



**The ROYAL COLLEGE of  
OPHTHALMOLOGISTS**

OST Curriculum 2024

## **Level 4 Learning Outcomes and descriptors**

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## Other Curriculum Domains

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### Health Promotion

Level 4	
Learning Outcome	Descriptors
<i>An ophthalmologist achieving this level will, in addition:</i>	
<b>Develop special interest area specific guidance for health promotion.</b>	<ul style="list-style-type: none"><li>▪ Demonstrate initiative to develop specific guidance for health promotion with reference to ophthalmic conditions (e.g. Thyroid eye disease, Diabetic control, etc.).</li></ul>
<b>Be an effective supervisor and guide in the area of health promotion.</b>	<ul style="list-style-type: none"><li>▪ Supervise and accredit/sign off trainees to Level 3 in health promotion (e.g. in response to an outbreak of infection).</li></ul>

### Leadership and Team Working

Level 4	
Learning Outcome	Descriptors
<i>An ophthalmologist achieving this level will, in addition:</i>	
<b>Critically evaluate own skills and the quality of patient care.</b>	<ul style="list-style-type: none"><li>▪ Appreciate own leadership style and its impact on others.</li><li>▪ Ensure the team is effective and able to communicate with established norms of respect, appropriate behaviour and psychological safety to ask questions and be heard without fear.</li><li>▪ Supervise, challenge, influence, appraise and mentor colleagues and peers to enhance performance and to support development.</li><li>▪ Critically appraise performance of colleagues, peers and systems and escalate concerns.</li><li>▪ Audit own and departmental outcomes.</li><li>▪ Reflect on own development to become a systems leader.</li></ul>
<b>Promote service improvement through: quality, innovation, productivity and</b>	<ul style="list-style-type: none"><li>▪ Understand the risk register and be able to assess risk.</li></ul>

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**prevention (QIPP); supervision of the multidisciplinary team; effective management of incidents and complaints.**

- Understand grading of serious incidents and how to investigate; be able to take part in root cause analysis.
- Undertake service improvement activity or project to reduce risk/improve patient safety/improve quality/cost improvement.
- Involve the rest of the multidisciplinary team in service improvement work, supervise more junior trainees in activities.

## Patient Safety and Quality Improvement

### Level 4

#### Learning Outcome

#### Descriptors

*An ophthalmologist achieving this level will, in addition:*

**Share improved practice with others and be able to defend changes made.**

- Present findings from quality improvement projects at appropriate departmental, regional, national or international level.
- Invite discussion around quality improvement techniques and data analysis, accepting improvement or correction where appropriate.
- Co-develop/refine local guidelines and protocols, e.g. standard operating procedures (SOPs), patient pathways.

**Critically evaluate own skills in quality improvement.**

- Use the framework of Good Medical Practice to reflect on their own practice and prepare for appraisal.
- Consider how their own skills may be developed to deliver more effective quality improvement projects.

## Safeguarding and Holistic Patient Care

### Level 4

#### Learning Outcome

#### Descriptors

*An ophthalmologist achieving this level will, in addition:*

<b>Critically evaluate personal and wider organisational responses to safeguarding issues.</b>	<ul style="list-style-type: none"> <li>Actively engage with the development and maintenance of local pathways for vulnerable patients.</li> </ul>
<b>Supervise and support other professionals with regard to safeguarding.</b>	<ul style="list-style-type: none"> <li>Provide training for junior and allied health professionals to ensure that safeguarding concerns are raised in a timely and appropriate fashion.</li> </ul>
<b>Demonstrate effective specialised management techniques for those with special needs.</b>	<ul style="list-style-type: none"> <li>Ensure that procedures are in place to prevent discrimination or exclusion for patients with additional needs, including those with language barriers.</li> <li>Provide specialised clinical input for patients who need occupational health and/or DVLA assessment, considering the patient's and society's needs within any encounter.</li> <li>Advise patients regarding, and liaise with, organisations providing support to patients with visual impairment.</li> </ul>

## Education and Training

Level 4	
Learning Outcome	Descriptors
<i>An ophthalmologist achieving this level will, in addition:</i>	
<b>Demonstrate readiness to act as a clinical and educational trainer.</b>	<ul style="list-style-type: none"> <li>Attend a course for the local approval and recognition of trainers.</li> <li>Encourage career development in others.</li> <li>Provide evidence of supervision in both simulation and live surgery, including surgical logbook evidence of supervising 20 cataract procedures.</li> <li>Understand the appraisal and revalidation process.</li> </ul>
<b>Balance service and training needs.</b>	<ul style="list-style-type: none"> <li>Provide safe clinical supervision of learners and other doctors in training in the workplace at all times.</li> <li>Demonstrate the ability to provide training opportunities whilst effectively managing an outpatient clinic and theatre list.</li> </ul>

**Be able to identify and support a trainee experiencing difficulty.**

- Recognise clinical and professional behaviours suggestive of a trainee experiencing difficulty.
- Understand how to raise concerns about the performance or behaviour of a learner or other doctor in training who is under their clinical supervision and provide them with support.
- Sensitively debrief after an adverse incident.
- Understand the importance of signposting trainees and other colleagues to psychological support services where appropriate.

## Research and Scholarship

### Level 4

#### Learning Outcome

#### Descriptors

*An ophthalmologist achieving this level will, in addition:*

**Understand the principles of research methods, research governance, application of ethics to research and the translation of research into practice.**

- Apply advanced knowledge of principles of qualitative, quantitative, bio-statistical and epidemiological research methods.
- Apply involvement in research governance and research ethics applications, e.g. Health Research Authority and Research Ethics Committee (REC) for a clinical research project.
- Apply adherence to GMC and other guidance on ethical conduct in research and consent for research.
- Apply service improvement by revision/development of guidelines based on: contemporary clinical research/evidence; own research.

**Promote innovation in ophthalmology.**

- Have undertaken evidence review to inform own research.
- Continue own research to completion – producing peer-reviewed papers as first or lead author is one way to demonstrate competence.
- Demonstrate collaboration and participation in research led by others.