



# SPECIALIST OPTOMETRIST

## INFORMATION FOR CANDIDATES

## ABOUT THE TRUST

The Shrewsbury and Telford Hospital NHS Trust (SaTH) is the main provider of acute hospital services for around half a million people in Shropshire, Telford & Wrekin and mid Wales.

Encompassing some of the most picturesque parts of England and Wales, the Trust's catchment stretches from the Cambrian Mountains in the west, to Newport and the fringes of the Black Country in the east.

The main towns include: Bridgnorth, Ludlow, Market Drayton, Oswestry, Shrewsbury and Whitchurch (in Shropshire); Newport, Telford and Wellington (in Telford & Wrekin); and Newtown and Welshpool (in Powys) – all beautiful and unique.

Our main service locations are The Princess Royal Hospital (PRH) in Telford and The Royal Shrewsbury Hospital (RSH) in Shrewsbury which are located 20 minutes drive apart. Together they provide 99% of our activity. Both hospitals provide a wide range of acute hospital services including accident & emergency, outpatients, diagnostics, inpatient medical care and critical care.

We also provide services such as consultant-led outreach clinics at Telford, the Robert Jones and Agnes Hunt Orthopaedic Hospital, Gobowen and the Bridgnorth, Ludlow and Whitchurch Community Hospitals.

We employ more than 6,000 people, and hundreds of colleagues and students from other organisations also work in our hospitals. We benefit from around 1,000 wonderful volunteers, and our main charitable partners are the League of Friends at The Royal Shrewsbury Hospital, Friends of The Princess Royal Hospital, and the Lingen Davies Cancer Appeal which is based at The Royal Shrewsbury Hospital.



# OUR VISION AND VALUES

The Shrewsbury and Telford Hospital NHS Trust is an organisation that strives to provide high quality, safe care for our patients in an environment which our staff are proud to work in

## Our Vision:

“To provide excellent care for the communities we serve”

## Our Values:



## OUR VISION

We believe that by adhering to our Vision and working with our Values in mind we can behave in a way which will ensure the right results for the people that matter most – our patients and their families.

## OUR VALUES

Our Trust Values provide a guide for our daily lives which we are all expected to uphold, both at work and when we are representing the Trust.

Our Values were developed by staff and our patients, so they represent what is important to us within the organisation and the way we should all behave towards patients, carers, visitors, partners and each other.

You will see our Values throughout the Trust; they are not just words on a page, they represent what we are about here at SaTH. We want patients and their families to say that the care and service they receive from all of us is consistently high-quality, safe, effective, and personalised, so the feelings behind the Values shouldn't come as a surprise to anyone working in the NHS.

The reason why it is important that they are clearly written down is, so we all know what's expected, and none of us are surprised if we are asked to explain any unacceptable behaviour. Ultimately, if we follow our Values, we will provide services that are better for our patients and better for each other.

# COLLEAGUE BENEFITS

## GENERAL

27 days annual leave entitlement at joining, increasing with length of service, plus 8 bank holidays

Flexible working policies

Generous maternity pay and 2 weeks full pay paternity leave

Colleague recognition scheme and long service awards

Option to buy and sell additional annual leave

Greener travel initiative, including cycle to work scheme and lift share

Childcare information and support available, including onsite nurseries

Discounted bus passes with Arriva

## FINANCIAL

Access to various local and national discounts via various external websites

- Blue Light Card
- Health Service
- Discounts NHS

Salary sacrifice schemes for home electronics and bikes

Generous Pension scheme

Access to a financial support booklet

Pre-retirement courses

Free Will writing service

Savings and Loan schemes

## HEALTH AND WELLBEING

### PSYCHOLOGICAL SUPPORT

- Coaching
- Mental Health First
- Aiders Chaplaincy

### PHYSICAL SUPPORT

- Fast track physiotherapy service Free
- eye test vouchers

### HEALTHY LIFESTYLES AND EMOTIONAL SUPPORT

- Slimming World referral scheme Staff
- cervical screening service Long Covid support
- Access to wellbeing/rest rooms
- Menopause support including advocates, webinars, toolkits, clinics, and bi-monthly meet ups Men's
- Health - Bi-monthly forums and men's MOT
- Sleep School Wellbeing Support

Discounts with local gyms

## LEARNING AND DEVELOPMENT

### COACHING AND MENTORING

Opportunities to grow, develop and perform at your best

### LEADERSHIP ACADEMY

Leadership and management training for all levels of staff

### ACCESS TO ELEARNING COURSES

Many eLearning modules to learn from with access available at home

### APPRENTICESHIPS

There are a growing number of apprenticeship opportunities at SaTH across all disciplines

Secondment and acting-up opportunities

Support to complete qualifications such as NVQ, Masters etc. whilst on the job





## JOB DESCRIPTION

<b>Job Title</b>	<b>Specialist Optometrist</b>
<b>Band</b>	<b>Band 7 (Subject to AfC)</b>
<b>Directorate</b>	<b>Service Delivery Directorate</b>
<b>Accountable to</b>	<b>Head of Optometry</b>
<b>DBS Required?</b>	<b>Yes, Enhanced DBS</b>

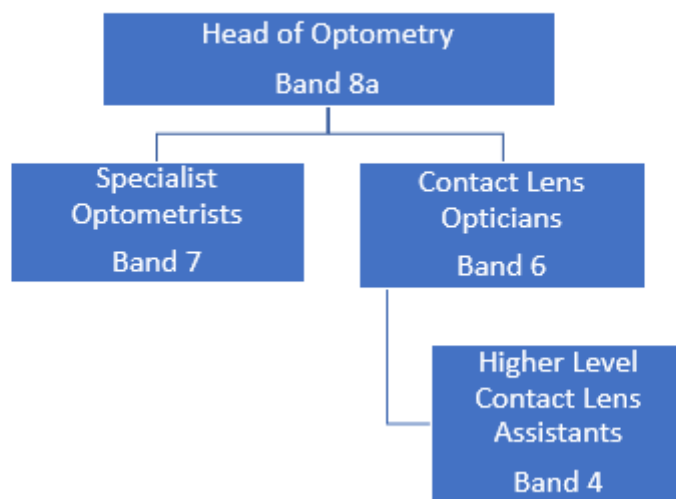
## JOB PURPOSE

The post holder is an autonomous practitioner who will provide a broad range of core and highly specialised services to support the Orthoptic and Ophthalmology departments. Procedures involve the use of specialist ophthalmic instrumentation to a high degree of accuracy. Analysis and interpretation of specialist test results will be necessary to prescribe the appropriate optical appliances and plan or revise individual programmes of patient care.

As a senior clinician, the post holder is expected to be capable of managing complex cases independently and to provide clinical advice and expert opinion to colleagues as necessary.

The post holder will be required to actively contribute to teaching, audit, clinical governance, and departmental administration.

### Organisational Structure



### Main Duties and Responsibilities

- To undertake a range of core optometry services including complex refraction for paediatrics and those with additional needs, low vision services, specialist contact lens clinics, pre and post cataract surgery assessment and urgent eye care.
- To undertake an extended role in a range of specialities including but not limited to: medical retina, glaucoma, corneal, vitreoretinal, intravitreal injections and YAG laser, working in association with consultant ophthalmologists.
- To perform paediatric and adult examinations, cycloplegic, mohindra, complex and diagnostic refractions, fundoscopy, including babies and patients with highly complex needs.
- Provision of general and highly specialist optical advice to patients, parents and carers and issue prescriptions for spectacles where necessary, giving appropriate detailed instruction and making complex judgements regarding patients' treatment and needs.
- Administration of ophthalmic drugs available to optometrists (as specified in current regulations). The post holder will decide on clinical appropriateness of the drugs used.
- Low visual aid assessment and rehabilitation of patients with various degrees of visual impairment and provision of complex magnifying and telescopic aids to best improve quality of life. To provide guidance and advice on the use of aids and illumination and visual impairment registration. To refer to sensory inclusion services and other appropriate agencies when necessary to support the patient's visual needs.
- Provision of comprehensive visual field assessment and analysis with Humphrey and Goldmann perimeters. Informing medical staff and patients of results, as appropriate, to aid in the diagnosis and treatment of patients under both ophthalmology and neurology.
- Is able to use, analyse and interpret the results of specialist ophthalmic equipment such as corneal topographer, OCT, Optos ultra widefield retinal imaging, pachymeters, ocular biometry, I-Care and other imaging devices as required.

- Specialist medical contact lens service (both adult and paediatric) for optical and/or therapeutic rehabilitation of a range of ocular abnormalities, including medically and surgically compromised eyes. Highly developed skills in contact lens fitting, examination of anterior ocular complications and giving of detailed instruction and advice to patients. Facilitate use of bandage contact lenses for patients with complex and painful corneal conditions.
- Supervise higher level contact lens assistants in the delivery of contact lens teach clinics and extended wear clinics.
- To undertake extended specialist clinical activities in glaucoma shared care clinics alongside consultant ophthalmologists and other medical and nursing staff.
- The post holder will deliver a broad range of specialised, complex and non-routine optometric work involving skilled diagnostic performance and detailed knowledge of the indications and contra-indications of treatment options in glaucoma. Clinical assessment includes visual field analysis, applanation tonometry, pachymetry, gonioscopy, optic disc assessment and slit lamp anterior segment examination. A high level of individual responsibility will be required.
- The post holder following consultant led training may perform intravitreal injections and YAG laser on patients in the medical retina clinics or those with posterior capsular opacification.
- To assist the consultants and wider clinical team in ensuring that a high standard of professional care is achieved and always maintained.
- To assist the head of optometry in planning optometry clinic workloads and developing policies and protocols to meet the needs of the department.
- To assist the head of optometry in maintaining stock control including ordering clinical supplies.
- To contribute to departmental policy making, implement optometry policies and support the wider ophthalmology and orthoptic teams.
- To support colleagues in the implementation of professional development programmes that achieves high quality service delivery.

## **Communication and team-working**

- Ensure and demonstrate that effective communication takes place between patients, relatives and staff.
- Participates and communicates effectively with the inter-professional team and other agencies as necessary.
- Ensure when patients concerns are identified they are addressed where possible and informal complaints dealt with appropriately.
- Demonstrates excellent verbal communication through the ability to give information and support to individuals that may be complex or of a sensitive nature.
- To listen effectively and modify communication to individual needs where there may be barriers to understanding.
- Demonstrate written communication through the ability to record accurate, succinct, clear and legible reports and documentation.
- To maintain harmonious working relationships and efficient communication with all staff throughout the department, Trust and outside agencies.

## **Teaching and training**

- To maintain appropriate highly specialised masters-level post graduate knowledge and professional development and to personally participate in continuing professional education (CPD) as required by the General Optical Council.
- To attend training courses, conferences and seminars including SATH ophthalmology teaching sessions and be prepared to communicate to other staff what has been learned.
- To contribute to the delivery of optometric teaching and supervision to other ophthalmic professionals including less experienced optometrists, pre-reg optometrists, contact lens opticians, orthoptists, higher level contact lens assistants, visual field technicians, nursing and medical staff where necessary. Teaching may be on-going during clinical sessions or involve planning and providing training for larger groups of staff, including formal presentations.

## **Clinical Governance and Audit**

- The post holder will be required to collate information and data for department research and audit and would be expected to be involved in supporting/discussing new initiatives and ideas in research.
- To be actively involved in the department's agenda for effective clinical governance by ensuring professional standards for optometric clinical practice are maintained, and audits are initiated and undertaken monthly.





## PERSON SPECIFICATION

The following pages contain a description of the qualifications, skills, experience, knowledge and other attributes a candidate should ideally possess to successfully perform this role.

# QUALIFICATIONS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>• BSc (Hons) Optometry or equivalent or MSc Optometry</li> <li>• GOC registered as qualified Optometrist.</li> </ul>	<ul style="list-style-type: none"> <li>• 2.1 or higher</li> <li>• Post graduate clinical qualification(s) or working towards further qualifications.</li> <li>• Member of the College of Optometrists</li> <li>• Participation in local eye health shared care scheme such as MECS/OHT monitoring/pre &amp; post cataract assessments</li> </ul>

# EXPERIENCE AND KNOWLEDGE

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>• Evidence of on-going continuous professional development in accordance with GOC requirements</li> <li>• Experience managing minor eye conditions.</li> <li>• Experience in paediatric eye care.</li> <li>• Confident using electronic health records.</li> <li>• Ability to prioritise &amp; manage time effectively to meet clinical and professional standards</li> <li>• Excellent manual dexterity.</li> <li>• Ability to maintain high levels of concentration whilst working under pressure with frequent interruptions.</li> </ul>	<ul style="list-style-type: none"> <li>• Minimum 3 years post registration with GOC</li> <li>• Experience in a surgical setting or hospital work environment.</li> <li>• Working in a multidisciplinary team.</li> </ul>

# SKILLS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>• Excellent interpersonal &amp; sensitive communication skills.</li> <li>• Flexible approach to working practices including problem solving skills.</li> <li>• Excellent clinical skills including competent use of highly complex equipment.</li> <li>• Good organisational and administrative skills.</li> <li>• Good range of IT skills.</li> <li>• Demonstrate ability to deal tactfully and efficiently with patients of all ages and abilities and their carer's.</li> <li>• Evidence of the understanding and ability to maintain patient confidentiality.</li> <li>• Ability to develop good working relationships with hospital staff at all levels.</li> <li>• Ability to work independently and as part of a team.</li> </ul>	<ul style="list-style-type: none"> <li>• Significant further training and clinical experience in specialist area.</li> </ul>

## OTHER

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"><li>• High standards of infection control.</li><li>• Hold current UK driving licence and have own vehicle for business use.</li></ul>	

## GENERAL CONDITIONS

As they undertake their duties, all our people are required to uphold and demonstrate the Trust's core values of: Partnering, Ambitious, Caring and Trusted. Collaboration and partnership are also central to our approach in delivering our fundamental activities of patient care, teaching, and research.

## HEALTH & SAFETY

As an employee of the Trust, you have a responsibility to:

- take reasonable care of your own Health and Safety and that of any other person who may be affected by your acts or omissions at work; and
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to; and
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety

# INFECTION PREVENTION AND CONTROL (IPC)

The prevention and management of acquired infection is a key priority for the Trust. As an employee of the Trust, you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself; and
- be aware of infection prevention and control policies, practices, and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and colleagues; and
- maintain an up-to-date knowledge of infection prevention and control, policies, practices, and procedures through attendance at annual mandatory updates and ongoing continuing professional development; and
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy)

## INFORMATION GOVERNANCE

The Trust is committed to compliance with Information Governance standards to ensure that all information is handled legally, securely, efficiently, and effectively. You are required to comply with the Trust's Information Governance policies and standards.

- Confidentiality and Security - Your attention is drawn to the confidential nature of information collected within the NHS. Whilst you are employed by the Trust you will come into contact with confidential information and data relating to the work of the Trust, its patients or employees. You are bound by your conditions of service to respect the confidentiality of any information you may come into contact with which identifies patients, employees or other Trust personnel, or business information of the Trust. You also have a duty to ensure that all confidential information is held securely at all times, both on and off site.
- Disclosure of Information - To ensure that information is only shared with the appropriate people in appropriate circumstances, care must be taken to check the recipient has a legal basis for access to the information before releasing it. Upon leaving the Trust's employment and at any time thereafter you must not take advantage of or disclose confidential information that you learnt in the course of your employment, to protect yourself and the Trust from any possible legal action.
- Information Quality and Records Management - You must ensure that all information handled by you is accurate and kept up-to-date and you must comply with the Trust's recording, monitoring, validation and improvement schemes and processes.



# PROFESSIONAL STANDARDS AND PERFORMANCE REVIEW

As an employee of the Trust, you have a responsibility to:

- participate in continuous personal development including, statutory and mandatory training as appropriate for the post; and
- maintain consistently high personal and professional standards and act in accordance with the relevant professional code of conduct; and
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates

# SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

We all have a personal and a professional responsibility within the Trust to identify and report abuse.

As an employee of the Trust, you have a responsibility to ensure that:

- you are familiar with and adhere to the Trusts Safeguarding Children procedures and guidelines
- you attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role

# SOCIAL RESPONSIBILITY

The Trust is committed to behaving responsibly in the way we manage transport, procurement, our facilities, employment, skills, and our engagement with the local community so that we can make a positive contribution to society. As an employee of the Trust, you have a responsibility to take measures to support our contribution and to reduce the environmental impact of our activities relating to energy and water usage, transport and waste.

# CONTINUOUS IMPROVEMENT

The Shrewsbury and Telford Hospital NHS Trust is committed to creating a culture that puts Continuous Improvement at the forefront of our transformational journey and our aim is to empower colleagues at all levels have the confidence, capability, passion, and knowledge, to test changes and make improvements at SaTH and in the communities we serve.

Following a successful five-year partnership with the Virginia Mason Institute in the USA, SaTH continues to further develop and embed the Trust's approach to Continuous Improvement at all levels of the organisation. You will be supported by an Improvement Hub, which will provide the necessary expertise to support you make improvements, while also providing training at various stages of your time at SaTH, as part of your continuing professional development.

## EQUAL OPPORTUNITIES AND DIVERSITY

The Shrewsbury and Telford Hospital NHS Trust is striving towards being an equal opportunities employer. No job applicant or colleague will be discriminated against on the grounds of race, colour, nationality, ethnic or national origin, religion or belief, age, sex, marital status or on the grounds of disability or sexual preference.

Selection for training and development and promotion will be on the basis of an individual's ability to meet the requirements of the job.

The Shrewsbury and Telford Hospital NHS Trust the post-holder will have personal responsibility to ensure they do not discriminate, harass, bully, or contribute to the discrimination, harassment or bullying of a colleague or colleagues, or condone discrimination, harassment or bullying by others.

The post-holder is also required to co-operate with measures introduced to ensure equality of opportunity.

## NO SMOKING POLICY

There is a no smoking policy in operation within the Trust. Smoking within the Trust's premises or within the Trust's grounds is not permitted.

## MISCELLANEOUS

This job description is an outline of the key tasks and responsibilities of the post and is not intended to be an exhaustive list. The job may change over time to reflect the changing needs of the Trust and its services as well as the personal development.





## The Royal Shrewsbury Hospital

Telephone: 01743 261000

Minicom: 01743 261213

Address:

The Royal Shrewsbury Hospital

Mytton Oak Road

Shrewsbury

SY3 8XQ

Getting to The Royal Shrewsbury Hospital

## The Princess Royal Hospital

Telephone: 01952 641222

Minicom: 01952 641222 Ext: 4995

Address:

The Princess Royal Hospital

Apley Castle

Telford

TF1 6TF

Getting to The Princess Royal Hospital