



Dear Manager/Practice Manager

Creating healthy, low-stress optical practices

In our 2017 health and wellbeing survey, we uncovered several factors that contribute to workplace stress for optometrists. These include working under time and commercial pressures, an increasingly complex workload, and a fear of litigation. Many optometrists also feel undervalued as health professionals, both within the workplace and outside it.

As a result, we have developed a best-practice guide, with the aim of creating healthy, low-stress optical practices. The guide focuses on the working conditions of optometrists, as the subjects of our research, but the advice in the guide is designed to benefit the whole practice team

Using the guide

You may have been passed this guide by someone you manage or another member of staff, if they feel that some of the best-practice examples will benefit your practice.

The guide isn't meant to be prescriptive or directed to a 'type' of organisation, we've worked with number of optical employers to pull together examples that could be rolled out into any practice.

We hope it is a helpful addition to your current processes and useful in starting conversations with your employees or colleagues in your practice that help create stronger teams, and optical practices where stress levels are low and job satisfaction high.

With best wishes,

Henrietta Alderman
Chief Executive

For advice and information about any of the issues tackled in this guide, members can contact the AOP

T: 020 7549 2000

E: postbox@aop.org.uk

W: www.aop.org.uk

Members and non-members can also contact the AOP's Peer Support Line on 0800 870 8401 for confidential support for themselves or an optical colleague