

The logo for Medical Specialist Group is a blue rounded square with the text "Medical Specialist Group" in white, stacked in three lines.

Medical Specialist Group

Job Description

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| Job title: | Extended scope practitioner in Ophthalmology |
| Department: | Ophthalmology Nursing |
| Responsible to: | Clinical Lead for Ophthalmology |
| Accountable to: | Medical Specialist Group LLP Management Board |
| Location: | The Medical Specialist Group LLP, Guernsey, Channel Islands |
| Hours: | Full time post |

The post

The Medical Specialist Group LLP Guernsey is looking to recruit an extended scope practitioner (ESP) in Ophthalmology.

This is a non-medical clinical role that provides complex patient care and intravitreal injection therapy, working independently delivering: Outpatient procedures, Virtual and face to face clinics.

Key aspects of this role will be the assessment of ophthalmology patients, planning and implementation of care, provision of specialist advice and maintaining clinical records. The successful candidate will also undertake intra-vitreous injections, in line with local protocol. The postholder will work across a range of ophthalmic subspecialties and in close consultation with our Ophthalmology clinicians.

The post-holder will also work very closely with the Clinical Lead Consultant for Ophthalmology and the Lead Ophthalmology Nurse supporting and contributing towards defining the strategic direction of the department and the implementation of initiatives to achieve the organisational success and growth.

The ESP is a new role at the MSG, and it is anticipated that the postholder will work closely with the Ophthalmology team to plan future development and expansion of the role, to support excellent patient care and service delivery.

Why Choose Us?

- A unique opportunity to work within a small, cohesive department with a vision to deliver top quality, holistic patient care.
- We offer a generous remuneration package, including an array of employee benefits.
- Guernsey residents benefit from an independent taxation system, including flat rate 20% income tax.
- Relocate to appreciate a rewarding quality of life within a thriving small community.
- Enjoy shorter commutes and a safe and friendly place to live and raise a family – all within easy reach of the UK.

The Medical Specialist Group LLP

The Medical Specialist Group (MSG) Limited Liability Partnership is contracted to provide a wide range of emergency and elective medical services for the Bailiwick of Guernsey, in partnership with the Health and Social Care Committee (HSC) of the States of Guernsey. It aims to serve and care for the community through the provision of the highest standard of clinical care. The MSG was founded in 1992 by a group of 19 doctors. Today the service remains owned and run by a passionate team of doctors, currently comprising 58 consultants with a range of professional interests. There are no resident doctors in Guernsey and therefore consultants provide the complete range of inpatient and outpatient care. Tertiary care services are supplied by a variety of Hospitals on the UK Mainland, mainly Southampton University Hospital, usually through contracted services.

The MSG is based at Alexandra House and Mill House, where most managerial and support staff are based. Both buildings have dedicated outpatient facilities and are situated in close proximity to the island's main hospital, the Princess Elizabeth Hospital (PEH).

The team

The successful applicant will join a growing team including a Lead Nurse in Ophthalmology, a LTFT intra-vitreous injector, three LTFT Ophthalmology Nurses, two Ophthalmic HCA/Technicians, and a number of bank nursing colleagues who all work cohesively to deliver high quality patient care to our local community. The department has 4 FTE equivalent Consultant Ophthalmologists. The Guernsey healthcare system differs from the NHS and there are no resident doctors within the department.

Facilities and services

The Ophthalmology department is located within Mill house at the Medical Specialist Group. The department comprises of 2 consulting rooms, 3 nursing rooms and a procedure room. Equipment includes the OCT Cirrus 6000, Clarus 700 fundus camera, and Lenstar biometry. We use the Medisight EPR system.

Programme of Work

This is a full-time position, 35 hours per week.

Main duties

| Clinical |
|---|
| <ul style="list-style-type: none">• Undertakes intra vitreal injections in line with agreed local protocols• Reviews patients independently and makes independent management decisions based on treatment protocols• Develops skills to assess and interpret specialist information, such as OCT, and take appropriate action• Undertakes specialist clinical procedures such as slit lamp examination, tonometry and fundoscopy• Undertakes (or willing to train to undertake) non-medical prescribing within sphere of competence• Provides specialist advice to patients and their families/carers• To promote patient involvement in the planning, delivery and evaluation of care, respecting their wishes, beliefs and dignity.• Understands and recognises limitations and refers to Ophthalmology Consultants when required• In liaison with the Ophthalmologists, be responsible for service development, ensuring that high clinical standards are maintained.• Undertake clinical audit and when required clinical research projects. |
| Leadership |
| <ul style="list-style-type: none">• Responsible for organising personal workload, within the team requirements• Support the development of specialist protocols and policies• Provide representation on committees/working groups as required• Build and maintain good internal and external working relationships to ensure collaborative working.• Assist with the implementation of MSG initiatives and projects as required, working in partnership with other organisation departments.• Assist with the investigation into Customer Advisory Liaison Service (CALS) queries, departmental complaints, and incidents in line with the MSG complaints policy |
| Professional Responsibility |
| <ul style="list-style-type: none">• Ensure maintenance of effective registration with the relevant professional bodies and completion of requirements for revalidation.• Proactively manage all aspects of your Revalidation requirements including annual appraisal, keeping an up-to-date portfolio, proactively seeking out opportunities for reflection, continuing education and professional growth.• Ensure mandatory training requirements are met• Keep updated with relevant changes to Medical Specialist Group, Health & Social Care Department and Princess Elizabeth Hospital policies and procedures.• Ensure adherence to the quality standards included in the Contract with the Health and Social Care Department (HSC).• Ensure participation with supervisory one to one meetings and the MSG performance management process developing plans to meet personal and organisational objectives. |

| Communication |
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| <ul style="list-style-type: none"> • Communicate effectively with patient/service users and their support networks, compassionately, confidentially, in a sensitive and professional manner that respects their views and cognitive functioning. • Communicate effectively with all members of the multidisciplinary team, demonstrating sensitivity to cultural and language differences. • Ensure written communication complies with organisational and professional standards. • Use a wide range of communication skills that can be adapted to meet the needs of complex and challenging situations. • Provide clear, concise, and accurate electronic records in accordance with agreed policy and standards. |
| Health & Safety |
| <ul style="list-style-type: none"> • Report accidents and untoward incidents to appropriate personnel and complete relevant documentation. • Follow and undertake safe moving and handling policies, procedures and guidelines, including location and effective use of equipment. • Participate in the risk management strategies by accurately completing the necessary patient documentation and forms. • In all areas of practice, promote a safe environment for patients, relatives, visitors and staff in accordance with The Medical Specialist Group's Health and Safety policy and Health and Safety at Work (General) Guernsey 1987. |

Applications and visits

Informal enquiries about the post are welcome and can be made via Nathan Collenette (Business Partner – People and Organisation) Nathan.collenette@msg.gg or via our switchboard on 01481 238565.

Applications must be accompanied by a covering letter and CV and sent to recruit@msg.gg

Closing date for applications is Wednesday 14th January. .

Short listed candidates are encouraged to visit prior to interview.

Anticipated start date: As soon as available.

To find out more about The Medical Specialist Group LLP visit: www.msg.gg

To find out more about relocating to Guernsey visit: <https://www.locateguernsey.com>

General Conditions of Appointment

The appointee will be employed by the MSG under the terms of an Extended Scope Practitioner in Ophthalmology.

This post benefits from 25 days annual leave pro rata. It is required that 6 weeks' notice be given for leave (with the exception of compassionate/sick leave), in order to prevent impact on service delivery.

All appointments are subject to the following checks;

- Identity
- Criminal record
- Essential qualifications
- Professional registration
- References
- Occupational health clearance

Satisfactory Occupational Health and Enhanced DBS check with Barred List (Child and Adult Workforce) obtained. Applicants are not entitled to withhold information about convictions (including 'spent' convictions or pending prosecutions) and failure to disclose such convictions could result in dismissal or disciplinary action by the MSG LLP. Any information provided will be completely confidential and considered only in relation to the relevant application.

Pay and benefits



















- Generous salary and current local Guernsey income tax flat rate of 20%
- Full relocation package
- Private health insurance for yourself
- Pension scheme delivered by a long-established local pension specialist (up to 5% matched employer contribution)
- Life assurance scheme
- Income protection scheme
- Indemnity insurance cover
- RCN, NMC and HCPC subscription cover
- Free car parking at both the MSG and PEH
- Wellbeing allowance of £300/annum (towards gym/better commute scheme etc)
- Study leave allowance
- 25 days per annum annual leave pro rata






Person Specification

POST: Extended Scope Practitioner in Ophthalmology

***Assessment will take place with reference to the following information**

A= Application I= Interview S= Skills assessment C= Certificate

| Criteria | Essential | Desirable | Assessment |
|--|--|---|------------|
| Qualifications, Knowledge & Experience | | | |
| Current First Level Registration with the NMC, GOC or HCPC |  | | A/I/C |
| First level degree in related subject or equivalent evidence of clinical ability and academic study |  | | A/I |
| Evidence of Masters level learning | |  | A/I/C |
| Evidence of post registration experience at Band 6 or equivalent in Ophthalmology |  | | A/I/C |
| Evidence of a programme of study in Ophthalmic practice |  | | A/I/S/C |
| Working knowledge and experience with IT systems and Microsoft office suite. |  | | A/I |
| Non-medical prescribing qualification or willingness to work towards one |  | | A/I |
| Experience in OCT interpretation or willingness to develop this skill |  | | A/I |
| Experience in delivering intra-vitreous injections |  | | A/I |
| Skills & Personal attributes | | | |
| Excellent interpersonal skills to communicate, influence, persuade and work collaboratively with people at all levels |  | | A/I |
| Proven ability to prioritise workloads and to work to deadlines whilst paying attention to detail. |  | | A/I |
| Proven sound analytical skills and reasoned judgement. |  | | A/I |
| The ability to work on your own initiative. |  | | A/I |
| Outstanding organisational skills. |  | | A/I |
| The ability to work under pressure. |  | | A/I |
| Excellent IT skills and experience |  | | |
| Able to contribute to the development, implementation and monitoring of policies/protocols/guidelines relevant to area of practice |  | | |
| The ability to deal with difficult situations. |  | | A/I |

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| Ability to maintain the highest degree of confidentiality. |  | | A/I |
| Ability to embrace and implement change within the organisation. |  | | A/I |
| Knowledge of relevant statutory and legislative requirements. |  | | A/I |
| Highly motivated and able to work independently to deadlines. |  | | A/I |
| High level of emotional intelligence |  | | A/I |

The Medical Specialist Group LLP

Management and organisation structure

The senior office holders consist of the Chairperson, Deputy Chairperson, Lead Governance Partner and Lead Finance partner who together with the four Directorate Chairs and 2 consultant Partnership representatives form the Management Board.

There are four Directorates which include Adult Medicine (16 consultants), Anaesthetics (12 FTE Consultants), Surgery (15 Consultants) and Women and Child Health (12 Consultants).

The MSG employs clinical & support staff (88.74FTE) including senior management, surgical assistants, audiologists, nurses and administration staff supporting the directorate structure as well as in finance, IT, corporate and clinical governance, HR, facilities, medical records, reception and typing.

The income for the MSG comes primarily from the healthcare contract with the States (79%). The remaining balance is private earnings.

The Secondary Care Contract

The Medical Specialist Group LLP is a limited liability partnership established on the 1st January 2018 as a conversion from the Medical Specialist Group that previously functioned as a General Partnership for more than 25 years in Guernsey.

The MSG commenced a new contract with the States of Guernsey on the 1st January 2018 for the continued provision of secondary healthcare to the population of the Bailiwick of Guernsey. The Bailiwick of Guernsey has a population of approximately 65,000, which includes 2,000 in Alderney, 100 in Herm and 500 in Sark (Sark residents are treated as private patients). The MSG works in close partnership with HSC and services are reviewed regularly. Patients are seen at the MSG premises and the PEH. Outpatient activity takes place mainly at the MSG and inpatient activity occurs at the PEH. Private patient facilities are offered on Victoria Ward at the PEH and at MSG premises.

The Emergency Department at the PEH is fully staffed with four Consultant Emergency Doctors and eight Associate Specialists. The Emergency Department is run by HSC whereby patients are seen, investigated, treated and referred to the appropriate specialist in secondary care. There are three main GP practices in Guernsey and 1 in Alderney. GPs will refer patients to secondary care either electively or as an emergency. Secondary care services under the MSG are provided in General Surgery, Urology, Orthopaedics, ENT, Ophthalmology, Adult Medicine, Anaesthetics, Paediatrics and Obstetrics & Gynaecology.

Other secondary healthcare services are provided directly by HSC such as Radiology, Psychiatry, Public Health and Pathology. There is scope for interventional radiology procedures on island.

Specialties currently such as Haematological Oncology, Microbiology and some elements of Renal Medicine are provided by visiting specialists from UK tertiary centres that have a contract with HSC. There are also inpatient facilities at The Mignot Memorial Hospital in Alderney, which is managed by GPs.

Clinical Governance Requirements

The appointee will be expected to participate in all aspects of clinical governance and best practice standards. These include compliance with policies relating to healthcare associated infection and data protection. The post-holder will participate in regular clinical audit and review of outcomes, and work towards achieving local/national targets.

Both the MSG and HSC are committed to the clinical governance process and have a single Clinical Governance Committee.

A mentor system is in place to support transition to working and living on island.

Our Vision, Purpose and Values

Our Vision

Internationally recognised as a centre of excellence for clinical care.

Loved by the Guernsey community.

Our purpose and values

The needs of our patients come first, always.

With the patient at the centre of everything we do, we work as a multi-disciplinary team to relieve illness and improve health, providing the best possible care and experience.

We are committed to patient safety and clinical excellence in all we do.

We invest in our people so that we can achieve together the highest standards of clinical care and the best possible outcomes, justifying the trust our patients place in us.

We work as one team and treat each other with respect.

We value and respect each other, and we follow through on our promises. We create a compassionate environment. We follow the golden rule: treat people as we would like to be treated ourselves.

We value partnership.

We are fully integrated into our local community, and we actively seek opportunities to partner with government, other healthcare providers, patient groups, and businesses to improve healthcare and the quality of our patients' lives.

We focus on the long term.

We invest in the future and in our financial security, using our resources efficiently and always innovating to improve the patient experience. We are committed to sustainability and measure our progress in accordance with the UN Sustainable Development Goals.

