

JOB DESCRIPTION

JOB TITLE:	Slit Lamp Optometrist/Grader
GRADE:	Band 6
BASE:	Clinical Manager
MANAGED BY:	Programme Manager/Clinical Lead

JOB SUMMARY:

Diabetes is the most common chronic illness affecting people in Hackney. It is increasingly recognised that detection and early treatment of diabetes associated problems can prevent disability and premature death. Diabetes Services are being modernised and expanded to meet this challenge. The Diabetes Eye Screening Programme plays a key role in helping to prevent diabetes related eye disease. The Diabetes Eye Screening service aims to detect and offer early treatment to people with diabetes who are developing sight threatening eye disease.

The post holder will perform slit lamp biomicroscopy clinics on two days a week and a further day grading photographic retinal images of patients attending the Diabetes Eye Screening Programme. In time the balance of these clinical sessions may be adjusted to suit both the postholder and programme.

MAIN RESPONSIBILITIES:

You will be an optometrist with excellent slit lamp biomicroscopy skills and either have a special interest in diabetes eye screening or wish to develop your skills in that area or have equivalent experience in grading retinæ. The post-holder will be a capable individual who enjoys working in a large team dedicated to improving the lot of people with diabetes in North East London. You will have experience in grading digital images, and will have the flexibility and willingness to undertake local training in this specialist area. You will have the ability to make independent decisions on referral for treatment. You will have the motivation, drive and flexibility to grow with the service.

You will not be expected to have knowledge of eye screening specialist software, but should be receptive to training in its use. You must have full optometry skills which will include the use of a slit lamp/volk lens. You may have skills in operating a digital retinal camera.

CLINICAL DUTIES:

- To be responsible for independently assessing patients in slit lamp/volk examination clinics.
- To take responsibility for the grading of patients seen by technicians in the Diabetes Eye Screening Programme. The grade will be arrived at using the



information in retinal images (current and old images) visual acuity, blood pressure and other clinical measurements and a brief patient history (recorded in the eye screening software).

- To identify sight threatening eye disease and, where necessary, to make appropriate referrals for treatment.
- To take responsibility for the accurate production of written correspondence to both the patient and the patient's G.P. following every consultation.
- To work according to local protocols

ADMINISTRATION DUTIES:

- To ensure that the computer database is kept up to date with demographic and clinical data.
- If not in possession of the City and Guilds Qualification (or successor qualifications) in diabetic retinopathy screening, to be committed to obtaining the qualification in line with national requirements.
- To attend local training days annually. CET points are usually available for attendance
- To grade an appropriate number of patient images during clinical sessions as agreed with the Clinical Manager (approximately 60 imagesets in a half day primary grading session)
- To work in close and supportive collaboration with the other members of the screening team
- To take part in monthly external grading assessment exercises as required nationally.
- Effectively induct new staff into the Trust/department in accordance with the Trust's induction programme.
- Facilitate the personal and professional development of staff. This involves identifying training and development needs, providing suitable development opportunities and evaluating development actions in accordance with the Trust's appraisal and training procedures.
- Monitor the level and standard of work undertaken by your staff and to guide, coach and advise them as appropriate.



FURTHER INFORMATION

Other Job Duties

This job description outlines the current main responsibilities of the post. However the duties of the post may change and develop over time and this job description may, therefore, be amended in consultation with the postholder.

Equality, Diversity and Inclusion

We are committed to achieving [equality and inclusion for all our people at Homerton Healthcare NHS Foundation Trust](#) and we respect and value the diversity and differences of our patients and our people, ensuring everyone is enabled to thrive, feels a sense of belonging, and is able to be their authentic self.

We are proud to be in one of the most diverse locations in the country, with nearly 90 different languages spoken as a main language, and we champion equality, diversity and inclusion in all aspects of our employment practices and service delivery. Every member of our staff is expected to understand, commit to, and champion equality, diversity and inclusion throughout their work.

We offer a range of flexible working options that enable you to balance your work and personal life, including part-time, compressed hours, remote working and job-shares.

If you are interested in joining our team, please let us know your preferred working pattern in your application, and we will consider all requests for flexible working and try to accommodate them wherever possible

Standards of English

All employees are required to have the appropriate level of English competence to enable them to effectively carry out their role, deliver safe care and enhance the patient experience. This is a requirement of the Immigration Act 2016 (Part 7), and the Person Specification will clearly define the required level of competence for the role.

Health and Safety

Employees, in line with the Trust's commitment to the Health and Social Care Act 2008 (Previously known as the 'Hygiene Code'), improving infection control and health and safety are individually required to ensure that they make every effort to contribute to making the Trust a clean and safe environment within which to work and receive care.

All staff have a responsibility to prevent and control infection within Homerton Healthcare. This includes ensuring personal and team compliance with the Hygiene Code (Health and Social Care Act 2008) and all relevant policies including Hand Hygiene, Homerton Dress Code, MRSA screening and Infection Control.

Trust Policies

All employees of the Trust are required to observe legislation, Trust policies, standards and guidelines relating to risk management, equal opportunities, data protection and standards of business conduct.





Safeguarding

It is the responsibility of each member of staff to be aware of, and work in accordance with, the Trust's safeguarding children and adults policies and procedures. This includes ensuring that they undertake statutory and mandatory safeguarding children and adult training appropriate for their role. In addition to acquiring safeguarding knowledge and skills, each member of staff must be competent and maintain their knowledge and skills in clinical practice to safeguard the health and wellbeing of children and adults.

Sustainability

It is the responsibility of leaders of the Trust to demonstrate and foster the Trust's commitment to environmental sustainability and corporate social responsibility by acting as a role model and enabling others. It is the responsibility of all staff to minimise the Trust's environmental impact by recycling wherever possible, switching off lights, computers, monitors and equipment when not in use, minimising water wastage and reporting faults promptly.

Smoke-Free

Homerton Healthcare NHS Foundation Trust is smoke free. Smoking by staff is not permitted on Homerton premises.



Living Our Values – How We Work at Homerton Healthcare

At Homerton Healthcare we consider all our people as leaders and we expect everyone to demonstrate our leadership behaviours in their work:

- Be compassionate and kind
- Have a growth mindset
- Demonstrate professionalism
- Practice gratitude
- Champion equality and inclusion
- Advocate Just Culture

Our five values, Personal, Safe, Respectful, Inclusive, and Responsibility, underpin our leadership behaviours and set out how we show this in practice

Personal

We will give compassionate care that addresses individual needs and is responsive to our patients, service users, their families and carers, and our people.

We will:

- ensure that relationships with patients and service users are founded on compassion, empathy, and kindness
- appreciate each person as an individual and address their specific needs to ensure we deliver equitable care
- actively listen to and involve patients and service users in decisions about their care
- provide continuity of care through good communication and teamwork

Safe

We will do everything we can to make our services as safe as possible and constantly seek to learn and improve.

We will:

- be open and honest when we get things wrong, and do all we can to correct and learn from our mistakes
- listen to our staff, patients, service users and their families and carers and use their feedback to improve services
- ensure that we have the right staff, in the right numbers, with the right skills, in the right place, at the right time
- constantly monitor standards of care and respond quickly if there are concerns

Respectful

We will treat others as we would expect ourselves or our families to be treated and cared for.

We will:

- treat everyone with dignity and respect
- listen to others and value their contribution
- provide services that meet the diverse needs of our communities
- value and support the health and wellbeing of all our staff



Inclusive

We will respect and value the diversity of our patients and people so everyone can thrive, feel a sense of belonging and can be their authentic self.

We will:

- celebrate and value everyone's uniqueness and difference
- create psychologically safe spaces that enable people to bring their whole, authentic selves to work
- foster a sense of belonging
- have an anti-racist approach and tackle all forms of discrimination

Responsibility

We will take responsibility for our actions and any problems that we come across – we lead by example.

We will do this by:

- being open and transparent about our performance and setting challenging improvement targets
- thinking differently and looking for new and innovative ways of working
- ensuring our care is evidence based and follows best practice
- doing the right thing, even when it is difficult



PERSON SPECIFICATION

POST Slit Lamp Optometrist / Grader
DEPT/UNIT Retinal Screening Service

BAND 6
DATE

	ESSENTIAL	DESIRABLE	ASSESSMENT
Education / Qualifications	<ul style="list-style-type: none">Nationally recognized qualification in Optometry or equivalent experience	<ul style="list-style-type: none">MSc module in diabetesCity & Guilds Qualification in Diabetic Retinopathy	AF / I
Skills / Abilities	<ul style="list-style-type: none">Full optometry skills which will include the use of a slit lamp/volk lensExcellent organisational skillsGood interpersonal skillsExcellent written communication skills	<ul style="list-style-type: none">Use of non mydriatic retinal cameraAbility to train and supervise support staff.	AF / I
Experience		<ul style="list-style-type: none">Experience of working in the NHSExperience grading retinal images	AF / I
Knowledge	<ul style="list-style-type: none">Knowledge/understanding of confidentiality issuesKnowledge of complexities of working within a multi ethnic communityGeneral understanding of the complications of Diabetes		AF / I
Other Requirements	<ul style="list-style-type: none">Understanding and demonstration of the Trust ValuesCommitment and adherence to equality, diversity and inclusionExperience and prepared to work within multi-disciplinary teamWilling to learn/adapt skills to specific equipmentEnthusiastic participation in the screening programmeAble travel to clinical locations across North East London		AF / I

Signed: **Position:**

Mandatory components in all job descriptions are shown in italics

Means of Assessment include application form (AF), Interview (I), Test (T), Presentation (P)

