



Moorfields
Eye Hospital
NHS Foundation Trust



Job description and person specification

Consultant Pathologist

Job description

Job title:	Consultant Pathologist
Department:	Department of Eye Pathology (DEP)
Sites:	Moorfields (Institute of Ophthalmology site)
Programmed Activities:	10 (7DCC and 3SPA)
Grade:	Consultant
Responsible to:	Head of Department - DEP
Accountable to:	Moorfields Medical Director

Organisational context

Moorfields is one of the world's leading eye hospitals, providing expertise in clinical care, research, and education. We have provided excellence in eye care for more than 200 years and we continue to be at the forefront of new breakthroughs and developments. We are an integral part of one of the UK's first academic health science centres, UCL Partners, and recently celebrated seven years as one of the country's first NHS foundation trusts.

Our main focus is the treatment and care of NHS patients with a wide range of eye problems, from common complaints to rare conditions which require treatments not available anywhere else in the UK. This unique case-mix and size of the catchment population we serve has allowed that our clinicians to develop expertise in different areas of each sub-specialty.

Our staff treat and provide support for patients at our main hospital base in London's City Road, and at over twenty other sites in and around the capital. This enables us to provide accessible subspecialty based ophthalmic care close to patients' homes.

We continue to improve the quality of our services and met the key operational targets that matter to our patients, referrers, and commissioners. The organisation continues to evolve to meet the changing healthcare environment and the challenging economic climate.

Moorfields has contracts with more than 80 primary care trusts across the country, making us a truly national centre for eye care.

We are also a major postgraduate teaching centre and a national centre for ophthalmic research



involving, with the UCL Institute of Ophthalmology, the largest ophthalmic research programme in the world. We continue to make headlines with our ground-breaking research and, along with our partners at the Institute, we have the highest measure of scientific productivity and impact in the world for our research activity. We are one of only 11 sites nationally with National Institute for Health Research biomedical research centre status for translational research.

The National Institute for Health Research's Biomedical Research Centre for Ophthalmology is based at Moorfields Eye Hospital NHS Foundation Trust and the UCL Institute of Ophthalmology.

Established in April 2007, the Centre is funded by the Department of Health via the National Institute for Health Research. The objective of the Centre is to conduct 'translational research' that is designed to take advances in basic medical research from the laboratory to the clinic, enabling patients to benefit more quickly from new scientific breakthroughs. The research of the Centre falls within six major research "themes": Age-related Macular Degeneration; Diabetes; Glaucoma; Ocular Repair, Regeneration & Pharmaceuticals; Ocular Surface Disease; Paediatric Ophthalmology and Inherited Eye Disease.

Our centre is one of 12 Biomedical Research Centres in the UK that were awarded to NHS-university partnerships having an outstanding international reputation for medical research and expertise as well as experience of translating research into the clinical setting. For further information, please see www.moorfields.nhs.uk/bmrc

The Post

This substantive consultant post will be based at the Institute of Ophthalmology – immediately adjacent to the main Moorfields City Road site. There are 7 programmed activities to provide direct clinical care within the Department of Eye Pathology providing expert eye histopathology services and 3 SPAs, there is an expectation to cover and support various MDTs, either physically or virtually.

The Department of Eye Pathology Service

The National Specialist Ophthalmic Pathology Service (NSOPS) moved over to be hosted by Moorfields on the 1st September 2023, remaining located in the Institute of Ophthalmology and provides services, along with 3 other labs across the country (Liverpool, Manchester and Sheffield). The aim of this re-structure, combining under the Life Sciences umbrella encompassing Moorfields Eye Bank, Pathology Services and the NSOP service is to align our first-class clinical and research pathology services. This transfer supports the move to Oriel (our purpose built, world class centre for eye health, due to open in 2027), and provides a strong nationally and internationally recognised identity for eye pathology services. This will ensure preparation for further demand growth, emerging digital innovation and the provision of training and development of future pathologists and scientific and technical staff with an interest in eye pathology.



Main Responsibilities

This is a full-time post offering 10 Programmed Activities. There is no formal on-call commitment, or requirement to work weekends. The postholder will provide a high quality diagnostic ophthalmic pathology service, to both Moorfields clinicians but also national users of the service. In addition, there is teaching and supervision of junior and non-medical staff, both visiting and permanent. It is expected that the postholder will participate in management and service planning and play a role in ensuring ongoing accreditation of the department. Supporting professional activities which include teaching, MDT, CPD, audit and appraisal/revalidation.

Diagnostic clinical service

Duties include:

- performing, supervising and evaluating macroscopic dissection of ophthalmic pathology specimens
- generating reports on diagnostic cases
- referring cases externally for opinions and ancillary investigations as needed, and integrating the information received with the original diagnostic report
- communicating with patient-facing and other colleagues as need arises
- attending relevant multidisciplinary team (MDT) meetings, including preparation and follow-up
- contribute to and undertake IQC and relevant clinical audits as needed
- working in line with relevant health and safety processes
- Work with the laboratory manager to deliver and improve the service
- Participation and input in the National Ophthalmic Pathology Service meetings and duties
- Supporting the British Association of Ophthalmic Pathologists (BAOP) with case presentations and representation at meetings as required.
- Engaging with service users to bring business to the department
- Participation in service improvement projects

Professional development

Duties include:

- undertaking relevant CPD and similar activities as they arise
- maintaining knowledge of current practice by reading, courses etc
- participating in the Ophthalmic Pathology National External Quality Assurance Scheme (NEQAS) as well as any other relevant EQA schemes
- participating in the British Association for Ophthalmic Pathology annual meetings
- undertaking annual appraisal



Research, teaching and audit

The post holder will have either an honorary or associate appointment at the UCL Institute of Ophthalmology, depending on research and teaching activities. Moorfields is an important research institution and each individual will be expected to contribute to the research and development, teaching and training within the service. As a result the Trust has a policy concerning all intellectual property that may apply to you. The policy can be found in the Medical Staff handbook or copies can be obtained from the HR Department.

Duties include:

- as appropriate, teaching of staff in the Department of Eye Pathology, colleagues from UCL Institute of Ophthalmology and Moorfields Eye Hospital NHS Foundation Trust and visitors from other sites
- research support and collaborations as mutually agreed between the post holder and other parties
- participating in the Department of Eye Pathology's service audits

Provide High Quality Care to Patients

- The post holder must be medically qualified and maintain GMC specialist registration and hold a licence to practice.
- To develop and maintain the competencies required to carry out the duties required of the post.
- To ensure prompt attendance at agreed direct clinical care Programmed Activities.

Study and Training

Study leave is granted prospectively by the Study Leave Sub-Committee, following Consultant approval and is subject to agreement by the Clinical Management Board. A minimum of 10 weeks' notice is required to permit adjustment of planned clinical work.

The Clinical Tutorial Complex at the main site, with well-equipped Seminar Rooms and a large modern lecture theatre, provides the principal location for courses and lectures organised by the Post Graduate Medical Education Centre.

Senior support is available through the Service and Medical Director and access to mentors can be arranged.

Annual Leave Entitlement

32 days per annum for full time employees, is awarded in line with the Trust's Annual Leave policy

and within the rules defined by the local service. A minimum of 10 weeks' notice is required for annual leave to permit adjustments of planned clinical work.

Revalidation requirements

All doctors are responsible to maintain a portfolio of their career over the last 5 years in order to satisfy GMC Revalidation criteria. If successful, you will be required to bring along your supporting information portfolio including recent appraisals documents when joining the Trust.

Doctors holding joint and/or various fixed term appointments throughout their appraisal year are also required to demonstrate evidence of an exit report and supporting information from the different appointments they hold throughout their appraisal year. This information must be brought with them when starting a new appointment within The Trust. It is recommended that doctors collect this information before leaving their previous employers.

Other duties

- complying at all times with departmental and institutional health and safety policies
- complying at all times with departmental and institutional data security policies
- participating in the department's monthly management meetings
- take own responsibility for the day-to-day management of his/her clinical sessions, and must ensure that services are covered during planned absences.

The post holder may sometimes take on additional roles outside the scope of this job description.

General Responsibilities

1. To comply at all times with the requirements of the Health & Safety regulations under the Health & Safety at Work Act (1974) and to take responsibility for the health and safety and welfare of others in the working environment ensuring that agreed safety procedures are carried out to maintain a safe environment.
2. To comply at all times with the Trusts Information Governance Policy. The policy sets out the accountability and reporting arrangements for Information Governance in the trust and how assurance is provided that the Trust continues to meet at least the minimum standards of information governance compliance required by the NHS Information Governance Toolkit.
3. Disclosure and Barring Service (DBS) (formerly CRB) checks are now a mandatory part of the NHS Six Recruitment Check Standards for all staff whom, in the course of their normal duties, may have regular access to patients and children and/or vulnerable adults. Moorfields Eye Hospital NHS Foundation Trust aims to promote equality of opportunity for all with the right mix of talent, skills and potential. Criminal records will be taken into account for recruitment purposes only when the conviction is relevant and an unspent conviction will not necessarily bar applicants from being considered for employment. Moorfields Eye Hospital is exempt under the Rehabilitation of Offenders Act which outlines that convictions never

become 'spent' for work which involves access to patients. Failure to disclose any 'unspent' convictions may result in the offer of employment being withdrawn or if appointed could lead to dismissal. The Disclosure Barring Service (DBS) has published a Code of Practice for organisations undertaking DBS checks and the trust has developed its own DBS policy in line with the guidance

4. The trust has adopted a security policy in order to help protect patients, visitors and staff and to safeguard their property. All employees have a responsibility to ensure that those persons using the trust and its service are as secure as possible.
5. It is the responsibility of all trust employees to fully comply with the safeguarding policies and procedures of the trust. As a Moorfields employee you must ensure that you understand your role in protecting adults and children that may be at risk of abuse. Individuals must ensure compliance with their safeguarding training.
6. The trust is committed to a policy of equal opportunities. A copy of our policy is available from the human resources department.
7. The trust operates a no-smoking policy.
8. You should familiarise yourself with the requirements of the trust's policies in respect of the Freedom of Information Act and comply with those requirements accordingly.
9. The role description gives a general outline of the duties of the post and is not intended to be an inflexible or finite list of tasks. It may be varied, from time to time, after consultation with the post holder.
10. All appointments within the National Health Service are subject to pre-employment health screening.
11. It is the responsibility of all employees to ensure that they comply with the trust infection control practises, as outlined in the Health Act 2008 and staff must be familiar with the policies in the trust's infection control manual, this includes the 'bare below the elbow policy'. Employees must ensure compliance with their annual infection control training.
12. You are responsible for ensuring that all equipment used by patients is clean/decontaminated as instructed by manufacturers and in line with the infection control/guidelines protocol and policy.
13. Any other duties as designated by your manager and which are commensurate with the grade.

Please note: The role description is a reflection of the current position and may change emphasis or detail in the light of subsequent developments, in consultation with the post holder.



Person Specification

	ESSENTIAL	DESIRABLE	METHOD TO TEST THESE CRITERIA
EDUCATION & QUALIFICATIONS	<ul style="list-style-type: none"> • MBBS/MB ChB or equivalent • FRCPATH or evidence of equivalent qualification • Full and specialist registration (and a licence to practise) with the General Medical Council (GMC) (or eligible for registration within six months of interview) • Applicants that are UK trained, must ALSO be a holder of a Certificate of Completion of Training (CCT), or be within six months of award of CCT by date of interview. • Applicants that are non-UK trained, will be required to show evidence of equivalence to the UK CCT 		Application Form & Certification
SKILLS & KNOWLEDGE	<ul style="list-style-type: none"> • Knowledge and experience of Cellular Pathology, particularly of Ophthalmic pathology • Knowledge of evidence-based practice • Professional attitude towards work, reliability, good attendance record and tidy personal appearance • Broad range of IT skills 	Use of digital dictation software and processes.	Application Form & Interview & References



EXPERIENCE	<ul style="list-style-type: none">• Thorough and broad training and experience in Histopathology and in Cytopathology, particularly in Ophthalmic pathology• Ability to take responsibility for delivering service without direct supervision• Thorough understanding of the principles of medical audit• Evidence of undertaking and completion of audit projects, including closure actions and review.	Attendance at management course	Application Form & Interview & References
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