



# *The* **ROYAL COLLEGE** *of* **OPHTHALMOLOGISTS**

OST Curriculum 2024

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

---

*The Royal College of Ophthalmologists is a registered charity in England and Wales (299872) and in Scotland (SC045652)*

## Other Curriculum Domains

---

### 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 leader 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 in leadership, with particular reference to 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>

---

**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 own practice and prepare for appraisal.
- Consider how own skills may be developed to deliver more effective quality improvement projects.

**Promote clinical governance and quality improvement in the wider organisation / NHS.**

- Understand the reasons for appraisal and revalidation.
- Appraise other staff and provide constructive feedback.
- Support and develop other individuals, ensuring a team approach.
- Encourage a team approach to patient safety, acting as a patient advocate.
- Engage in incident and good practice reporting across the organisation, understanding the methods for creating change.

## Safeguarding and Holistic Patient Care

Level 4	
Learning Outcome	Descriptors
<i>An ophthalmologist achieving this level will, in addition:</i>	
<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 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.</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>
<b>Be able to identify and support a trainee experiencing difficulty.</b>	<ul style="list-style-type: none"> <li>▪ Recognise clinical and professional behaviours suggestive of a trainee experiencing difficulty.</li> <li>▪ Understand how to raise concerns about the performance or behaviour of a learner or other doctor in training who is under own clinical supervision and provide them with support.</li> <li>▪ Sensitively debrief after an adverse incident.</li> <li>▪ Understand the importance of signposting trainees and other colleagues to psychological support services where appropriate.</li> </ul>

## Research and Scholarship

<b>Level 4</b>	
<b>Learning Outcome</b>	<b>Descriptors</b>
<i>An ophthalmologist achieving this level will, in addition:</i>	
<b>Understand the principles of research methods, research governance, application of ethics to research and the translation of research into practice.</b>	<ul style="list-style-type: none"> <li>▪ Apply advanced knowledge of principles of qualitative, quantitative, bio-statistical and epidemiological research methods.</li> <li>▪ Apply involvement in research governance and research ethics applications, e.g. Health Research Authority and Research Ethics Committee (REC) for a clinical research project.</li> <li>▪ Apply adherence to GMC and other guidance on ethical conduct in research and consent for research.</li> <li>▪ Apply service improvement by revision/development of guidelines based on: contemporary clinical research/evidence; own research.</li> </ul>
<b>Promote innovation in ophthalmology.</b>	<ul style="list-style-type: none"> <li>▪ Have undertaken evidence review to inform own research.</li> <li>▪ Continue own research to completion – producing peer-reviewed papers as first or lead author is one way to demonstrate competence.</li> <li>▪ Demonstrate collaboration and participation in research led by others.</li> </ul>