

SPECIALTY TRAINING PROGRAMME IN OPHTHALMOLOGY IN HEALTH EDUCATION WESSEX

This is a 7 year training programme in **Ophthalmology for which 5 posts are available** at **ST1** level. The programme is aimed at doctors who can demonstrate the essential competences to enter this level of training, and is designed to support training for a CCT in **Ophthalmology**. Details of essential competencies and qualifications are given in the MMC person specification. Ophthalmology is a run-through specialty and the nationally agreed person specification is available from <http://specialtytraining.hee.nhs.uk/files/2013/03/2015-PS-Ophthalmology-ST1-1-0.pdf>, which can be found on the NHS Specialty training website - <http://specialtytraining.hee.nhs.uk/>

It is anticipated that completion of this training programme, subject to satisfactory outcome of the Annual Review of Competence Progression (ARCP), will lead to a Certificate of Completion of Training (CCT) or Certificate of Eligibility for Specialist Registration (Combined Programme) (CESR (CP)) in Ophthalmology.

Health Education Wessex is authorized to act on behalf of the following NHS organizations (see table) that offer training posts as part of an approved junior doctor medical education and training programme. It is not authorized to enter into employment contracts with doctors in training on behalf of those employers. No fees are required from the employing organizations or from those seeking a training post for the work-finding service. The programme is based in hospitals in Hampshire, Dorset, Isle of Wight and Salisbury including:

<u>HOSPITAL DEPARTMENT</u>	<u>LOCATION</u>	<u>TRUST</u>
Basingstoke Eye Unit	Basingstoke and North Hampshire Hospital, Aldermaston Road, Basingstoke RG24 9NA	Hampshire Hospitals NHS Foundation Trust
Bournemouth Eye Unit	Royal Bournemouth Hospital, Castle Lane East, Bournemouth BH7	The Royal Bournemouth and Christchurch Hospitals NHS Foundation

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	7DW	Trust
St Mary's Hospital Eye Department.	St Mary's Hospital, Parkhurst Road, Newport, Isle of Wight, PO30 5TG	Isle of Wight NHS Trust
Portsmouth Eye Unit	Queen Alexandra Hospital, Cosham, Portsmouth, PO6 3LY	Portsmouth Hospitals NHS Trust
Salisbury Ophthalmology Department	Salisbury District Hospital, Odstock Road, Salisbury, Wilts SP2 8BJ	Salisbury NHS Foundation Trust
Southampton Eye Unit	Southampton General Hospital, Tremona Road, Southampton SO16 6YD	University Hospital Southampton NHS Foundation Trust
Winchester Eye Unit	Royal Hampshire County Hospital, Romsey Road, Winchester SO22 5DG	Hampshire Hospitals NHS Foundation Trust

Please note that applications are to the Health Education Wessex as a whole. This may mean that you could be allocated to any geographic location within Wessex depending on training needs.

Health Education Wessex is responsible for the planning, development, education and training of the healthcare and public health workforce across Hampshire, Dorset, Isle of Wight and Salisbury. We also provide medical training for the States of Jersey and GP appraisal services for Jersey and Guernsey. We believe that the key to improving the health and healthcare of the 2.8 million people living in Wessex is investment in the skills and values of the 52,000 people working in the NHS and in primary care.

Within the field of postgraduate medical education and training, we manage across primary and secondary care for these health communities – totalling around 2,400 doctors in training at any one time across 12 Trusts and 160 GP practices. In addition, we support the workforce development for GP Practice Nurses and Public Health practitioners as well managing a bespoke GP appraisal service for

established GP Practitioners to meet the requirements for revalidation in accordance with the statutory requirements set by the General Medical Council.

We manage training programmes for postgraduate medical training according to the statutory standards set by the General Medical Council (GMC) and have responsibility for establishing and maintaining quality management systems for all posts and programmes as required by the GMC.

The work of the Deanery is guided by the principles embedded within the NHS constitution.

Rotation Information

Trainees work with the Consultants and staff of the Units involved, each of which has a Royal College of Ophthalmologists' Tutor responsible for the local programme. The training programme rotation will be based on the following guidelines, but there may be some individual variation from this depending on existing staffing levels.

The first part of the Training Programme (Years 1 and 2)

- ◆ Trainees will usually be posted for a year at a time to either a district general hospital or a teaching hospital.

The second part of the Training Programme (Years 3-7)

- ◆ The last 2 to 2½ years will normally be spent in either Southampton and/or Portsmouth.
- ◆ At least one of the last 2 to 2½ years will usually be spent at Southampton.

The Specialty Training Committee (STC), in conjunction with the Postgraduate Dean, will be responsible for the supervision and structure of the programme. Any variation must be approved by the STC in advance.

Study and Training

The primary aim of all posts is the acquisition of the knowledge and skills needed to complete training as an ophthalmologist according to the curriculum laid down by the Royal College of Ophthalmologists, which sets out minimum standards of education agreed by all Trusts within the rotation.

Health Education Wessex is committed to developing postgraduate training programmes as laid down by GMC, Colleges and Faculties and by COPMED - the Postgraduate Deans Network. At local level college/specialty tutors work with the Programme Director and Directors of Medical Education in supervising these programmes. Trainees will be expected to take part in these programmes (including audit) and to attend meetings with their nominated educational supervisor.

All posts within the training programme are recognised for postgraduate training by the General Medical Council (GMC) in accordance with their standards for training.

All posts have a service element and the following covers the majority of duties. There will be minor variations in different hospitals but the list is aimed at covering the majority of duties:

1. Supervise, monitor and assist more junior trainees and colleagues in the day to day management of any in-patients, ward referrals and emergency referrals.
2. Liaise between nurses, Doctors, patients, relatives and senior medical staff.
3. Attend and participate in ward rounds as timetabled
4. Attend outpatient clinics.
5. Take part in rostered emergency work.
6. Dictate discharge summaries, clinic letters, and complete electronic patient records.
7. Study for higher examination and maintain continued professional development.
8. Attend weekly educational and multidisciplinary sessions.
9. Undertake audit at various times throughout the rotations.
10. Teach medical students as directed.
11. Co-operate with members of the personnel department when monitoring hours of work and other personnel issues.
12. Attend induction in each hospital or new department
13. Comply with all local policies including dress code, annual and study leave

Other Features

There are full opportunities for personal research and towards the end of training the Specialist Trainee will be expected to be responsible for the smooth running of the junior timetable and will attend the Directorate Management meetings. The post is principally based at the main ophthalmology unit or department for each hospital, although visits for consultation or occasional clinics elsewhere may be required.

Curriculum

The 7 year programme should have specified time allocated to:

Supervised attachments and teaching in the following areas:

- ◆ Acute Ophthalmology
- ◆ Medical Retina
- ◆ Medical Ophthalmology including inflammatory disease and Neuro Ophthalmology
- ◆ Management of cataract
- ◆ Corneal and external eye disease
- ◆ Oculoplastics
- ◆ Glaucoma
- ◆ Ocular motility
- ◆ Paediatric Ophthalmology
- ◆ Management of lacrimal disorders

Supervised surgical experience and appropriate pre- and post-operative management in:

- ◆ Cataract surgery including phakoemulsification
- ◆ Retinal surgery
- ◆ Glaucoma
- ◆ Squint surgery
- ◆ Lacrimal surgery
- ◆ Oculoplastic surgery
- ◆ Laser surgery
- ◆ Corneal surgery

Training and experience in:

- ◆ Teaching of postgraduate and undergraduate students
- ◆ Audit
- ◆ Management

Exposure to and experience of:

- ◆ Vitreoretinal surgery
- ◆ Ocular pathology
- ◆ Orbital surgery - this will vary according to the training needs of the Specialty Registrar

The full curriculum for Specialty Training in Ophthalmology is available from the Royal College of Ophthalmologists website: <http://curriculum.rcophth.ac.uk/>

Main Conditions of Service

The posts are whole-time and the appointments are subject to:

1. The Terms and Conditions of Service (TCS) for Hospital Medical and Dental Staff (England and Wales)
2. Satisfactory registration with the General Medical Council
3. Medical Fitness – You may be required to undergo a medical examination and chest x-ray. Potential applicants should be aware of the Department of Health and GMC/GDC requirements with regards to HIV/AIDS and Hepatitis viruses. Candidates must be immune to Hepatitis B. You will be required to provide, in advance of appointment, evidence of immunity or have a local blood test (as deemed necessary by the Occupational Health Department)
4. Right to work in the UK
5. Criminal Records Check/POCA check carried out by the Trust Medical HR department.
6. Pre-employment checks carried out by the Trust Medical HR department.

Hours

The working hours for junior doctors in training are now 48-hours averaged over 26 weeks (six months). Doctors in training also have an individual right to opt-out if they choose to do so, but they cannot opt-out of rest break or leave requirements.

However, the contracts for doctors in training make clear that overall hours **must not exceed 56 hours in a week** (New Deal Contract requirements) across all their employments and any locum work they do.

<http://www.nhsemployers.org/PlanningYourWorkforce/MedicalWorkforce/EWT/D/Pages/EWTD.aspx>

Pay

You should be paid monthly at the rates set out in the national terms and conditions of service for hospital medical and dental staff and doctors in public health medicine and the community health service (England and Wales), “the TCS”, as amended from time to time. The pay scales are reviewed annually. Current rates of pay may be viewed at

<http://www.nhsemployers.org/PayAndContracts/Pay%20circulares/Pages/PayCircularsMedicalandDental.aspx>

Part-time posts will be paid pro-rata.

Pay supplement

Depending upon the working pattern and hours of duty you are contracted to undertake by the employer you should be paid a monthly additional pay supplement at the rates set out in paragraph 22 of the TCS. The current pay scales may be viewed at: <http://www.nhsemployers.org/> . The pay supplement is not reckonable for

NHS pension purposes. The pay supplement will be determined by the employer and should be made clear in their offer of employment and subject to monitoring.

Pension

You will be entitled to join or continue as a member of the NHS Pension Scheme, subject to its terms and rules, which may be amended from time to time.

Annual leave

Your entitlement to annual leave will be five or six weeks per annum depending upon your previous service/incremental point, as set out in paragraphs 205 – 206 of the TCS.

The TCS may be viewed at

<http://www.nhsemployers.org/PayAndContracts/MedicalandDentalContracts/JuniorDoctorsDentistsGPRreg/Pages/DoctorsInTraining-JuniorDoctorsTermsAndConditions150908.aspx>

Sick pay

Entitlements are outlined in paragraphs 225-240 of the TCS.

Notice

You will be required to give your employer and entitled to receive from them notice in accordance with paragraphs 195 – 196 of the TCS.

Study leave

The employer is expected to offer study leave in accordance with paragraphs 250 – 254 of the TCS. Local policy and procedure will be explained at your induction.

Travel expenses

The employer is expected to offer travel expenses in accordance with paragraphs 277 – 308 of the TCS for journeys incurred in performing your duties. Local policy and procedure will be explained at induction.

Subsistence expenses

The employer is expected to offer subsistence expenses in accordance with paragraph 311 of the TCS. Local policy and procedure will be explained at induction.

Relocation expenses

The employer will have a local policy for relocation expenses based on paragraphs 314 – 315 of the TCS and national guidance at

<http://www.nhsemployers.org/PayAndContracts/MedicalandDentalContracts/JuniorDoctorsDentistsGPRreg/Pages/DoctorsInTraining-JuniorDoctorsTermsAndConditions150908.aspx>

You are advised to check eligibility and confirm any entitlement with the employer *before* incurring any expenditure. In addition to local policy there is Deanery guidance which can be viewed on www.wessexdeanery.nhs.uk

Pre-employment checks

All NHS employers are required to undertake pre-employment checks. The employer will confirm their local arrangements expected to be in line with national guidance at

<http://www.nhsemployers.org/RecruitmentAndRetention/Employment-checks/Pages/Employment-checks.aspx>

Professional registration

It will be a requirement of employment that you have professional registration with the GMC for the duration of your employment.

Health and safety

All employers have a duty to protect their workers from harm. You will be advised by the employer of local policies and procedures intended to protect your health and safety and to comply with these.

Disciplinary and grievance procedures

The employer will have local policies and procedures for dealing with any disciplinary concerns or grievances you may have. They will advise you how to access these, not later than eight weeks after commencement of employment.

Educational supervisor

The employer will confirm your supervisor on commencement.

General information

The Deanery's management of Specialty Training programmes, including issues such as taking time out of programme and dealing with concerns or complaints, is available at www.wessexdeanery.nhs.uk and in the national 'Gold guide' to Specialty Training at http://www.copmed.org.uk/page.php?page_id=14