for sea kayaking, surfing, diving and sea fishing. In addition there are facilities for fishing, golf, swimming, horse riding, cricket, football, hiking and many other activities. The Borders has excellent cultural opportunities in terms of music and art societies, drama, and small

theatres in Melrose and Selkirk as well as amateur opera. There are excellent restaurants, cinemas and shops. The Hospital also has corporate membership of an excellent Fitness Centre in Galashiels. There is a purpose built nursery in the grounds of the hospital for hospital employees' children.

The Scottish Borders offers all the benefits of rural life with very easy access to major cities such as Edinburgh (37 miles) Glasgow (75 miles) Newcastle (75 miles). Edinburgh is renowned for its cultural activities in music, including opera and ballet, theatre, cinemas (including a film theatre) and visual arts, and of course every year there is the world famous Edinburgh International Festival and Fringe Festival. Local transport links have improved greatly.

After an absence of almost 50 years, the Borders Railway has now opened, with train services to central Edinburgh running every thirty minutes (journey time 50 minutes approx). Tweedbank Station is a few minutes walk from the Borders General Hospital. On opening the railway Her Majesty Queen Elizabeth said "The Borders railway brings so much promise for sharing and invigorating this most beautiful countryside as a place to work, live and enjoy. There are rail links to the rest of the country at Berwick Upon Tweed, and Carlisle and there is easy access to Edinburgh Airport (approximately 1 hour 15 minutes) and Newcastle Airport (approximately 1 hour 30 minutes).

As part of our policy there is assistance with temporary housing costs and relocation allowances if applicable.

Please see Websites:

Scottish Borders Tourist Board -	www.scot-borders.co.uk
Southern Reporter -	www.borderstoday.co.uk
NHS Borders –	http://www.nhsborders.co.uk

PERSON SPECIFICATION		
Attributes	Essential	Desirable
Qualifications	Primary Medical Degree. Full registration with GMC with a licence to practice. On GMC Specialist Register for Ophthalmology Holds a CCT/CESR or equivalent or training grade doctor within 6 months of attainment of CCT	Higher degree (MD, Dphil, PhD) in relevant subject area. Teaching qualification. Sub Specialty interest
Training and Experience	Range of experience in Ophthalmology. Recent and relevant clinical experience and competent in all major areas of Ophthalmology. Training record culminating in award of CCT/CESR or equivalent. Teaching experience at undergraduate and postgraduate level.	Experience in health services research and evaluation.
Skills, abilities and knowledge. <u>Managerial</u>	Experience in day to day organisation of general medicine services. Knowledge of recent NHS guidelines, quality standards and recommendations. Knowledge of clinical governance. Basic management skills training	Familiar with structure of Scottish Health Service and recent initiatives. Ability to progress and complete projects related to development of acute medicine service. Knowledge of service redesign methodology and change management.
Skills, abilities and knowledge. <u>Audit</u>	Thorough understanding of principles of medical audit. Experience of clinical audit.	Experience in undertaking and completing audit projects

Skills, abilities and knowledge. <u>Research and Publications</u>	Knowledge of the principles of medical research and current literature.	Research experience Publication of research and /or review article(s)
Personal Attributes	Self motivated to evaluate and develop patient services. Effective communicator with patients, relatives, colleagues across primary and secondary care. Proven ability to work in a multi-disciplinary team with medical, nursing, primary care and all other healthcare staff. Demonstrably good team player. Efficient administration. Reliable and high level of integrity and probity. Professional approach to work.	
Other		Car driver with full driving licence

TERMS AND CONDITIONS

Main Conditions of Service

- The Terms and Conditions of Service will be drawn from the New Consultant Contract (2004)
- The appointment will be made by NHS Borders on the recommendation of an Advisory Appointment Committee, constituted in terms of the National Health Service (Appointment of Consultants) (Scotland) Regulations 2009 - NHS Circular CEL 25 (2009). Any person suitably qualified and experienced who is unable for personal reasons to work full-time, will be eligible to be considered for the post on a part-time basis.
- Possession of FRCOphth or equivalent certificate is essential. You must also be fully registered with the General Medical Council with a licence to practice and your name should appear in the Specialist Registrar for Ophthalmology. Alternatively you may be within six months of the expected date of obtaining your CCT/CESR or equivalent.
- The full-time salary, exclusive of any discretionary points or distinction award, will be on the scale £76761 - £103490 per annum with scale placing as appropriate to experience and qualifications. There is an 8% availability supplement for participation on the on-call rota.
- Annual leave allowances and public holidays are combined 8 weeks per annum for a full time appointment.
- The appointment will be superannuable if the person appointed chooses. He or she will be subject to the regulations of the National Health Service Superannuation Scheme and the remuneration will be subject to deduction of contributions accordingly, unless he or she opts out of the Scheme.
- The NHS Board is legally liable for the negligent acts or omissions of the employees in the course of their NHS employment. Medical staff are however advised to ensure that they have defence cover for activities not covered by the NHS indemnity.
- All entrants to the Borders General Hospital must be certified medically fit and the appointment is conditional on such certification. Arrangements for medical screening

are the responsibility of the Occupational Health Service. Candidates must show evidence of immune status to HEPATITIS B, or agree to undergo the necessary procedures. The Occupational Health Service will check this.

- The normal notice period in the Terms and Conditions of Employment is 3 months notice from either side to terminate the appointment.
- Assistance with removal expenses / temporary accommodation etc. may be provided in accordance with the Relocation Benefits Policy.
- NHS Borders operates a No Smoking Policy. It is a condition of your employment that you must not smoke whilst you are on duty. Failure to observe this rule could result in disciplinary action. When selecting new staff, NHS Borders does not discriminate against applicants who smoke but applicants who accept an offer of employment will, in doing so, agree to observe the policy and the legal requirements on smoking in public places.
- The Equal Opportunities Policy affirms that all employees should be offered equal opportunities in employment, irrespective of their age, gender, marital status, race, religion, creed, sexual orientation, colour or disability.