



Rowe Referrals Eye Clinic
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Job Description for Internship in Veterinary Ophthalmology: Rowe Referrals Eye Clinic 2018/19

Length of post:

15 months

Start date:

Jan/Feb 2018 - earlier start possible by negotiation.

Employment package:

Salary : Gross salary of £22,764

This is intended to represent approximately *

- 1) a take home salary of £1150 per month after tax and national insurance
- 2) a housing allowance of £350 per calendar month, after tax
- 3) £25 a month towards personal use of your mobile phone

*this assumes you are on a normal tax code - no adjustment can be made should your tax liabilities be greater than a UK worker working a single job. Should your tax liability change for any reason the gross salary will remain as stated.

Membership of the British Association of Veterinary Ophthalmologists

Membership of the RCVS

Subscription to the journal Veterinary Ophthalmology

Membership of the RCVS

Holiday entitlement:

- 1) 240 hours holiday per year

- 2) When a bank holiday is worked as an “on call day” - 10 hours additional holiday will be given in lieu. A minimum of 4 bank holidays are expected to be worked per year (with a minimum of 40 hours holiday given in lieu of this time worked).

Minimum requirements:

- Membership of the Royal College of Veterinary Surgeons.
- Excellent communication skills are essential.
- Empathy for clients, their patients, the veterinary surgeons who entrust their patients to our care and your colleagues are of primary importance in this role.
- Excellent general small animal medical and surgical skills
- Confident and competent small animal anaesthesia skills (exotic and equine anaesthesia experience not required).
- Evidence of previous CPD in ophthalmology.
- Evidence of having seen practice with an ophthalmologist/s.
- A high standard of written and spoken English is required. For non native english speaking candidates a qualification in English is required (e.g. IELTS (academic, minimum level of 7 (with no elements less than 6.5) or TOEFL (internet based test, minimum score of 93 - no elements less than 23)).

Advantageous requirements:

- Competent use of ophthalmic diagnostic equipment
- Previous ophthalmic surgical experience.
- Evidence of managing your own ophthalmic case-load in practice. (A list of diagnostic procedures you are comfortable with and examples of cases you have managed would be of great help).
- Previous internship, especially if an element of ophthalmology.
- Post graduate qualifications in surgery, anaesthesia, medicine or ophthalmology.
- Evidence of study towards post graduate qualifications in surgery, anaesthesia, medicine or ophthalmology.
- Study towards a higher degree (MSc or PhD)

Hours worked:

The normal working hours of the clinic are 8am to 8pm Monday to Friday however patients are potentially in our care for 24 hours of every day of the year. The primary responsibility of the intern is a commitment to maximising this care.

The nature of the post does not lend itself to specific working hours however the expected normal working hours for the intern are 40 hours during each working week over 4 or 5 days depending on the stage of the internship.

The hours and days worked may alter through the course of the internship to reflect the areas of study and the requirements of the team.

On call commitment:

While the out of hours care for our patients is provided by a team of emergency vets, nurses and nursing assistants the intern is expected to oversee inpatient care both inside and outside the clinics normal working hours. This means that a considerable additional out of hours commitment (the “on call period”) to provide care of ophthalmic inpatients is required outside of the clinics normal working hours. Please note that you must remain within a reasonable travelling distance of the clinic (1 hours travelling time) during the on call period unless agreed with your line manager and that you may be called on to assist in the care of patients at any time during the on call period. Please note that this requirement is subject to change to meet the requirements of our patient care however where possible a minimum of 2 weeks notice will be given of major changes to your on-call commitments.

The on call commitment is shared equally between the two interns i.e. one weekend in two and one week of night cover every other week.

It is the responsibility for the two interns to ensure that they cover each others on-call commitment during annual leave.

For the avoidance of doubt the intern is expected to:

- 1) Oversee the transfer of patients from the eye clinic to (6-8pm) and from (8am) the out of hours team Monday to Friday.
- 2) Provide the inpatient checks on Weekend mornings and if required at other times during the weekend.
- 3) Oversee inpatient care during the normal working hours of the eye clinic
- 4) Attend the clinic to ensure out of hours care is provided outside the eye clinics normal working hours when required.

Regardless of the intern’s rota the expectation is that if there is activity in the eye clinic, and the intern is able to attend, that they take every opportunity to attend the clinic to see cases regardless of their rota commitments to maximise the benefit of the internship. The more the intern puts in to this year the more they will get out of it.

On call days:

“On call days” are defined as days when the eye clinic is not open for routine appointments specifically Saturdays, Sundays and UK bank holidays.

The expectation during “On call days” is that the intern will attend the clinic in the morning and as needed during the day to:

- 1) Check ophthalmic inpatients.
- 2) Communicate with the Emergency Veterinary Service (EVS) who will provide general medical care and some specific ophthalmic diagnostics and treatments.
- 3) Communicate with the owners

4) Communicate with the on-call ophthalmologist.

The intern is also expected to work a minimum of 4 bank holidays per year. When a bank holiday is worked as an “on call day” - 10 hours additional holiday will be given in lieu. Additional bank holidays may be worked by mutual agreement and 10 hours additional holiday given for each day worked in lieu. It is likely that the intern’s assistance would be of benefit for all bank holidays.

On call nights:

“On call nights” are defined as the period after the normal working week day i.e. 7pm Monday to Friday.

The expectation during “On call nights” is that the intern will oversee the transfer of in patients to the EVS team and if required attend the clinic to assist in the care of the ophthalmic patients.

CPD:

CPD allowance of 7 days:

The candidate would be expected to attend :

Both annual meetings of the British Association of Veterinary Ophthalmology (3 days).

The Royal College of Ophthalmologists microsurgery course (3 days).

The BEVA equine ophthalmology course (1 day)

The intern is expected to perform at least one study (e.g. a prospective or retrospective clinical study) and present the findings at an ophthalmology meeting during the course of the internship.

A further 10 days may be taken during the course of the internship as unpaid leave should the intern wish to take the opportunity to pursue other training opportunities or attend other conferences. No unpaid leave will be required if the intern presents at an ophthalmology meeting other than BrAVO.

Responsibilities of the intern:

To support the the entire ophthalmology team in the care of our patients.

To be responsible for the ophthalmic and general veterinary care of our in-patients.

This will involve supporting both the Veterinary team and the Veterinary nursing team. The intern will very much be expected to contribute to all aspects of patient care. While we have a dedicated team of ophthalmic nurses the expectation is that the nursing team will be able to call on the intern to support the day to day nursing management which, unless the intern has their own consultation sessions, will take priority over other activities.

The level and type of responsibilities will alter during the course of the internship however throughout the internship the care of the inpatients will remain the responsibility of the intern working closely with the nursing team.

Structure of internship:

The internship is loosely divided into 5 stages, progression through the stages will depend on the existing skills of the successful applicant and overlap is expected however the expectation is that each stage will take 12 weeks.

Stage 1:

Veterinary anaesthesia and nursing care of the ophthalmic patient.

Theatre management, muscle blockade anaesthesia, positioning of the ophthalmic patient, set up of the operating microscope, care of ophthalmic instrumentation are all key skills which are essential in Veterinary Ophthalmology and this is the focus of the first stage of the internship.

At the end of this stage the intern is expected to be able to **independently and safely prepare theatre and manage anaesthesia for complex ophthalmic surgery** (cataract surgery, glaucoma surgery etc).

The intern will be expected to act as an ophthalmic anaesthetist throughout the rest of the internship along side the ophthalmic nurse anaesthetists.

Care of the ophthalmic patient includes basic ophthalmic examination, routine tonometry, tear testing, corneal staining, ophthalmoscopy and slit lamp biomicroscopy. The candidate is expected to be familiar with all of these techniques however support will be given where required.

Client communication is a key skill the intern will be expected to develop at this early stage with the intern being expected to assist with admission of elective day patients, discharge of patients and telephone communication.

Stage 2:

The Ophthalmic examination:

The ophthalmic examination is much more than being able to use an ophthalmoscope, a diagnostic lens, a tonometer and a slit lamp. How to handle the ophthalmic patient, the approach to the examination, lesion recognition, ophthalmic photography and a whole animal approach are the focus of the next stage of the internship.

The intern will be expected to attend in consults and to be responsible for developing their examination skills with the support of the Ophthalmologists.

Ocular ultrasound, electroretinography and gonioscopy skills are expected to be developed during this stage

Stage 3:

Ophthalmic surgery:

Ophthalmic instrumentation.

Self directed microsurgery sessions with the assistance of the ophthalmologists.

Live surgery where appropriate depending on the level of experience of the intern - with the full support of the ophthalmologists.

At the end of this stage the intern would be expected to be confident and comfortable with lid margin suturing, keratotomy and keratectomy and enucleation techniques. The emphasis is on correct use of the operating microscope tissue and instrument handling rather than specific ophthalmic surgeries.

Stage 4:

Case management and triaging the emergency ophthalmic patient.

By the end of 12 months of the internship the intern will be expected to have sufficient experience and skills to have their own consulting list. This list will be composed of re-examinations of ongoing cases and admission and triage of emergency ophthalmic patients and will always be with the full support of the ophthalmologists.

Stage 5: Mentoring subsequent intern/ clinical research

The final 3 months of the internship are designed to overlap with subsequent internships. During this 3 month period of overlap the intern is expected to assist in mentoring the new intern whilst contributing more and more to the day to day running of the clinic with consulting, surgery and ophthalmic anaesthesia.

It is hoped that the intern would have already completed and presented at least one study by the end of the first 12months. During this final 3months it is envisaged that a 2nd study can be embarked on.