

A Warm Welcome

Hi, I'm Chris Tidman Deputy Chief Executive Officer of Royal Devon University Healthcare NHS Foundation.

Thank you for the interest that you have shown in working with us, at what is an unprecedented time for healthcare across the UK.

Our Trust is a special place to work. We foster creativity, innovation and a personal approach to high quality patient care.

We are proud of our department and are committed to the further development of this successful and cohesive team and recognise the importance of bringing the very best clinicians to Devon.

Good luck with your application and I look forward to meeting you soon.

Chris Tidman

We welcome enquiries for further information and strongly encourage informal visits either in person or virtually so that you can get a feel for what it's like to work with us. A list of contacts is detailed in the final section of this pack.

JOB TITLE

Consultant Ophthalmologist with a specialist interest in Medical Retina

SPECIALITY Onbthalmology

Ophthalmology

BASE

Royal Devon University Healthcare NHS Trust Eastern

DATE OF VACANCY

Immediate

Cover image:
The Quay
20 minutes walk
from Royal Devon

Application and Advisory Appointments Committee

Applicants must have completed specialist training in this role prior to taking up the appointment. The expected date of the award of the Certificate of Completion of Training should be no later than six months after the date of AAC interview for this post.

The applicant should also be entered on, or within six months of entry to, the GMC Specialist Register at the time of acceptance of an offer of employment.

Applications are though the NHS Jobs online service at **www.jobs.nhs.net**. This will take you to the Career Gateway. Please apply using the online application form at this site.

In the interests of equal opportunities, applications or supplementary information submitted by CV will not be accepted. A minimum of three recent references are required, including a satisfactory reference from your current employer or the responsible officer at your current designated body.

We are committed to flexible working arrangements, including job sharing.

Why choose the Royal Devon?

Research and innovation

We recognise that research active departments deliver better clinical outcomes for patients and as such we invest continuously in a large programme of profession led and commercial research studies, many of which are internationally recognised and award winning. We have a multi-million pound research facility, dedicated research staff and collaborative links with researchers from across the University. Funded time for the development of research proposals is available for interested consultants.

Service development

The Royal Devon is a newly formed Trust supporting a population of more than 615,000 across more than 2,000 square miles of North, East and West Devon. The scale of operation brings opportunities to establish and develop innovative new services to better meet the needs of our patients.

Teaching

The Royal Devon is a university trust that enjoys close ties with the University of Exeter Medical School. We offer funded time for teaching of medical students and junior doctors. We are planning a regular programme of evening educational meetings to bring teams from both sites together. These meetings will also provide opportunities for your own CPD.

Career progression

The size and structure of our Eastern team creates a strong framework for progression, whilst the flatter structure within our Northern service means rapid progression to areas of increased responsibility.

Investment

The Royal Devon has received significant capital investment over the past 12 months which has allowed the implementation of a single electronic patient record (EPR) across the Trust. This investment has allowed expansion of the specialist nursing teams and improvements to the infrastructure at both base hospitals.

Location and relocation

We are fortunate to be based in the beautiful South West of England and you can choose between the hustle and bustle of the city of Exeter, the rolling moors of Exmoor or the stunning beaches of North Devon. Schools, further education colleges and the University of Exeter are good or outstanding, crime rates are low, and transport links and infrastructure investment are also excellent. We can offer you temporary accommodation to support a visit and a relocation package should you choose to come to Devon. A more comprehensive explanation of all of these elements can be found within this job pack, but if you have any questions then please do get in touch or arrange a visit to come and see us.

About Royal Devon University Healthcare NHS Foundation Trust

We are a newly formed NHS Foundation Trust with a vast geographical footprint, serving a population of over 615,000 people and covering more than 2,000 square miles across Devon.

This makes us one of the largest providers of integrated health care in the UK, and the biggest employer in Devon with a workforce of over 15,000 staff.

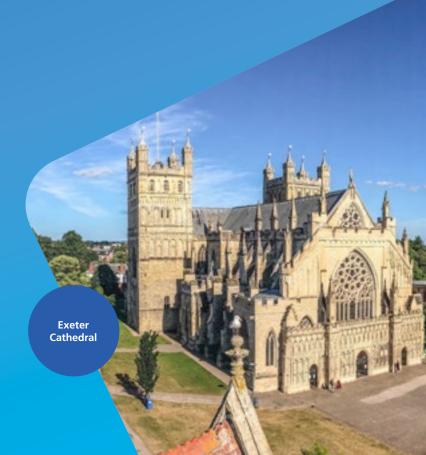
Our services include two acute hospitals, 17 community hospitals, outpatient clinics, and community teams who care for people within their own homes. We also provide primary care and a range of specialist services, stretching from coastline to coastline, extending our reach throughout the South West Peninsula as far as Cornwall and the Isles of Scilly.

Established in April 2022, the Royal Devon brings together the expertise of Northern Devon Healthcare NHS Trust and the Royal Devon and Exeter NHS Foundation Trust, embracing change and innovation to develop new medical models, new ways of working, ground-breaking research and huge levels of investment into new infrastructure, equipment and facilities. There has never been a better time to join us.

The Royal Devon is committed to supporting the personal and professional development of our consultant staff and in turn to improve the care offered to our patients. This might include developing or introducing innovative services and bringing these to rural patients, teaching the doctors of tomorrow or undertaking award winning clinical research.

You'll find more information about the role and the Trust in this pack. Further information is also available on our website

www.royaldevon.nhs.uk



1. Introduction

An exciting opportunity has arisen for a Consultant Ophthalmologist with a special interest in medical retina at the West of England Eye Unit in Exeter.

The post holder will join an existing team of 16 consultants in the department which has an excellent reputation for clinical services, training and innovation. The applicant must have completed specialist training in ophthalmology and have a specialist interest in medical retina. The successful applicant will have opportunities to develop the Medical Retina Service and participate in wider service redesign. The role will include involvement in the Medical Retinal Service including virtual POD clinics and contribution to general ophthalmology clinics and cataract surgery.

West of England Eye Unit

The West of England Eye Unit (WEEU) formed when the ophthalmology department moved to the main Royal Devon & Exeter Hospital Wonford site in 1993, having previously been housed in the West of England Eye Infirmary, the second established Eve Infirmary in England after Moorfields Eye Hospital. The WEEU provides ophthalmic service to Exeter, Mid Devon and East Devon, primarily covering a population of 450,000. The WEEU at Wonford is selfcontained with an out-patients department, day case/cataract unit, 2 dedicated eye theatres, injection clean rooms, ophthalmic photography including fluorescein angiography and ICG with the Heidelberg HRA and Optos systems, Pascal, SLT and YAG lasers. A library and offices are all incorporated within the Unit. Electrodiagnostic studies (to ISCEV standards) are available via the neuro-physiology department. The WEEU is well integrated into the rest of the Hospital with ready access to radiology, paediatric department and accident and emergency facilities. Ophthalmology has access to in-patient beds on Otter Ward, along with paediatric beds on Bramble Ward, which are immediately adjacent to the ophthalmology theatres.

The WEEU Glaucoma Unit is based at RD&E Heavitree site with full outpatient facilities including SLT, YAG and Argon laser. Offsite high volume diagnostics lanes have been established to provide Optos digital photography and OCT imaging to feed virtual POD clinics.

WEEU has a satellite service at Axminster Hospital where day case cataract surgery, outpatient clinics and other ophthalmic procedures including intravitreal injections are performed. Peripheral clinics are also run in other RD&E community hospitals. The West of England Eye Unit has close links with colleagues in other hospitals throughout the peninsula. The total out-patient attendances at WEEU clinics is approximately 80,000 per year with over 6,000 Ophthalmology surgeries performed per year including approximately 1,000 being done at Axminster.

Centre of Excellence for Eyes (CEE) Nightingale

Providing high volume low complexity cataract surgery utilising innovative SurgiCube technology, as well as diagnostic imaging for monitoring and diagnosing glaucoma and medical retina problems for patients across Devon. The centre is a system collaboration bringing together the most innovative clinical pathways from across the UK to create a centre of excellence for eyes. The team consists of Ophthalmic Surgeons, Surgical Trainees, Specialist Nurses, Theatre Support Workers, Healthcare Assistants (HCAs) and Eye Healthcare Professionals such as Optometrists and Specialist Practitioners, supported by a great team of Ophthalmic Technicians.

Clinical duties

The post holder will be a Consultant Ophthalmologist with a special interest in medical retina. The successful applicant will have opportunities to develop the Royal Devon and Exeter Medical Retinal Service. The post will include an on-call commitment. The successful candidate will offer outpatient clinics and surgery in Exeter and at community hospitals. Consultants within WEEU are committed to working flexibly to maintain the service.

Education & Training duties

The West of England Eye Unit is one of the teaching hospitals of the Peninsula Ophthalmology Rotation and has an active and very popular fellowship programme. The post-holder will be expected to participate in training and supervision of trainees within the department. There is an active educational programme both within the department and in the region as a whole. Informal teaching takes place in the outpatient clinic, operating theatres and on ward rounds. The eye unit library has recently been refurbished and provides excellent IT and meeting facilities.

The Hospital is associated with the University of Exeter Medical School and the Department provides placements and teaching for undergraduate Medical Students.

Emergency On Call and Cover for Colleagues

In addition to providing emergency cover for the absent consultant colleague, it is expected that the consultant(s) providing cover will also provide clinical supervision to junior staff caring for elective inpatients and day cases

Clinical Audit

The successful candidate will be expected to participate in the design and completion of audit projects leading to improvements in practice

SPA

The appointee will undertake administrative duties associated with the running of his/her clinical work.

Research

Research is actively encouraged throughout the trust and a willingness to expand the clinical research activity of the department is highly desirable. The Trust hosts the National Institute of Health Research Clinical Research Network and the Research and Development Department offers excellent support with a Research Design Service.

Leadership & Management

The appointee will be responsible for the leadership of their team as appropriate within the specialty. Specific leadership responsibilities for areas of the service will be agreed on an individual basis and will be detailed in the post-holder's job plan in line with Trust policy.

The appointee is expected to be responsible to the Clinical Lead for the effective and efficient use of resources under his/her control, to contribute to the planning and development of the service and to participate in departmental meetings.

Outline of Job Plan

Direct clinical care (including on-call 0.25PA) 8.5 PA

Supporting professional activities (including Research)

1.5 PA

Total Programmed Activities 10 PA



	АМ	РМ	
Monday	Outpatient Clinic (MR)	Admin	
Tuesday	Theatre	Theatre	
Wednesday			
Thursday	Medical retina Virtual POD clinic	Medical retina Virtual POD clinic	
Friday	Outpatient Clinic General Axminster	Outpatient clinic MR Axminster	
Additional	On-call		

On Call Category and Supplement

On Call 1 in 11

Category A

Supplement 3%

Person Specification

		HOW TESTED?		NOT
REQUIREMENTS	E/D*	Application Form/ Interview/Test	MET	MET
QUALIFICATIONS/SPECIAL TRAINING:				
FRCOphth or equivalent	Е			
On specialist register for Ophthalmology or CCT date within 2 months of interview date	E	Professional certificates		
Full GMC registration	E			
KNOWLEDGE/SKILLS:				
Sound knowledge of general ophthalmology and subspecialist expertise in Medical Retina	E	CV		
Aware of all the criteria associated with good medical practice and complies with those criteria	E	CV Interview		
Ability to take full and independent responsibility for clinical diagnosis and care of patients	E	CV Interview		
Ability to organise and manage waiting lists and patient priorities	E	CV Interview		
Ability to advise on efficient & smooth running of a specialist service & provide expert opinion on a range of elective & emergency problems within specialty	E	CV Interview		
Have demonstrated teaching ability formally and informally	E	CV Interview		
Ability to apply research outcomes to clinical practice	E	CV Interview		
Subspecialist skills to meet with needs of department	D	CV Interview		
Skilled in cataract surgery	Е	CV Interview		
EXPERIENCE:				
Has appropriate experience and competencies as defined in the Basic and Higher Specialist Training curriculum of the Royal College of Ophthalmologists	E	CV		
Completion of recognized Medical Retinal training fellowship/TSC providing training in modern Medical Retinal management	E	CV		
Experience of Clinical Audit	E	CV Interview		
PERSONAL REQUIREMENTS:				
Flexibility to fit with service requirements & ability to work in a team	E	Interview		
Good communication and interpersonal skills	E	Interview		
Ability to communicate effectively both verbally and in writing	Е	Interview		
Committed to continuing medical education and professional development	E	Interview		
Leadership & organisational skills	E	Interview		
OTHER REQUIREMENTS:				
Ability to undertake the travel requirements of the post	E	Interview		
Willingness to undertake Enhanced Disclosure clearance	E	Interview		
Evidence of publications in peer-reviewed journals	D	CV Interview		
Interest in clinical research and commitment to research participation	D	Interview		

Department Structure

Sam Flynn is the Cluster Manager for Ophthalmology. Mr Robert Munneke is Clinical Lead for Ophthalmology. Jacqui Crump is the Clinical Matron for Ophthalmology. Ophthalmology is part of the Surgical Division. The Associate Medical Director of the Surgical Division is Patrick Gillespie and the Divisional Director is Nicola Dugay.

Royal Devon and Exeter NHS Trust

Mr J Benzimra Neuro-ophthalmology, Paediatric Ophthalmology, Strabismus, Dystonia

Mr D Byles Glaucoma, Electrodiagnosis

Mr M Smith Glaucoma

Mr A Cowdray Glaucoma

Miss F Irvine Oculoplastics

Miss I Pereni Oculoplastics

Mr H Roberts Cornea and External Disease

Mr N Knox-Cartwright Cornea and External Disease

Mr R Munneke Primary care Ophthalmology, Laser (Clinical Lead)

Mr N Bowley Medical Retina, Uveitis

Mr R Ling Medical and Surgical retina

Mr P Simcock Medical and Surgical retina



Mr C Ramsden Medical and Surgical Retina

Ms A Goodluck Medical Retina, General Ophthalmology

Other Grades of Medical Staff

Peninsula Deanery STR x 4

Fellows in training x 6

GP/F1 trainees x 2

Practitioner Leads

L Frost Head of Optometry Services

D McGrane Head of Orthoptics Services

N Blandini Head of Glaucoma Services

J Tripp Head of Retina Services

K Loft Joint Head of Emergency Eye Services

E Joll Joint Head of Emergency Eye Services

A Durante Head of Ophthalmic Imaging and Virtual Pathways



The Royal Devon University Healthcare NHS Foundation Trust is committed to recruiting and supporting a diverse workforce and so we welcome applications from all sections of the community, regardless of age, disability, gender, race, religion and belief or sexual orientation.

The Trust is one of 39 NHS Trusts recognised as a diversity and inclusion partner by NHS Employers for 2019/20. This will provide the opportunity to develop and continuously improve the Trust's equality and diversity performance as well as giving the opportunity to influence national policy direction.

The Trust expects all staff to behave in a way which recognises and respects this diversity, in line with the appropriate standards. The Trust is committed to fair and equitable recruitment processes for all applicants and will make any reasonable adjustments you require to our selection process.

Please contact the Medical Staffing Team to let us know what reasonable adjustments you require.

Further information

The Trust welcomes informal enquiries; the relevant people to speak to are as follows:

Chief Executive NDDH & RDE:

Paul Roberts

Chief Executive

Royal Devon & Exeter NHS Foundation Trust and

North Devon Healthcare Trust

Barrack Road

Exeter EX2 5DW

Tel: 01392 402357

Chief Medical Officer NDDH & RDE:

Mr Adrian Harris

Medical Director

Royal Devon & Exeter NHS Foundation Trust and

North Devon Healthcare Trust

Barrack Road

Exeter EX2 5DW

Tel: 01392 403919

Deputy Chief Executive:

Chris Tidman

Royal Devon & Exeter NHS Foundation Trust and

North Devon Healthcare Trust

Barrack Road

Exeter EX2 5DW

Tel: 01392 402357

Medical Director RDE:

Dr. Anthony Hemsley

Medical Director

Royal Devon & Exeter NHS Foundation Trust

Barrack Road

Exeter EX2 5DW

Tel: 01392 403919

Ophthalmology Clinical Lead:

Mr Robert Munneke

Consultant Ophthalmologist

Royal Devon & Exeter NHS Foundation Trust

Barrack Road

Exeter EX2 5DW

Tel: 01392 411611

Cluster Manager:

Sam Flynn

Royal Devon & Exeter NHS Foundation Trust

Barrack Road

Exeter EX2 5DW

Tel: 07767272833

Associate Medical Director:

Dr. Liz Adams

Royal Devon & Exeter NHS Foundation Trust

Barrack Road

Exeter EX2 5DW

Tel: 01392 411611

Divisional Director Surgery:

Nicola Dugay

Royal Devon & Exeter NHS Foundation Trust

Barrack Road

Exeter EX2 5DW

Tel: 01392 411611





Devon offers a quality of life few other English counties can match. Where else will you find such a unique landscape that encompasses over 450 miles of dramatic coastline, rugged moorland and gently winding rivers?

Living in

Interspersed with vibrant market towns, chocolate-box villages and sleepy hamlets, it is easy to see why we are consistently voted as one of the top places to live in the country.

Devon's outdoor lifestyle is its biggest draw. This natural playground is unsurpassed with over a third of the county designated as Areas of Outstanding Natural Beauty. You'll have over 5,000 km of footpaths and 250 km of off-road cycle paths to explore, not to mention endless opportunities to surf along the vast stretch of Atlantic coastline or paddleboard across tidal estuaries.

Your taste buds will find plenty to savour here too - Devon is rightly proud of the farmers and producers who make the South West one of the best regions in the UK to enjoy locally produced food and drink.

Whether you fancy surfing or fishing, cycling or climbing, fine dining or hearty pub fare, the county really does have it all. Never let it be said, it's all work and no play. Not here in Devon.

Vibrant cities and friendly market towns

A thriving, forward-looking city, Exeter is home to the world-leading Met Office, boasts the UK's first leisure centre built to ultra-energy-efficient Passivhaus standard and has one of the top 20 universities in the country.

At the very heart of the city is Exeter Cathedral, an architectural gem surrounded by cobbled streets and beautiful old buildings, many of them shops and eateries. In the compact city centre, you can stroll alongside parts of the ancient Roman wall, visit the remains of Rougemont Castle or explore the depths of Exeter's historic Underground Passages. Exeter Phoenix Arts Centre and the Royal Albert Memorial Museum (RAMM), add to the cultural mix, plus you'll have performance venues such as the Northcott Theatre, the Barnfield Theatre and Corn Exchange close to the city centre.

The main shopping area provides a wide range of leading High Street brands alongside an eclectic mix of independent shops, many to be found in the narrow thoroughfares off Cathedral Close and the High Street. Nearby Fore Street is a haven for all things vintage and retro. Exeter also has a historic quayside, a great spot to sit and watch the world go by at one of the many cafes and restaurants with al fresco dining.

Friendly market towns

You'll find an array of historic towns across North Devon and Torridge such as Okehampton, famed for its easy access to stunning Dartmoor. Heading towards North Devon, you'll also have delights such as the charming harbour town of Ilfracombe and the riverside port of Bideford.

Great for families

Outstanding Ofsted-rated primary schools, high-ranking secondaries and proximity to two leading universities are some of the biggest draws to Devon, making this a desired destination for families. Whether you have young children or teenagers in tow, the sheer quality of education and extracurricular activities available are guaranteed to impress.

Living and travelling

Housing wise, housing stock is diverse, with everything from thatched moorland cottages to Georgian townhouses and contemporary builds. Time and distance are different here, too. Many residents in this – the fourth largest county in the UK – are happy to travel up to an hour or more for work. This means there's a great deal of choice when it comes to finding somewhere to live.

Transport links are also good. The county has more than 8,000 miles of road – the largest road network anywhere in the country, although (it has to be said) many are narrow Devon lanes.

From Exeter's main station, Exeter St David's, there are fast and frequent rail services to Bristol (1 hour), London (around 2 hours to Paddington) and Birmingham (under 3 hours to Birmingham New Street). Exeter itself has an impressive rail network with no fewer than nine stations serving different parts of the city. There are a number of branch lines providing services to Mid and North Devon, Dartmoor and the Exe Estuary. Exeter International Airport provides flights to numerous destinations throughout the UK, Europe and even North America.

Support with relocation

Our Medical Staffing Team will help you get settled, providing financial relocation support, help with somewhere to live, registration for children at one of the excellent local schools and support for partners seeking employment.

More information about the area and help with relocating can be found at royaldevon.nhs.uk/join-us





Health and Wellbeing

At the Royal Devon, staff's health and wellbeing is hugely important to us. We are passionate about creating a happy and healthy work environment for our staff, and we have a range of benefits available to support staff's health and wellbeing.

We want to support staff to improve their physical and emotional wellbeing and help them to lead a healthy lifestyle. In order to be able to care for others, it's important that staff take the time to care for themselves.

The Trust has a Health and Wellbeing Improvement Practitioner, whose role is dedicated to improving the health and wellbeing of staff across the Trust. The Practitioner is also supported by a Health and Wellbeing group which includes a number of clinical and non-clinical members from across the Trust.

We also have trained a number of Health and Wellbeing Champions and Mental Health champions across the Trust to support in creating a positive and healthy working environment for all.

We have a range of benefits available to support staff's health and wellbeing, including:

Staff Physiotherapy Service

All staff can self-refer to our dedicated staff Physiotherapy service to get early help with any musculoskeletal problems.

Staff Support and Counselling Service

All staff can access dedicated face-to-face and telephone counselling support for work and personal problems.

Employee Assistance Programme

We have a 24/7 service available which provides emotional support and advice to staff. This service also provides support with a range of personal problems such as financial, legal or tax advice.

Wellbeing Activities

We have a range of activities on offer for staff to access including meditation sessions, mindfulness courses, sleep coaching courses, staff away days and health checks.

Onsite fitness activities

We run a variety of fitness classes onsite, including Yoga, Pilates, Qi gong, Circuits and running groups.

Smoking Cessation Support

Staff can access up to 6 face-to-face sessions of support from a dedicated Stop Smoking Advisor.

Staff Lottery

Staff can sign up to our Staff Lottery and win first prize of up to £2500 in the monthly draw.

Cycle to Work Scheme

Through Cyclescheme, staff can obtain a Bike and accessories up to a maximum cost of £1,000 through a salary sacrifice scheme. Staff also benefit from a saving to the overall cost attained through reduced income tax, national insurance and pension deductions.

We're here if you need us!

For more information, please contact us: rduh.medicalhr@nhs.net (Eastern services)





Privacy Notice

During the course of this recruitment process, the Trust will be collecting your data and processing it in accordance with relevant Data Protection Legislation. Please see our website for more information with regards to the Trust's Privacy Notice (Royal Devon website – Information Governance page).

This Privacy Notice is designed to provide you with further information on how we will be using your data for this purpose and to comply with the relevant legislation.

