

National profiles for orthoptists and optometrists

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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.
	September 2018	Orthoptist and Optometrist profiles have been revised. Orthoptist profiles have been archived. Orthoptists and Optometrists combined profiles have been moved into the Health Science Services job family.
	July 2018	Orthoptists and Optometrists - the NHS Staff Council Executive has approved that profiles at bands 5, 6 and 7 be combined to form a revised suite of profiles.
	June 2005	Please Note: 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".



		* New – June 2005. ** Title of profile has changed from Principal Optometrist to Optometrist Principal to comply with current profile labelling conventions
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Profile Suite and Label	Orthoptists and Optometrists – Optometrist Entry Level (This is a clinical placement year/pre-reg)
Job Statement	1. Undertake core optometry procedures under clinical supervision. 2. Maintains and collects own clinical information, records

Factor		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	Providing and receiving complex or sensitive information; barriers to understanding Communicates optical prescription, drug or medicine related information to patients & relatives, patients may have language difficulties or other communication barriers.	4(a)	32
2.	Knowledge, Training & Experience	Expertise within specialism, underpinned by theory Professional knowledge acquired through optometry Degree.	5	120
3.	Analytical & Judgemental Skills	Range of facts, requiring analysis Analysis of optometric/ophthalmological clinical tests, options for optical appliances following eye examinations.	3	27
4.	Planning & Organisational Skills	Organises own day to day work tasks/activities Plans own work.	1	6
5.	Physical Skills	Highly developed physical skills, accuracy important; manipulation of fine tools, materials Use of ophthalmic instrumentation for measurement purposes.	3(b)	27
6.	Patient/Client Care	Develops programmes of care Participates in delivery of all core optometry services including ophthalmic measurement, as part of their competence assessment.	4(c)	22
7.	Policy/Service Development	Follows policies in own role, may be required to comment Follows departmental policies, comments on proposed changes to policies & current practices.	1	5
8.	Financial & Physical Resources	Personal duty of care in relation to equipment/resources/ handles cash, valuables; maintains stock control Careful use of clinical equipment.	1	5
9.	Human Resources	Demonstrates own activities to new or less experienced employees The post holder is undertaking a clinical placement year. Provides advice to less experienced employees, support staff.	1	5
10.	Information Resources	Records personally generated information Updates patient records, compiles data for audit and reports.	1	4
11.	Research & Development	Undertake surveys or audits as necessary to own work Participates under supervision in departmental audits.	1	5
12.	Freedom to Act	Standard operating procedures, someone available for reference Undertakes clinical procedures under clinical supervision.	2	12
13.	Physical Effort	Frequent sitting in restricted position Restricted movements when undertaking ophthalmic examinations.	2(a)	7

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



Profile Suite and Label	Orthoptists and Optometrists – Orthoptist
Job Statement	1. Provides patient and client Orthoptic service. 2. Manages ocular motility problems in children and adults. 3. May undertake clinical supervision of pre- registration, less experienced Orthoptists and students

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



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



Profile Suite and Label	Orthoptists and Optometrists – Optometrist Entry
Job Statement	1. Provides patient and client Optometry diagnosis. 2. Undertakes refraction and general Optometric assessments. 3. Undertakes clinical supervision of pre-registration, less experienced Optometrists and Students

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



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



Profile Suite and Label	Orthoptists and Optometrists – Optometrist Specialist
Job Statement	1. Provides specialist patient/client care and diagnosis in Optometry. 2. Provides patient and client Optometry diagnosis. 3. Undertakes clinical supervision of pre-registration, less experienced Optometrists and Students.

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



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



Profile Suite and Label	Orthoptists and Optometrists – Orthoptist Specialist
Job Statement	1. Assess new patients, including infants who have visual impairment. 2. Manages ocular motility problems in children and adults. 3. Delivers specialist care e.g. diabetic retinopathy screening.

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



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



Profile Suite and Label	Orthoptists and Optometrists – Optometrist Advanced
Job Statement	1. Assesses and treats patients in specialist caseload e.g. Paediatric contact lenses, glaucoma. 2. Undertakes clinical supervision, training of pre-registration, less experienced Optometrists and Students. 3. Undertakes research; clinical trials. 4. Lead specialist in clinical area.

Factor		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	Provides and receives complex, sensitive information, barriers to understanding/provide and receives highly complex, highly sensitive information, barriers to understanding Communicates condition related information; there may be barriers to understanding/explains highly complex conditions to patients and others (e.g. paediatric complex refractions)	4(a)5a	32-45
2.	Knowledge, Training & Experience	Highly developed specialist knowledge, underpinned by theory and experience Professional/clinical knowledge acquired through Degree, clinical placement, plus advanced clinical training and experience to Masters level or equivalent;	7	196
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	42
4.	Planning & Organisational Skills	Plans and organise straightforward tasks, activities/Plan, organise complex activities, programmes, requiring formulation, adjustment Plans Optometry clinic workload, training sessions/Plans specialist service.	2 – 3	15-27
5.	Physical Skills	Highly developed physical skills, accuracy important; manipulation of fine tools, materials Use of specialist ophthalmic instrumentation for measurement purposes.	3(b)	27
6.	Patient/Client Care	Develops specialised 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. Assesses and treats patients in specialist caseload.	6(a)	39
7.	Policy/Service Development	Propose policy or service changes, impact beyond own area Recommend and contributes to development of local guidelines, policies and practices which impact on other disciplines.	3	21
8.	Financial & Physical Resources	Maintains stock control; use of complex equipment Orders clinical and other supplies; use of specialist optometry equipment.	2(c)(e)	12
9.	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 and nurses & medical students/formal clinical supervision of pre-registration optometrists.	2 (b)(c) - 3(b)	12-21



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



Profile Suite and Label	Orthoptists and Optometrists – Orthoptist Advanced
Job Statement	1. Assesses and treats patients in specialist caseload. 2. Lead specialist in clinical area e.g. stroke, children with complex needs 3. May teach and lecture to ophthalmologists, nurses, Orthoptists, optometrists and students. 4. Undertakes research; may act as Department Lead for R&D, audit and clinical governance.

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



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



Profile Suite and Label	Orthoptists and Optometrists – Orthoptist/Optometrist Principal
Job Statement	1. Provides Orthoptic /optometry services, including advanced Orthoptic /optometric procedures. 2. Provides teaching and training to registered Orthoptists /Optometrists, pre-registration Optometrists, other students; manages team of staff. 3. Manages a team of staff or a significant area of service. 4. Undertakes research, clinical trials

Factor		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	Provide and receive 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)	32-45
2.	Knowledge, Training & Experience	Advanced theoretical and practical knowledge Professional knowledge acquired through Degree, advanced clinical training, management knowledge, experience to Master's equivalent level plus further specialist training.	8(a)	240
3.	Analytical & Judgemental Skills	Range of complex/highly complex facts, requiring analysis, interpretation, comparison of range of option 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.	Planning & Organisational Skills	Plan complex activities requiring adjustments Plans specialist service.	3	27
5.	Physical Skills	Highly developed skills, accuracy required, manipulation of fine tools, materials Use of specialist ophthalmic instrumentation for measurement purposes,	3(b)	27
6.	Patient/Client Care	Develop 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)	39
7.	Policy/Service Development	Implements policies & proposes policy changes, impact outside own area Contributes to the formulation of Orthoptic /optometry policies, which impact on other disciplines.	3	21
8.	Financial & Physical Resources	Authorised signatory Authorises invoices, payments.	3(a)	21
9.	Human Resources	Day to day management Manages team of Orthoptic/optometrists and support staff.	3(a)	21
10.	Information Resources	Records personally generated information Updates patient records, compiles audit data	1	4



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



Profile Suite and Label	Orthoptists and Optometrists – Orthoptist/Optometrist Consultant/Head of Service
Job Statement	1. Provides clinical leadership for all Orthoptic/optometry services; personally delivers specialised orthoptic /optometry services and provides expert Orthoptic /optometric advice. 2. Responsible for clinical, managerial, financial aspects and clinical governance of department. 3. Provides teaching and training on a range of Orthoptic /optometric subjects; responsible for teaching and training within department. 4. May co-ordinate and lead R&D activity for department

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



9.	Human Resources	Day to day management; teach/ deliver specialist training/ Line manager for single function or department; teach, devise training and development programmes, major job responsibility 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.	Information Resources	Records personally generated information Updates patient records, compiles audit data.	1	4
11.	Research & Development	Co-ordinate, implement R & D activity/ initiates R&D activity Co-ordinates departmental research/ initiates, secures funding for research projects.	4-5	32-45
12.	Freedom to Act	General policies, need to establish interpretation Guided by NHS, organisation and occupational policies, determines interpretation for orthoptic /optometry service.	5	45
13.	Physical Effort	Frequent sitting in restricted position Restricted movements when undertaking ophthalmic examinations.	2(a)	7
14.	Mental Effort	Frequent concentration, work pattern unpredictable Concentration for specialised ophthalmic procedures, interruptions to deal with service issues	3(a)	12
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)	11-18
16.	Working Conditions	Occasional unpleasant working conditions Examining patients with poor hygiene, use chemicals, examination of children with head lice.	2(a)	7
JE Score 656 - 697			Band 8c - d	