

Job description

POST

Optometrist Specialist Band 7
Ophthalmology

SALARY

Starting at £43,742 - £50,056 per annum pro rata

CARE GROUP

Upper Surgical Head & Neck Breast and Dermatology

BASE

Based at Canterbury but may require travel to different sites

CONTACT

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Welcome to East Kent Hospitals

Are you passionate about patient care? Do you want to expand your clinical knowledge and experience? Do you want to work with a fantastic multi-disciplinary team?

An opportunity has arisen to work as a member of the East Kent Optometric Services team supporting ophthalmology across 6 different hospital sites. We are a friendly, hardworking and supportive team who get together virtually at least once a month for a team meeting.

We support the urgent eye service, the glaucoma service, the cornea service, the medical retina/AMD service, the paediatric and orthoptic services along with managing the contact lens service and low vision service.

We offer a full package of benefits, including a car lease scheme; on-site childcare; generous annual leave in line with NHS terms and conditions; high street and public transport discounts; a 24/7 staff support service - and the little things that make life easier, like on-site Amazon lockers and fresh fruit and veg stalls.

About us

We are one of the largest hospital trusts in England, with three acute hospitals and community sites serving a local population of around 700,000. We also provide specialist services for Kent and Medway.

We care about our patients and our people. We are focused on providing outstanding, safe patient care, and a positive working culture that benefits staff and patients alike. With our emphasis on staff training and development, a staff support scheme that's second to none, and a healthy package of benefits, it's easy to put down roots in East Kent Hospitals.



Optometrist Specialist

Role specific duties

The post will involve triage and managing patients in the urgent eye service, face to face and virtual review of glaucoma patients, paediatric refractions, specialist contact lens fitting, low vision consults, and much more. Our clinics generally run Monday to Friday between 8am and 6pm but at some sites we also have evening and weekend clinics.

To provide technical support to a range of ophthalmic clinics. For example,

To participate in the delivery of core optometric and specialist extended role services including:

- A central role in the optometric team whilst working effectively as part of a multi-disciplinary team
- Paediatric refraction and fundus examination with autonomous clinical management plan
- Member of glaucoma multi-disciplinary team that monitors EKHUFT glaucoma patients and advises regarding treatment and on-going care
- Acute eye referral triage/advice
- Member of AMD multi-disciplinary team that diagnoses and monitors EKHUFT AMD patients
- Optometric examination of patient enrolled with clinical trials at EKHUFT
- Use of appropriate medication for the management of patients presenting in the ophthalmology department
- Interpretation of test results e.g. visual fields, OCT images, corneal topography
- Clinical decisions and a clinical management plan will be made and the best treatment options will be discussed with both the Consultant leading the clinic and the patient
- Explain implications of ocular conditions and side effects of ocular medication to patients who are often worried and confused
- Advise patients on care and treatment of eye conditions
- Provide appropriate patient information leaflets where necessary
- Advise and refer patients to relevant support agencies or hospital professionals where appropriate
- Advise patients on the provision of specialist medical contact lens and refer to the in-house service where appropriate
- Advise patient in low vision management and refer to the in-house vision service where appropriate
- Assist in the training of Ophthalmic Technicians and other staff as necessary
- Facilitate observation of clinical sessions for pre-registration optometrists as well as occasional nursing, medical, and orthoptic students
- Assist in the collection of data for Clinical Audit, when requested

Administrative

- To keep accurate patient health records on both electronic and hard copy record as required
- Fully compliant with Patient Administration Systems (PAS)
- Letters to GPs regarding patient progress
- Letters to non-hospital optometrists regarding patient progress and patients suitable for share care schemes/CGN
- Letters to support agencies and hospital professionals where appropriate
- Responsibility for the organisation and management and strategic planning of a specific optometric sub-specialty, as agreed with the Principal Optometrist



- To line manage colleagues undertaking appraisals and set clear objectives

Professional

- To undertake appraisal with the Principal Optometrist and actively aim to achieve agreed objectives
- To attend lectures and courses when appropriate and to share the skills & knowledge learnt to benefit the whole department
- Demonstrable commitment to Continuing Professional Development and Clinical Governance

Generic Skills

Patient Experience

- To provide a positive welcome to patients and put them first at every opportunity.
- Undertake training to help patient chair transfers and by hoist if necessary.
- To communicate effectively and maintain good relationships within the multidisciplinary ophthalmic team and manage situations as they arise.
- To be aware of own limitations and to refer on a problem to the senior member of the team as appropriate.
- Working flexibly in eye departments within the Trust as part of the team.

Patient Safety and Quality Improvement

- To adhere to Trust and local policies and procedures.
- To comply with the health and Safety at Work Act and ensure that others do also.
- To ensure all mandatory training is kept up to date.
- To support and work as part of the team in care of patients by promoting good standards of clinical competence.
- Comply with the Trusts Infection Prevention and Control practices including hand hygiene and complying with uniform policy.

Personal and Staff Development

- To identify own personal development needs and maintain the knowledge and skills necessary to perform the role effectively.
- To receive in-house training to achieve the competencies needed to undertake the role.
- To participate in an annual appraisal with relevant reviews and to follow a personal development plan as agreed with the line manager.
- To participate in the creation of a good learning environment within the team.

IT skills

- To input correct patient information into the computer.
- Thorough working knowledge of the patient Administration System (PAS).
- To file all patient information accurately into their health records.



Your commitments

We are focused on providing outstanding, safe patient care, and a positive working culture that benefits staff and patients alike. This is why we ask you to:

- maintain the confidentiality of information about patients, staff and other health service business and adhere to data protection law
- comply with the Trust's policies and procedures, including infection prevention and control, risk management, health and safety, safeguarding children and adults, financial management and use of resources
- act at all times in accordance with the professional Codes of Conduct and Accountability relevant to your role
- participate in annual mandatory training.

We are a smoke-free Trust, and offer staff support to stop smoking.

Values

We care about our values of caring, safe, respect and making a difference. We'll ask you to

demonstrate these values during the recruitment process and throughout your appointment – and you can expect us to do the same.

Our NHS People Promise

We are committed to the NHS People Promise. We want our culture to be positive, compassionate, and inclusive – and we all have our part to play.

Living and working in East Kent

Our large district general hospitals, specialist units and community sites provide a vibrant and diverse working environment with the extensive opportunities and teaching facilities you would expect of a large trust.

East Kent offers stunning countryside, beautiful beaches and charming places of historic interest, with easy access to London. With excellent schools, a wealth of leisure facilities and easy family days out on your doorstep, alongside beautiful and affordable housing stock, the perfect work-life balance couldn't be easier to achieve.

How to apply

For more information or to arrange to visit us, please contact Jennifer Casey jcasey1@nhs.net



Person specification

Requirements	Essential	Desirable	Method of assessment
Qualifications and training	BSc (Hons) degree in Optometry General Optical Council registration for 2 years	Graduate optometric qualifications e.g. College of Optometrists, Higher Diploma degree	Application / Form GOC registration
Clinical skills and experience	Diagnostic drug use Working with the elderly and children Autonomous working, guided by board optometric policies Applanation tonometry Direct and binocular indirect ophthalmoscopy Slit lamp assessment Instillation of ophthalmic drugs	Anterior segment disease assessment Eye casualty assessment Experience of post graduate teaching Experience of research and audit Manual handling of patients and/or personal care	Application and interview
Knowledge	NICE guidelines Assessment of paediatric patients: e.g. emmetropisation Triage/advice for acute eye referral patients Interpretation of ophthalmological test results, e.g. visual fields/corneal topography/OCT	Experience of NHS computer systems Experienced ophthalmic drugs knowledge Research and audit knowledge Independent prescribing	Interview Reference
Personal/professional attributes	Demonstrates a patient focused approach Basic IT skills Reliability Excellent teamwork skills Excellent communication skills Excellent time management skills	Aware of NICE guidelines	Application/Interview
Other requirements	Flexibility to cover clinics	Ability to drive	Application/interview



The small print

Band 7	Band 7 - £41,659 - £47,672 per annum (pro rata, if applicable)
Salary Scale	<p>Band 7 - £41,659 - £47,672 (pro rata, if applicable)</p> <p>Progression through the pay scale will be determined on an annual basis. It will be subject to the post holder demonstrating the required standards of performance, conduct and completion of statutory and role specific training.</p>
Hours of work	37.5 hours per week
Annual Leave Entitlement	<p>Annual leave entitlements are based upon the following lengths of NHS service (pro rata if applicable):</p> <p>On Appointment = 27 days After five years = 29 days After ten years = 33 days</p>
Pension Scheme	<p>As an NHS employee you will be entitled to join the NHS Pension scheme and will be enrolled from your first day of service, if you meet the eligibility criteria. Employees who are not eligible to join the NHS Pension Scheme may instead be enrolled in the Trust's Alternative qualifying scheme, NEST.</p> <p>Your remuneration will be subject to the deduction of superannuation contributions in accordance with the relevant scheme.</p>
Contractual Notice	<p>Bands 1-4 = 1 Month notice Bands 5-7 = 2 Months notice Band 8-9 = 3 Months notice</p>
Probationary Period	<p>New staff appointed to East Kent Hospitals University NHS Foundation Trust in this post will be subject to a 6 month probationary period. During this time you will be required to demonstrate to the Trust your suitability for the position in which you are employed. This period may be extended at the Trust's discretion and is without prejudice to the Trust's right to terminate your employment before the expiry of the probationary period. In the event that a decision is taken to terminate your contract of employment during or at the end of your probationary period, you will be entitled to a notice period in line with the statutory timescales, which for employees with less than one year's service is one week.</p>



Dimensions

Financial and Physical	Manages	To be aware 'cost aware' and utilise equipment and resources appropriately, and order supplies as appropriate
	Impacts	Effective use of budgetary resources
Workforce	Manages (Bands and WTE)	No direct line management responsibilities
	Located	Trust Wide
	Impacts	None
Other		The jobholder will be required to examine and manage paediatric patients, eye casualty patients, glaucoma patients, and clinical trial patients. Responsibly work within a team to ensure quality patient care throughout the clinical pathway. In-house training will be given, to complement and enhance the jobholder's current skills & Knowledge and implement new policies as appropriate.

Communications and working relationships

Internal	Ophthalmic Consultant, medical and nursing staff Optometric staff Orthoptic staff Outpatient nursing staff Portering staff Outpatient appointments staff Health Records
External to NHS	General Practitioners Optometrists Transport
Other	Kent Association for the Blind (KAB) Kent County Council Visual Impairment Service Patients, relatives and carers

Environment

Category	Description/Definition	Frequency/Measures
Working Conditions	Extended periods of working in a dimly-lit environment. Occasional exposure to verbal aggression.	Occasional



	Occasional contact with bodily fluids, head lice, etc. The post holder may be required to travel between Trust and external sites during working hours for attendance at meetings, etc.	
Physical Effort	Highly developed skills involving both precision and speed, with significant levels of hand-eye and sensory coordination, are essential. This often involves working in certain restricted positions/posture that can not easily be changed. Pushing and pulling of wheelchairs and equipment, the occasional moving of heavy equipment between Patients, and helping the elderly and infirm transfer from wheelchairs to patient chairs to enable examination.	Moderate/Intense
Mental Effort	Frequent concentration is required for checking documents and records to ensure the precise care requirements are adhered to for each patient. Accurate documentation in patient records is essential to avoid clinical risk.	Frequent
Emotional Effort	Occasional exposure to emotional or distressing situations especially where patients are informed of sight impairment/ Poor diagnosis	Occasional

Most challenging part of the job

Developing the knowledge and skills necessary to achieve the required clinical competencies to undertake the clinical tasks identified within the job description.

The flexibility to work within a multi-skilled ophthalmic team.

Working within a busy clinical situation with competing demands.

We confirm that the details of the above post as presented are correct. This is a description of the duties of the post as it is at present. This is not intended to be exhaustive. The job will be reviewed on a regular basis in order to ensure that the duties meet the requirements of the service and to make any necessary changes.

