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## Version history and amendments

Action	Date	Notes
Rebrand	Nov 2023	Profile suite has been transferred onto new template. No changes to wording, scores or levels.
	June 2005	<p><b>Please Note:</b></p> <p>Matching Panels are reminded that there are suitable Managerial Profiles for Orthoptist Managers and Orthoptist Principal/Consultant/Head of Service in “Other: Professional Managers” and a consultant profile in “AHP: Generic Therapy”.</p> <p>* New – June 2005. ** Title of profile has changed from Principal Optometrist to Optometrist Principal to comply with current profile labelling conventions</p>



<b>Profile Suite and Label</b>	<b>Orthoptists and Optometrists – Optometrist Entry Level (This is a clinical placement year/pre-reg)</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>Undertake core optometry procedures under clinical supervision.</li> <li>Maintains and collects own clinical information, records</li> </ol>

<b>Factor</b>		<b>Level descriptor and example job information</b>	<b>JE Level</b>	<b>JE Score</b>
1.	<b>Communication &amp; Relationship Skills</b>	<b>Providing and 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.	4(a)	32
2.	<b>Knowledge, Training &amp; Experience</b>	<b>Expertise within specialism, underpinned by theory</b> Professional knowledge acquired through optometry Degree.	5	120
3.	<b>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.	3	27
4.	<b>Planning &amp; Organisational Skills</b>	<b>Organises own day to day work tasks/activities</b> Plans own work.	1	6
5.	<b>Physical Skills</b>	<b>Highly developed physical skills, accuracy important; manipulation of fine tools, materials</b> Use of ophthalmic instrumentation for measurement purposes.	3(b)	27
6.	<b>Patient/Client Care</b>	<b>Develops programmes of care</b> Participates in delivery of all core optometry services including ophthalmic measurement, as part of their competence assessment.	4(c)	22
7.	<b>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.	1	5
8.	<b>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.	1	5
9.	<b>Human Resources</b>	<b>Demonstrates own activities to new or less experienced employees</b> The post holder is undertaking a clinical placement year. Provides advice to less experienced employees, support staff.	1	5
10.	<b>Information Resources</b>	<b>Records personally generated information</b> Updates patient records, compiles data for audit and reports.	1	4
11.	<b>Research &amp; Development</b>	<b>Undertake surveys or audits as necessary to own work</b> Participates under supervision in departmental audits.	1	5
12.	<b>Freedom to Act</b>	<b>Standard operating procedures, someone available for reference</b> Undertakes clinical procedures under clinical supervision.	2	12
13.	<b>Physical Effort</b>	<b>Frequent sitting in restricted position</b> Restricted movements when undertaking ophthalmic examinations.	2(a)	7

14.	<b>Mental Effort</b>	<b>Frequent concentration, work pattern predictable</b> Concentration for use of ophthalmic diagnostic equipment.	2(a)	7
15.	<b>Emotional Effort</b>	<b>Occasional distressing or emotional circumstances</b> Conveying unwelcome news re visual impairment, treatment of patients with severe learning disabilities.	2(a)	11
16.	<b>Working Conditions</b>	<b>Occasional unpleasant working conditions</b> Examining patients with poor hygiene, use of chemicals; examination of children with head lice.	2(a)	7
<b>JE Score 302</b>			<b>Band 4</b>	



<b>Profile Suite and Label</b>	<b>Orthoptists and Optometrists – Orthoptist</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>1. Provides patient and client Orthoptic service.</li> <li>2. Manages ocular motility problems in children and adults.</li> <li>3. May undertake clinical supervision of pre- registration, less experienced Orthoptists and students</li> </ol>

<b>Factor</b>		<b>Level descriptor and example job information</b>	<b>JE Level</b>	<b>JE Score</b>
1.	<b>Communication &amp; Relationship Skills</b>	<b>Provides and receives complex, sensitive information, barriers to understanding.</b> Condition-related information to patients, relatives and medical staff; non-English speaking patients and learning difficulties.	4(a)	32
2.	<b>Knowledge, Training &amp; Experience</b>	<b>Expertise within specialism, underpinned by theory</b> Professional knowledge acquired through Degree or equivalent, plus CPD.	5	120
3.	<b>Analytical &amp; Judgemental Skills</b>	<b>Range of facts or situations requiring analysis</b> Judgements relating to diagnosis.	3	27
4.	<b>Planning &amp; Organisational Skills</b>	<b>Plan and organise straightforward activities, some ongoing</b> Organises own appointments and workload.	2	15
5.	<b>Physical Skills</b>	<b>Highly developed physical skills, accuracy important; manipulation of fine tools, materials</b> Use of orthoptic equipment and eye camera; developed hand eye coordination and accuracy in manoeuvring patients and testing.	3(b)	27
6.	<b>Patient/Client Care</b>	<b>Develops programmes of care</b> Treatment plans for sight disorders.	5(a)	30
7.	<b>Policy/Service Development</b>	<b>Follows policies in own role, may be required to comment</b> Comments on departmental policies.	1	5
8.	<b>Financial &amp; Physical Resources</b>	<b>Personal duty of care in relation to equipment, resources/ maintains stock control</b> Safe use of equipment/orders stock and office supplies for own area.	1 – 2(c)	5-12
9.	<b>Human Resources</b>	<b>Provide training in own discipline</b> Trains optometry students and healthcare assistants.	2(c)	12
10.	<b>Information Resources</b>	<b>Records personally generated information</b> Records patient observations.	1	4
11.	<b>Research &amp; Development</b>	<b>Surveys and audits necessary to own work/regularly undertakes R&amp;D activity</b> Participates in R&D and surveys.	1-2(a)	5-12
12.	<b>Freedom to Act</b>	<b>Clearly defined occupational policies, work is managed, rather than supervised.</b> Works within codes of practice and professional guidelines.	3	21
13.	<b>Physical Effort</b>	<b>Combination of sitting/standing/walking/frequent sitting or standing in a restricted position; occasional moderate effort for several short periods</b> Light physical effort/restricted position; moving equipment.	2(a) (d)	7



14.	<b>Mental Effort</b>	<b>Frequent concentration, work pattern predictable</b> Concentration when carrying out clinical procedures and writing reports.	2(a)	7
15.	<b>Emotional Effort</b>	<b>Occasional distressing or emotional circumstances</b> Imparting unwelcome, life-changing diagnosis; dealing with difficult family situations.	2(a)	11
16.	<b>Working Conditions</b>	<b>Occasional unpleasant conditions</b> Noise, unpleasant smells, lice.	2(a)	7
<b>JE Score 335 - 349</b>			<b>Band 5</b>	



<b>Profile Suite and Label</b>	<b>Orthoptists and Optometrists – Optometrist Entry</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>1. Provides patient and client Optometry diagnosis.</li> <li>2. Undertakes refraction and general Optometric assessments.</li> <li>3. Undertakes clinical supervision of pre-registration, less experienced Optometrists and Students</li> </ol>

<b>Factor</b>		<b>Level descriptor and example job information</b>	<b>JE Level</b>	<b>JE Score</b>
1.	<b>Communication &amp; Relationship Skills</b>	<b>Providing &amp; receiving complex, sensitive information, barriers to understanding</b> Communicate condition related information; there may be barriers to understanding.	4(a)	32
2.	<b>Knowledge, Training &amp; Experience</b>	<b>Expertise within specialism, underpinned by theory</b> Professional knowledge acquired through Optometry Degree and clinical placement	5	120
3.	<b>Analytical &amp; Judgemental Skills</b>	<b>Range of facts requiring analysis</b> Analysis of Optometrical/Ophthalmological clinical tests, options for optical appliances following eye examination.	3	27
4.	<b>Planning &amp; Organisational Skills</b>	<b>Plan, organise straightforward activities, some ongoing</b> Organises caseload, own workload and appointments.	2	15
5.	<b>Physical Skills</b>	<b>Highly developed skills, accuracy important, manipulation of fine tools, materials</b> Use of ophthalmic instrumentation for measurement purposes e.g. for contact intraocular pressure measurement	3(b)	27
6.	<b>Patient/Client Care</b>	<b>Develops programmes of care</b> Provides optometry services including ophthalmic measurement, provides advice to patients on needs, treatment and corrective aids.	5(a)	30
7.	<b>Policy/Service Development</b>	<b>Follow policy in own role, may be required to comment/ implement policies, proposes policy changes to own area</b> Comments on/contributes to development of optometry policies.	1 - 2	5-12
8.	<b>Financial &amp; Physical Resources</b>	<b>Personal duty of care in relation to equipment/Maintains stock control</b> Careful use of clinical equipment/orders clinical and other supplies.	1 – 2(c)	5-12
9.	<b>Human Resources</b>	<b>Provides training in own discipline</b> Trains optometry students; supervision of pre-registration, less experienced optometrists and students.	2(b)(c)	12
10.	<b>Information Resources</b>	<b>Records personally generated information</b> Updates patient records, compiles data for audit and reports.	1	4
11.	<b>Research &amp; Development</b>	<b>Surveys and audits necessary to own work/Regularly undertakes R&amp;D; clinical trials; equipment testing</b> Participates in R&D and surveys/Undertakes clinical trials; equipment testing.	1– 2(b) (c)	5-12
12.	<b>Freedom to Act</b>	<b>Clearly defined occupational policies, work is managed rather than supervised</b> Works autonomously within codes of practice and professional guidelines.	3	21
13.	<b>Physical Effort</b>	<b>Combination of sitting/standing/walking/frequent sitting or standing in a restricted position; occasional moderate effort for several short periods</b>	2 (a) (d)	7



		Light physical effort/restricted position; moving equipment.		
14.	<b>Mental Effort</b>	<b>Frequent concentration, work pattern predictable.</b> Concentration when carrying out clinical procedures and writing reports.	2 (a)	7
15.	<b>Emotional Effort</b>	<b>Occasional distressing or emotional circumstances</b> Imparting unwelcome, life-changing diagnosis; dealing with difficult family situations.	2(a)	11
16.	<b>Working Conditions</b>	<b>Occasional unpleasant conditions</b> Noise, unpleasant smells, lice.	2 (a)	7
<b>JE Score 335 - 349</b>			<b>Band 5</b>	



<b>Profile Suite and Label</b>	<b>Orthoptists and Optometrists – Optometrist Specialist</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>1. Provides specialist patient/client care and diagnosis in Optometry.</li> <li>2. Provides patient and client Optometry diagnosis.</li> <li>3. Undertakes clinical supervision of pre-registration, less experienced Optometrists and Students.</li> </ol>

<b>Factor</b>		<b>Level descriptor and example job information</b>	<b>JE Level</b>	<b>JE Score</b>
1.	<b>Communication &amp; Relationship Skills</b>	<b>Providing &amp; receiving complex, sensitive information, barriers to understanding</b> Communicate condition related information; there may be barriers to understanding.	4(a)	32
2.	<b>Knowledge, Training &amp; Experience</b>	<b>Expertise within specialism, underpinned by theory</b> Professional knowledge acquired through Optometry Degree, plus completion of clinical placement year; plus postgraduate Diploma level or equivalent skills, knowledge and experience.	6	156
3.	<b>Analytical &amp; Judgemental Skills</b>	<b>Range of facts requiring analysis</b> Judgements on a range of specialist Optometrical problems which require investigation, analysis and assessment e.g. Refraction of infants, glaucoma	4	42
4.	<b>Planning &amp; Organisational Skills</b>	<b>Plan, organise straightforward activities, some ongoing</b> Organises caseload, plans teaching sessions.	2	15
5.	<b>Physical Skills</b>	<b>Highly developed skills, accuracy important, manipulation of fine tools, materials</b> Use of ophthalmic instrumentation for measurement purposes e.g. fitting of specialist contact lens	3(b)	27
6.	<b>Patient/Client Care</b>	<b>Develops specialist programmes of care</b> Provides specialist optometry services including ophthalmic measurement, provides specialist advice to patients on needs, treatment and corrective aids.	6	39
7.	<b>Policy/Service Development</b>	<b>Implement policies, proposes policy changes to own area</b> Contributes to development of optometry policies.	2	12
8.	<b>Financial &amp; Physical Resources</b>	<b>Personal duty of care in relation to equipment/Maintains stock control</b> Careful use of clinical equipment/orders clinical and other supplies.	1 – 2(c)	5-12
9.	<b>Human Resources</b>	<b>Provides training in own discipline</b> Trains optometry students; supervision of pre-registration, less experienced optometrists and students.	2(b) (c)	12
10.	<b>Information Resources</b>	<b>Records personally generated information</b> Updates patient records, compiles data for audit and reports.	1	4
11.	<b>Research &amp; Development</b>	<b>Regularly undertakes R&amp;D; clinical trials; equipment testing</b> Undertakes clinical trials; equipment testing.	2 (b) (c)	12
12.	<b>Freedom to Act</b>	<b>Broad occupational policies</b> Works within codes of practice, professional guidelines and policies, manages specialist caseload.	4	32





13.	<b>Physical Effort</b>	<b>Frequent sitting or standing in a restricted position; occasional moderate effort for several short periods</b> Restricted position; moving equipment.	2(a)(d)	7
14.	<b>Mental Effort</b>	<b>Frequent concentration, work pattern predictable.</b> Concentration when carrying out clinical procedures and writing reports.	2(a)	7
15.	<b>Emotional Effort</b>	<b>Occasional distressing or emotional circumstances</b> Imparting unwelcome, life-changing diagnosis; dealing with difficult family situations.	2 - 3(a)	11-18
16.	<b>Working Conditions</b>	<b>Occasional unpleasant conditions</b> Noise, unpleasant smells, lice.	2 (a)	7
<b>JE Score 420 - 434</b>			<b>Band 6</b>	



<b>Profile Suite and Label</b>	<b>Orthoptists and Optometrists – Orthoptist Specialist</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>1. Assess new patients, including infants who have visual impairment.</li> <li>2. Manages ocular motility problems in children and adults.</li> <li>3. Delivers specialist care e.g. diabetic retinopathy screening.</li> </ol>

<b>Factor</b>		<b>Level descriptor and example job information</b>	<b>JE Level</b>	<b>JE Score</b>
1.	<b>Communication &amp; Relationship Skills</b>	<b>Provides and receives complex, sensitive information; barriers to understanding</b> Condition-related information to patients, relatives and medical staff; non-English speaking patients and learning difficulties.	4(a)4	32
2.	<b>Knowledge, Training &amp; Experience</b>	<b>Specialist knowledge across the range of procedures, underpinned by theory.</b> Professional/clinical knowledge acquired through Degree, supplemented by training to post graduate Diploma level or equivalent, plus experience.	6	156
3.	<b>Analytical &amp; Judgemental Skills</b>	<b>Complex facts or situations requiring analysis, interpretation, comparison of a range of options</b> Judgements on a range of specialist Orthoptic problems which require investigation, analysis and assessment e.g. stroke, Special educational needs	4	42
4.	<b>Planning &amp; Organisational Skills</b>	<b>Plan and organise straightforward activities, some ongoing.</b> Organises own appointments and workload.	2	15
5.	<b>Physical Skills</b>	<b>Highly developed physical skills, accuracy important; manipulation of fine tools, materials</b> Use of Orthoptic and ophthalmic equipment; developed hand eye coordination and accuracy for assessment e.g. pre operative measurements	3(b)	27
6.	<b>Patient/Client Care</b>	<b>Develops specialised programmes of care</b> Treatment plans for sight disorders, including specialist advice. E.g. Specialist in stroke rehabilitation team: specialist for Learning Disabled children	6(a)	39
7.	<b>Policy/Service Development</b>	<b>Follows policies in own role, may be required to comment/implements policies and proposes changes to practices, procedures for own area</b> Follows/implements policies in own area.	1 - 2	5-12
8.	<b>Financial &amp; Physical Resources</b>	<b>Maintains stock control</b> Orders stock and office supplies for own area.	2(c)	12
9.	<b>Human Resources</b>	<b>Provides training in own discipline</b> Trains Optometry, medical and Orthoptic students.	2(c)	12
10.	<b>Information Resources</b>	<b>Records personally generated information</b> Records patient observations.	1	4
11.	<b>Research &amp; Development</b>	<b>Surveys and audits necessary to own work/regularly undertake R&amp;D activity</b> Participates in R&D and surveys.	1-2(a)	5-12

12.	<b>Freedom to Act</b>	<b>Broad occupational policies</b> Works within codes of practice, professional guidelines and policies, manages specialist caseload	4	32
13.	<b>Physical Effort</b>	<b>Frequent sitting or standing in a restricted position; occasional moderate effort for several short periods</b> Restricted position; moving equipment.	2(a) (d)	7
14.	<b>Mental Effort</b>	<b>Frequent concentration, work pattern predictable</b> Concentration when carrying out clinical procedures and writing reports.	2(a)	7
15.	<b>Emotional Effort</b>	<b>Occasional/frequent distressing or emotional circumstances</b> Imparting unwelcome, life-changing diagnosis; dealing with difficult family situations.	2 – 3(a)	11-18
16.	<b>Working Conditions</b>	<b>Occasional unpleasant conditions</b> Noise, unpleasant smells, lice.	2(a)	7
<b>JE Score 413 - 434</b>			<b>Band 6</b>	



<b>Profile Suite and Label</b>	<b>Orthoptists and Optometrists – Optometrist Advanced</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>1. Assesses and treats patients in specialist caseload e.g. Paediatric contact lenses, glaucoma.</li> <li>2. Undertakes clinical supervision, training of pre-registration, less experienced Optometrists and Students.</li> <li>3. Undertakes research; clinical trials.</li> <li>4. Lead specialist in clinical area.</li> </ol>

<b>Factor</b>		<b>Level descriptor and example job information</b>	<b>JE Level</b>	<b>JE Score</b>
1.	<b>Communication &amp; Relationship Skills</b>	<p><b>Provides and receives complex, sensitive information, barriers to understanding/provide and receives highly complex, highly sensitive information, barriers to understanding</b></p> <p>Communicates condition related information; there may be barriers to understanding/explains highly complex conditions to patients and others (e.g. paediatric complex refractions)</p>	4(a)5a	32-45
2.	<b>Knowledge, Training &amp; Experience</b>	<p><b>Highly developed specialist knowledge, underpinned by theory and experience</b></p> <p>Professional/clinical knowledge acquired through Degree, clinical placement, plus advanced clinical training and experience to Masters level or equivalent;</p>	7	196
3.	<b>Analytical &amp; Judgemental Skills</b>	<p><b>Complex facts or situations requiring analysis, interpretation, comparison of a range of options.</b></p> <p>Analysis and interpretation of specialist optometric/ophthalmological clinical test results, options for optical appliances following eye examinations.</p>	4	42
4.	<b>Planning &amp; Organisational Skills</b>	<p><b>Plans and organise straightforward tasks, activities/Plan, organise complex activities, programmes, requiring formulation, adjustment</b></p> <p>Plans Optometry clinic workload, training sessions/Plans specialist service.</p>	2 – 3	15-27
5.	<b>Physical Skills</b>	<p><b>Highly developed physical skills, accuracy important; manipulation of fine tools, materials</b></p> <p>Use of specialist ophthalmic instrumentation for measurement purposes.</p>	3(b)	27
6.	<b>Patient/Client Care</b>	<p><b>Develops specialised programmes of care.</b></p> <p>Provides range of optometry services including specialist ophthalmic measurement, prescribing appropriate optical appliances, provides advice to patients on needs, treatment &amp; corrective aids. Assesses and treats patients in specialist caseload.</p>	6(a)	39
7.	<b>Policy/Service Development</b>	<p><b>Propose policy or service changes, impact beyond own area</b></p> <p>Recommend and contributes to development of local guidelines, policies and practices which impact on other disciplines.</p>	3	21
8.	<b>Financial &amp; Physical Resources</b>	<p><b>Maintains stock control; use of complex equipment</b></p> <p>Orders clinical and other supplies; use of specialist optometry equipment.</p>	2(c)(e)	12
9.	<b>Human Resources</b>	<p><b>Clinical supervision; training in own discipline/teach, deliver core training, range of subjects</b></p> <p>Supervision of pre-registration, less experienced optometrists &amp; students; teaching and training of optometrists, students and nurses &amp; medical students/formal clinical supervision of pre-registration optometrists.</p>	2 (b)(c) - 3(b)	12-21



10.	<b>Information Resources</b>	<b>Records personally generated information</b> Updates patient records, compiles data for audit and reports.	1	4
11.	<b>Research &amp; Development</b>	<b>Regularly undertakes R&amp;D activity/as major job requirement/ co-ordinates, implements R&amp;D activity as job requirement</b> Collaborate research with colleagues in assessment of patients/responsible for quality audits/co-ordinates research for department	2(a) -3 - 4	12-21-32
12.	<b>Freedom to Act</b>	<b>Broad occupational policies</b> Lead specialist for area of optometric practice.	4	32
13.	<b>Physical Effort</b>	<b>Frequent sitting or standing in a restricted position</b> Restricted movements when undertaking ophthalmic examinations.	2(a)	7
14.	<b>Mental Effort</b>	<b>Frequent concentration, work pattern predictable.</b> Concentration for use of specialist ophthalmic diagnostic equipment.	2(a)	7
15.	<b>Emotional Effort</b>	<b>Occasional distressing or emotional circumstances/frequent distressing or emotional circumstances</b> Conveying unwelcome news re visual impairment, treatment of patients with severe learning disabilities.	2(a)3a	11-18
16.	<b>Working Conditions</b>	<b>Occasional unpleasant working conditions</b> Examining patients with poor hygiene, use of chemicals, examination of children with head lice.	2(a)	7
<b>JE Score 476 - 532</b>			<b>Band 7</b>	



<b>Profile Suite and Label</b>	<b>Orthoptists and Optometrists – Orthoptist Advanced</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>1. Assesses and treats patients in specialist caseload.</li> <li>2. Lead specialist in clinical area e.g. stroke, children with complex needs</li> <li>3. May teach and lecture to ophthalmologists, nurses, Orthoptists, optometrists and students.</li> <li>4. Undertakes research; may act as Department Lead for R&amp;D, audit and clinical governance.</li> </ol>

Factor		Level descriptor and example job information	JE Level	JE Score
1.	<b>Communication &amp; Relationship Skills</b>	<b>Provides and receives complex, sensitive information, barriers to understanding/ provide and receives highly complex, highly sensitive information, barriers to understanding</b> Communicates condition related information to patients, relatives/ explains highly complex conditions to patients and others E.g. Impact of sight loss which impacts on driving licence regulations.	4-5(a)	32-45
2.	<b>Knowledge, Training &amp; Experience</b>	<b>Highly developed specialist knowledge, underpinned by theory and experience</b> Professional/clinical knowledge acquired through Degree, supplemented by advanced training to Masters level or equivalent;	7	196
3.	<b>Analytical &amp; Judgemental Skills</b>	<b>Complex facts or situations requiring analysis, interpretation, comparison of a range of options</b> Analysis and interpretation of related facts range of options over treatment. E.g. decisions on options for squint surgery	4	42
4.	<b>Planning &amp; Organisational Skills</b>	<b>Plans and organise straightforward activities, some ongoing</b> Organises own appointments and workload.	2	15
5.	<b>Physical Skills</b>	<b>Highly developed physical skills, accuracy important; manipulation of fine tools, materials</b> Use of orthoptic and ophthalmic equipment; developed hand eye co-ordination and accuracy in pre operative and post operative squint surgery.	3(b)	27
6.	<b>Patient/Client Care</b>	<b>Develops specialised programmes of care</b> Treatment plans for sight disorders, including specialist advice. e.g. Lead specialist in stroke rehab	6(a)	39
7.	<b>Policy/Service Development</b>	<b>Propose policy or service changes, impact beyond own area</b> Recommend and contributes to development of local guidelines, policies and practices which impact on other disciplines.	3	21
8.	<b>Financial &amp; Physical Resources</b>	<b>Safe use of equipment other than equipment used personally; maintains stock</b> Responsible for ophthalmic equipment; orders stock and office supplies for own area.	2(b) (c)	12
9.	<b>Human Resources</b>	<b>Clinical supervision/teach, delivers specialist training</b> Supervises optometry students, nursing staff/teaches, lectures to other professions as significant job responsibility.	2(b) - 3(c)	12-21
10.	<b>Information Resources</b>	<b>Records personally generated information</b> Maintains patient, teaching records.	1	4



11.	<b>Research &amp; Development</b>	<b>Regularly undertakes R&amp;D activity/as major job requirement/ co-ordinates, implements R&amp;D activity as job requirement</b> Collaborate research with colleagues in assessment of patients/responsible for quality audits/co-ordinates research for Department.	2(a) -3 - 4	12-21-32
12.	<b>Freedom to Act</b>	<b>Broad occupational policies</b> Works within codes of practice, professional guidelines and policies. Lead Specialist	4	32
13.	<b>Physical Effort</b>	<b>Frequent sitting or standing in a restricted position; occasional moderate effort for several short periods</b> Restricted position; moving equipment.	2(a)	7
14.	<b>Mental Effort</b>	<b>Frequent concentration, work pattern predictable</b> Concentration for clinical, teaching duties.	2(a)	7
15.	<b>Emotional Effort</b>	<b>Occasional/frequent distressing or emotional circumstances</b> Imparting unwelcome, life-changing diagnosis; dealing with difficult family situations.	2 – 3 (a)	11-18
16.	<b>Working Conditions</b>	<b>Occasional unpleasant conditions</b> Noise, unpleasant smells, lice.	2(a)	7
<b>JE Score 476 - 525</b>			<b>Band 7</b>	



<b>Profile Suite and Label</b>	<b>Orthoptists and Optometrists – Orthoptist/Optommetrist Principal</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>1. Provides Orthoptic /optometry services, including advanced Orthoptic /optometric procedures.</li> <li>2. Provides teaching and training to registered Orthoptists /Optometrists, pre-registration Optometrists, other students; manages team of staff.</li> <li>3. Manages a team of staff or a significant area of service.</li> <li>4. Undertakes research, clinical trials</li> </ol>

<b>Factor</b>		<b>Level descriptor and example job information</b>	<b>JE Level</b>	<b>JE Score</b>
1.	<b>Communication &amp; Relationship Skills</b>	<b>Provide and receive complex or sensitive/highly complex, highly sensitive information; barriers to understanding</b> 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)	32-45
2.	<b>Knowledge, Training &amp; Experience</b>	<b>Advanced theoretical and practical knowledge</b> Professional knowledge acquired through Degree, advanced clinical training, management knowledge, experience to Master's equivalent level plus further specialist training.	8(a)	240
3.	<b>Analytical &amp; Judgemental Skills</b>	<b>Range of complex/highly complex facts, requiring analysis, interpretation, comparison of range of option</b> Analysis, interpretation of specialist & complex Orthoptic/optometric/ophthalmological clinical test results, options for appliances following eye examinations/expert opinion may differ.	4 - 5	42-60
4.	<b>Planning &amp; Organisational Skills</b>	<b>Plan complex activities requiring adjustments</b> Plans specialist service.	3	27
5.	<b>Physical Skills</b>	<b>Highly developed skills, accuracy required, manipulation of fine tools, materials</b> Use of specialist ophthalmic instrumentation for measurement purposes,	3(b)	27
6.	<b>Patient/Client Care</b>	<b>Develop specialised programmes of care</b> Provides specialist clinical service, including use of advanced clinical techniques, provides advice to patients on needs, treatment & corrective aids.	6(a)	39
7.	<b>Policy/Service Development</b>	<b>Implements policies &amp; proposes policy changes, impact outside own area</b> Contributes to the formulation of Orthoptic /optometry policies, which impact on other disciplines.	3	21
8.	<b>Financial &amp; Physical Resources</b>	<b>Authorised signatory</b> Authorises invoices, payments.	3(a)	21
9.	<b>Human Resources</b>	<b>Day to day management</b> Manages team of Orthoptic/optometrists and support staff.	3(a)	21
10.	<b>Information Resources</b>	<b>Records personally generated information</b> Updates patient records, compiles audit data	1	4





11.	<b>Research &amp; Development</b>	<b>Regularly undertakes R&amp;D, clinical trials/R&amp;D activities as major job requirement</b> Designs and conducts prospective and retrospective clinical audits and trials.	2(a)(b) – 3	12-21
12.	<b>Freedom to Act</b>	<b>Guided by principles and broad occupational policies/General policies need to establish interpretation</b> Independent clinical practice, lead specialist, team manager/ interprets national professional policies for specialist area	4 - 5	32-45
13.	<b>Physical Effort</b>	<b>Frequent sitting in restricted position</b> Restricted movements when undertaking ophthalmic examinations.	2(a)	7
14.	<b>Mental Effort</b>	<b>Frequent concentration, work pattern unpredictable</b> Concentration for specialised ophthalmic procedures, interruptions to deal with service issues.	3(a)	12
15.	<b>Emotional Effort</b>	<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)	11-18
16.	<b>Working Conditions</b>	<b>Occasional unpleasant working conditions</b> Examining patients with poor hygiene, use chemicals, examination of children with head lice.	2(a)	7
<b>JE Score 555 - 615</b>			<b>Band 8a-b</b>	



<b>Profile Suite and Label</b>	<b>Orthoptists and Optometrists – Orthoptist/Optometrist Consultant/Head of Service</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>1. Provides clinical leadership for all Orthoptic/optometry services; personally delivers specialised orthoptic /optometry services and provides expert Orthoptic /optometric advice.</li> <li>2. Responsible for clinical, managerial, financial aspects and clinical governance of department.</li> <li>3. Provides teaching and training on a range of Orthoptic /optometric subjects; responsible for teaching and training within department.</li> <li>4. May co-ordinate and lead R&amp;D activity for department</li> </ol>

Factor		Level descriptor and example job information	JE Level	JE Score
1.	<b>Communication &amp; Relationship Skills</b>	<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)	45
2.	<b>Knowledge, Training &amp; Experience</b>	<b>Advanced theoretical and practical knowledge</b> Professional knowledge acquired through Degree, advanced clinical training, management knowledge, experience to Master's equivalent level plus further specialist training.	8(a)	240
3.	<b>Analytical &amp; Judgemental Skills</b>	<b>Range of highly complex facts, requiring analysis, interpretation, comparison of range of option</b> Provides expert interpretation of highly complex clinical issues.	5	60
4.	<b>Planning &amp; Organisational Skills</b>	<b>Plan, organise broad range of complex activities; formulates, adjusts plans, strategies</b> Plans and organises orthoptic/ optometry service, adapts to conflicting service requirements as necessary.	4	42
5.	<b>Physical Skills</b>	<b>Highly developed skills, accuracy important, manipulation of fine tools, materials</b> Use of specialist ophthalmic instrumentation for measurement purposes.	3(b)	27
6.	<b>Patient/Client Care</b>	<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 Orthoptic /optometry service/ responsible for provision of general and specialist Orthoptic/optometry services.	6(a)(d) -7	39-49
7.	<b>Policy/Service Development</b>	<b>Responsible for policy implementation, development for a service</b> Responsible for development and implementation of orthoptic/optometry service policies.	4	32
8.	<b>Financial &amp; Physical Resources</b>	<b>Budget holder for department, service</b> Holds departmental budget.	4(a)	32



9.	<b>Human Resources</b>	<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 staff; trains staff on specialist area / manages staff of department; develops and delivers training in a clinical and academic setting.	3(a)(c) 4 (a) (b)	21-32
10.	<b>Information Resources</b>	<b>Records personally generated information</b> Updates patient records, compiles audit data.	1	4
11.	<b>Research &amp; Development</b>	<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	32-45
12.	<b>Freedom to Act</b>	<b>General policies, need to establish interpretation</b> Guided by NHS, organisation and occupational policies, determines interpretation for orthoptic /optometry service.	5	45
13.	<b>Physical Effort</b>	<b>Frequent sitting in restricted position</b> Restricted movements when undertaking ophthalmic examinations.	2(a)	7
14.	<b>Mental Effort</b>	<b>Frequent concentration, work pattern unpredictable</b> Concentration for specialised ophthalmic procedures, interruptions to deal with service issues	3(a)	12
15.	<b>Emotional Effort</b>	<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)	11-18
16.	<b>Working Conditions</b>	<b>Occasional unpleasant working conditions</b> Examining patients with poor hygiene, use chemicals, examination of children with head lice.	2(a)	7
<b>JE Score 656 - 697</b>			<b>Band 8c - d</b>	