

# NATIONAL PROFILES FOR OPTOMETRY

## CONTENTS

<b>Profile Title</b>	<b>AfC Banding</b>	<b>Page</b>
<b>Optometrist Entry Level*</b>	<b>4</b>	<b>2</b>
<b>Optometrist</b>	<b>6</b>	<b>3</b>
<b>Optometrist Specialist</b>	<b>7</b>	<b>4</b>
<b>Optometrist Principal**</b>	<b>8A – 8B</b>	<b>5</b>
<b>Optometrist Consultant, Head of Service*</b>	<b>8C-8D</b>	<b>6</b>

\* new – June 2005

\*\* title of profile has changed from Principal Optometrist to Optometrist Principal to comply with current profile labelling conventions.

**Profile Label:**  
**Job Statement:**

**Optometrist Entry Level**

1. Undertakes core optometry procedures under clinical supervision
2. Maintains and collects own clinical information, records

<b>Factor</b>	<b>Relevant Job Information</b>	<b>JE Level</b>
<b>1. Communication &amp; Relationship Skills</b>	<b>Providing &amp; receiving complex or sensitive information; barriers to understanding</b> Communicates optical prescription, drug or medicine related information to patients & relatives, patients may have language difficulties or other communication barriers	<b>4(a)</b>
<b>2. Knowledge, Training &amp; Experience</b>	<b>Expertise within specialism, underpinned by theory</b> Professional knowledge acquired through optometry degree	<b>5</b>
<b>3. Analytical &amp; Judgemental Skills</b>	<b>Range of facts, requiring analysis</b> Analysis of optometric/ophthalmological clinical tests, options for optical appliances following eye examinations	<b>3</b>
<b>4. Planning &amp; Organisational Skills</b>	<b>Organises own day to day work tasks/activities</b> Plans own work	<b>1</b>
<b>5. Physical Skills</b>	<b>Highly developed physical skills, accuracy important; manipulation of fine tools, materials</b> Use of ophthalmic instrumentation for measurement purposes	<b>3(b)</b>
<b>6. Responsibility for Patient/Client Care</b>	<b>Develops programmes of care</b> Participates in delivery of all core optometry services including ophthalmic measurement, provides advice to patients on needs, treatment & corrective aids	<b>5(a)</b>
<b>7. Responsibility for Policy/Service Development</b>	<b>Follows policies in own role, may be required to comment</b> Follows departmental policies, comments on proposed changes to policies & current practices	<b>1</b>
<b>8. Responsibility for Financial &amp; Physical Resources</b>	<b>Personal duty of care in relation to equipment/ resources/handles cash, valuables; maintains stock control</b> Careful use of clinical equipment/ Takes cash for optical appliances; responsible for monitoring ophthalmic drug stocks	<b>1-2(a)(c)</b>
<b>9. Responsibility for Human Resources</b>	<b>Demonstrates own activities to new or less experienced employees</b> Provides advice to less experienced employees, support staff	<b>1</b>
<b>10. Responsibility for Information Resources</b>	<b>Records personally generated information</b> Updates patient records, compiles data for audit and reports	<b>1</b>
<b>11. Responsibility for Research &amp; Development</b>	<b>Undertake surveys or audits as necessary to own work</b> Participates under supervision in departmental audits	<b>1</b>
<b>12. Freedom to Act</b>	<b>Standard operating procedures, someone available for reference</b> Undertakes clinical procedures under clinical supervision	<b>2</b>
<b>13. Physical Effort</b>	<b>Frequent sitting in restricted position</b> Restricted movements when undertaking ophthalmic examinations	<b>2(a)</b>
<b>14. Mental Effort</b>	<b>Frequent concentration, work pattern predictable</b> Concentration for use of ophthalmic diagnostic equipment	<b>2(a)</b>
<b>15. Emotional Effort</b>	<b>Occasional distressing or emotional circumstances</b> Conveying unwelcome news re visual impairment, treatment of patients with severe learning disabilities	<b>2(a)</b>
<b>16. Working Conditions</b>	<b>Occasional unpleasant working conditions</b> Examining patients with poor hygiene, use of chemicals; examination of children with head lice	<b>2(a)</b>
<b>JE Score/Band</b>	<b>JE Score 310-317</b>	<b>Band 4</b>

Job Title:

**Optometrist**

Job Statement

1. Provides optometry services.
2. Undertakes clinical supervision of pre-registration, less experienced optometrists and students.

Factor	Relevant Job Information	JE Level
1. Communication & Relationship Skills	Providing & receiving complex, sensitive information, barriers to understanding Communicates condition related information; there may be barriers to understanding	4(a)
2. Knowledge, Training & Experience	Specialist knowledge, underpinned by theory & practice Professional knowledge acquired through degree, preceptorship, continuing education & training	6
3. Analytical & Judgemental Skills	Complex facts or situations, requiring analysis, interpretation, comparison of a range of options Analysis and interpretation of optometric/ophthalmological clinical tests, options for optical appliances following eye examinations	4
4. Planning & Organisational Skills	Plan, organise straightforward activities, some ongoing Organises caseload, plans teaching sessions	2
5. Physical Skills	Highly developed skills, accuracy important, manipulation of fine tools, materials Use of ophthalmic instrumentation for measurement purposes	3(b)
6. Responsibility for Patient/Client Care	Develops programmes of care Provides optometry services including ophthalmic measurement, provides advice to patients on needs, treatment & corrective aids	5(a)
7. Responsibility for Policy/Service Development	Follows policies in own role, may be required to comment/ implement policies, proposes policy changes to own area Comments on/contributes to development of optometry policies	1-2
8. Responsibility for Financial & Physical Resources	Maintains stock control Orders clinical and other supplies	2(c)
9. Responsibility for Human Resources	Clinical supervision Supervision of pre-registration, less experienced optometrists & students	2(b)
10. Responsibility for Information Resources	Records personally generated information Updates patient records, compiles data for audit and reports	1
11. Responsibility for Research & Development	Regularly undertakes R&D; clinical trials; equipment testing Undertakes clinical trials; equipment testing	2(b) (c)
12. Freedom to Act	Clearly defined occupational policies, work is managed, rather than supervised/ broad occupational policies Works autonomously/ lead practitioner, manages a defined caseload in the community	3-4
13. Physical Effort	Frequent sitting in restricted position Restricted movements when undertaking ophthalmic examinations	2(a)
14. Mental Effort	Frequent requirement for concentration, predictable work pattern Concentration for use of ophthalmic diagnostic equipment	2(a)
15. Emotional Effort	Occasional distressing or emotional circumstances Conveying unwelcome news re visual impairment, treatment of patients with severe learning disabilities	2(a)
16. Working Conditions	Occasional unpleasant working conditions Examining patients with poor hygiene, use of chemicals, examination of children with head lice	2(a)
JE Score/Band	JE Level: 400-418	Band 6

Job Title:

### Optometrist Specialist

Job Statement:

1. Provides optometry services including specialist techniques.
2. Undertakes clinical supervision, training of pre-registration, less experienced optometrists and students.
3. Undertakes research, clinical trials.

Factor	Relevant Job Information	JE Level
1. Communication & Relationship Skills	Providing & receiving complex or sensitive information, barriers to understanding Communicates condition related information; there may be barriers to understanding	4(a)
2. Knowledge, Training & Experience	Highly developed specialist knowledge, underpinned by theory and experience Professional knowledge acquired through degree, preceptorship, advanced clinical training and experience to master's or equivalent level	7
3. Analytical & Judgemental Skills	Complex facts or situations, requiring analysis, interpretation, comparison of a range of options Analysis and interpretation of specialist optometric/ ophthalmological clinical test results, options for optical appliances following eye examinations	4
4. Planning & Organisational Skills	Plan and organise of straightforward tasks, activities/ Plan, organise complex activities, programmes, requiring formulation, adjustment Plans optometry clinic workload, training sessions / plans specialist service	2-3
5. Physical Skills	Highly developed skills, accuracy important, manipulation of fine tools, materials Use of specialist ophthalmic instrumentation for measurement purposes	3(b)
6. Responsibility for Patient/Client Care	Develops specialist programmes of care Provides range of optometry services including specialist ophthalmic measurement, prescribing appropriate optical appliances, provides advice to patients on needs, treatment & corrective aids	6(a)
7. Responsibility for Policy/Service Development	Implement policies, propose changes to practices, procedures for own area Implements, contributes to the formulation of optometry policies	2
8. Responsibility for Financial & Physical Resources	Maintains stock control; use of complex equipment Orders clinical and other supplies; use of specialist optometry equipment	2(c) (e)
9. Responsibility for Human Resources	Clinical supervision; training in own discipline/teach, deliver core training, range of subjects Supervision of pre-registration, less experienced optometrists & students; teaching and training of optometrists, students, nurses & medical students/ formal clinical supervision of pre-registration optometrists	2(b)(c)-3(b)
10. Responsibility for Information Resources	Records personally generated information Updates patient records, compiles data for audit and reports	1
11. Responsibility for Research & Development	Regularly undertakes R&D activity; clinical trials/ R&D activities as major job requirement Undertakes research, clinical trials	2(a) (b)-3
12. Freedom to Act	Broad occupational policies Lead specialist for area of optometric practice	4
13. Physical Effort	Frequent sitting in restricted position Restricted movements when undertaking ophthalmic examinations	2(a)
14. Mental Effort	Frequent concentration, work pattern predictable Concentration for use of specialised ophthalmic diagnostic equipment	2(a)
15. Emotional Effort	Occasional distressing or emotional circumstances Conveying unwelcome news re visual impairment, treatment of patients with severe learning disabilities	2(a)
16. Working Conditions	Occasional unpleasant working conditions Examining patients with poor hygiene, use of chemicals, examination of children with head lice	2(a)
JE Score/Band	JE Score: 467-497	Band 7

Job Title:

**Principal Optometrist**

Job Statement:

1. Provides optometry services, including advanced optometric procedures
2. Provides teaching and training to registered optometrists, pre-registration optometrists, optometry and other students; manages team of optometry staff.
3. Undertakes research, clinical trials
4. Manages a team of staff or a significant area of a service

Factor	Relevant Job Information	JE Level
1. Communication & Relationship Skills	Providing and receiving complex or sensitive/ highly complex, highly sensitive information; barriers to understanding Communicates condition related information; there may be barriers to understanding/ explains highly complex, sensitive condition related information to patients and others	4(a) – 5(a)
2. Knowledge, Training & Experience	Advanced theoretical and practical knowledge professional knowledge acquired through degree, preceptorship, advanced clinical training, management knowledge, experience to master's equivalent level plus further specialist training	8(a)
3. Analytical & Judgemental Skills	Range of complex/highly complex facts, requiring analysis, interpretation, comparison of range of options Analysis, interpretation of specialist & complex optometric/ ophthalmological clinical test results, options for appliances following eye examinations/ expert opinions may differ	4-5
4. Planning & Organisational Skills	Planning complex activities requiring adjustments Plans specialist service	3
5. Physical Skills	Highly developed skills, accuracy required, manipulation of fine tools, materials Use of specialist ophthalmic instrumentation for measurement purposes, making precision eye casts	3(b)
6. Responsibility for Patient/Client Care	Develops specialised programmes of care Provides specialist clinical service, including use of advanced clinical techniques, provides advice to patients on needs, treatment & corrective aids	6(a)
7. Responsibility for Policy/Service Development	Implements policies & proposes policy changes, impact outside own area Contributes to the formulation of optometry policies, which impact on other disciplines	3
8. Responsibility for Financial & Physical Resources	Authorised signatory Authorises invoices, payments	3(a)
9. Responsibility for Human Resources	Day to day management Manages team of optometrists & support staff	3(a)
10. Responsibility for Information Resources	Records personally-generated information Updates patient records, compiles audit data	1
11. Responsibility for Research & Development	Regularly undertakes R&D, clinical trials/ R&D activities as major job requirement Designs and conducts prospective and retrospective clinical audits & trials	2(a) (b)-3
12. Freedom to Act	Guided by principles and broad occupational policies. Independent clinical practice, lead specialist, team manager	4
13. Physical Effort	Frequent sitting in restricted position Restricted movements when undertaking ophthalmic examinations	2(a)
14. Mental Effort	Frequent concentration, work pattern unpredictable Concentration for specialised ophthalmic diagnostic procedures, interruptions to give advice	3(a)
15. Emotional Effort	Occasional/frequent distressing or emotional circumstances Conveying unwelcome news re visual impairment, treatment of patients with severe learning disabilities	2(a)- 3(a)
16. Working Conditions	Occasional exposure to unpleasant working conditions Examining patients with poor hygiene, exposure to chemicals; examination of children with head lice	2(a)
JE Score/Band	JE Score: 555-602	Band 8a-b

Note: The title of this profile has changed from Principal Optometrist to Optometrist Principal to comply with current profile labelling conventions.

**Profile Label:**  
**Job Statement:**

**Optometrist Consultant, Head of Service**

1. Responsible for clinical, managerial, financial aspects and clinical governance of department
2. Provides clinical leadership for all optometry services; personally delivers specialised optometry services and provides expert optometric advice
3. Co-ordinates and leads R&D activity for department
4. Provides teaching and training on a range of optometric subjects; responsible for teaching and training within department

Factor	Relevant Job Information	JE Level
1. Communication & Relationship Skills	<b>Provide and receive highly complex, highly sensitive information; barriers to understanding; present complex, sensitive or contentious information to large groups</b> Communicates, explains highly complex, sensitive condition related information to patients and others, there may be barriers to understanding; skills for delivering specialist training, presents scientific papers to large groups	5(a) (b)
2. Knowledge, Training & Experience	<b>Advanced theoretical and practical knowledge</b> Professional knowledge acquired through degree, preceptorship, advanced clinical training, management knowledge, experience to master's equivalent level plus further specialist training	8(a)
3. Analytical & Judgemental Skills	<b>Range of highly complex facts, requiring analysis, interpretation, comparison of range of option</b> Provides expert interpretation of highly complex clinical issues	5
4. Planning & Organisational Skills	<b>Plan, organise broad range of complex activities; formulates, adjusts plans, strategies</b> Plans and organises optometry service, adapts to conflicting service requirements as necessary	4
5. Physical Skills	<b>Highly developed skills, accuracy important, manipulation of fine tools, materials</b> Use of specialist ophthalmic instrumentation for measurement purposes, make precision eye casts	3(b)
6. Responsibility for Patient/Client Care	<b>Develop specialised programmes of care/ care programmes; accountable for direct delivery of sub-division of a clinical, clinical technical or social care science/ accountable for direct delivery of clinical service</b> Provides specialist clinical service, including use of advanced clinical techniques, provides advice to patients on needs, treatment & corrective aids; responsible for provision of specialist optometry service/ responsible for provision of general and specialist optometry services	6(a)(d) -7
7. Responsibility for Policy/Service Development	<b>Responsible for policy implementation, development for a service</b> Responsible for development and implementation of optometry service policies	4
8. Responsibility for Financial & Physical Resources	<b>Budget holder for department, service</b> Holds departmental budget	4(a)
9. Responsibility for Human Resources	<b>Day to day management; teach/ deliver specialist training/ Line manager for single function or department; teach, devise training and development programmes, major job responsibility</b> Day to day management of optometric staff; trains staff on specialist area of optometry/ manages staff of department; develops and delivers training in a clinical and academic setting	3(a)(c) 4 (a) (b)
10. Responsibility for Information Resources	<b>Records personally generated information</b> Updates patient records, compiles audit data	1
11. Responsibility for Research & Development	<b>Co-ordinate, implement R &amp; D activity/ initiates R&amp;D activity</b> Co-ordinates departmental research/ initiates, secures funding for research projects	4-5
12. Freedom to Act	<b>General policies, need to establish interpretation</b> Guided by NHS, organisation and occupational policies, determines interpretation for optometry service	5
13. Physical Effort	<b>Frequent sitting in restricted position</b> Restricted movements when undertaking ophthalmic examinations	2(a)
14. Mental Effort	<b>Frequent concentration, work pattern unpredictable</b> Concentration for specialised ophthalmic procedures, interruptions to give advice	3(a)
15. Emotional Effort	<b>Occasional/frequent distressing or emotional circumstances</b> Conveying unwelcome news re visual impairment, treatment of patients with severe learning disabilities	2(a)-3(a)
16. Working Conditions	<b>Occasional unpleasant working conditions</b> Examining patients with poor hygiene, use chemicals, examination of children with head lice	2(a)
JE Score/Band	JE Score 656 - 697	Band 8c-d