

# JOB DESCRIPTION

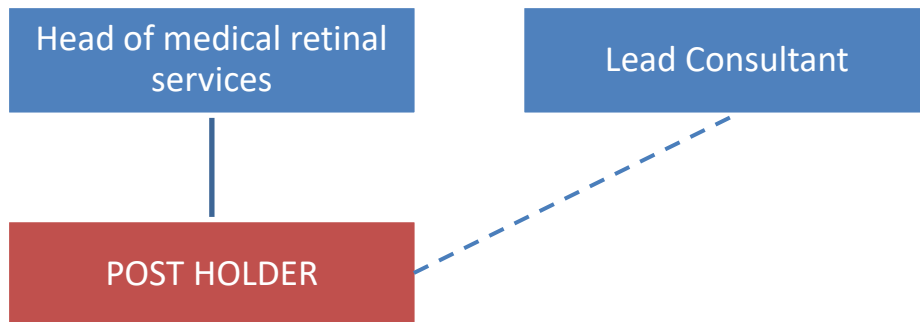
JOB DETAILS	
<b>Job Title</b>	Advanced Ophthalmic Practitioner
<b>Reports to</b>	ophthalmology service manager
<b>Band</b>	Band 7
<b>Department/Directorate</b>	Ophthalmology/Surgical

JOB PURPOSE
<p>The post holder will be a vital part of the team, involved in the care of macular / medical retinal patients who have complex ophthalmic and medical needs.</p> <p>The post holder will have the opportunity for both supported and independent practice, and will need to maintain an up to date understanding of the current literature regarding the diagnosis and treatment of Macular / medical retinal patients. High level communication skills are required, as often the care of macular / medical retinal patients involves multiple care teams.</p>

KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES
<ul style="list-style-type: none"> <li>Assess patients, plan and implement care, provide specialist advice; maintain associated records for patients within the macular / medical retinal Service.</li> <li>Delivery of intravitreal anti-VEGF treatment. Give treatment for various macular conditions and complications in line with agreed local protocol and NICE Guidelines.</li> <li>Participates in consultant led medical retinal clinic.</li> <li>Participates in virtual / diagnostic review of medical retinal clinics</li> <li></li> <li>Set, monitor and evaluate standards of care in partnership with other members of the ophthalmic multidisciplinary team to ensure the delivery of holistic, evidence based, clinically effective specialist service.</li> <li>To support the identification of future needs of Ophthalmology Practitioner Services and take an active part in planning future developments that support excellent patient care and service delivery.</li> <li>Provide specialist training to other staff where appropriate.</li> <li>Lead clinical audits where appropriate.</li> </ul>

KEY WORKING RELATIONSHIPS	
Internal to the Trust	External to the Trust
<ul style="list-style-type: none"><li>• Patient and carers</li><li>• Consultant Ophthalmologists, other medical staff</li><li>• Other Ophthalmic specialists and practitioner lead</li><li>• Pharmacy</li><li>• Optometrists</li><li>• Orthoptists</li><li>• Cluster Manager for Ophthalmology</li><li>• Nurse/Practitioner Lead</li><li>• WEEU DCU and OPD staff</li><li>• Medical secretaries/administration staff</li></ul>	<ul style="list-style-type: none"><li>• GPs</li><li>• National and local voluntary organisations, charities and volunteers</li></ul>

## ORGANISATIONAL CHART



## FREEDOM TO ACT

- Act as Advanced Practitioner in the medical retinal service, providing leadership, and support, in relation to clinical care to colleagues.
- To work as an advanced practitioner in the community/ hospital setting (as appropriate) without immediate supervision.
- Work within codes of practice, professional guidelines broad occupational policies and organisational standards of practice.
- Be professionally accountable for all aspects of your own work, within the context of an autonomous practitioner.
- Initiate and lead specific projects as required.
- Understands and recognises own limitations and refers to a more experienced staff member (e.g. Head of Service, Optometrist, Orthoptist) or senior medical colleague when required.

## COMMUNICATION/RELATIONSHIP SKILLS

- Provides and receives complex, sensitive information, barriers to understanding/ provide and receives highly complex, highly sensitive information.
- 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 and social aspects of patients' lives.
- Presentation of complex patient case history is to multidisciplinary team meetings and colleagues will be a regular responsibility of the position. These multidisciplinary team interactions include but are not limited to: General practitioners, pharmacists, rheumatologists, medical physicians, low Vision service, optometrists, clinicians in other hospitals and tertiary referral centres.
- Daily communication with patients via face to face clinic, telephone consultation, email, and virtual consultation are all anticipated.

## ANALYTICAL/JUDGEMENTAL SKILLS

- There is a need for high level analytical and judgemental skills, as the care of these patients often involves dealing with uncertainty, multiple options for treatment which should be personalised to the patient and the individual circumstance.
- Triage and prioritisation, it is an important skill, which will again rely heavily on good judgement knowledge of the patient's condition. This is anticipated to be required on a daily basis.

## PLANNING/ORGANISATIONAL SKILLS

- There will be the need to organise, and prioritise the clinical workload of the nurse-led macular / medical retinal service
- Longer term strategic planning and service improvement project are encouraged. This could include PIFU, non-face to face clinics and streamlined/standardised ways to monitor these patients using Epic, the Trust EPR

#### **PATIENT/CLIENT CARE**

- The post holder will need excellent organisational skills, as a key responsibility of the role is the safe delivery of immune modulatory treatment. This requires regular blood monitoring, counselling of the patient undergoing treatment, and fielding the questions and queries that often arise with these complex treatment regimes.
- Assesses, develops and implements specialist practitioner programmes of care.
- Provides highly developed specialist advice to patients and their families/carers, staff of all disciplines and students
- Communicates with a range other staff of all disciplines, acting as a highly specialist resource including liaison with other health care providers within the Trust regarding diagnosis and treatment advice
- Uses skills to assess and interpret specialist information and conditions and takes appropriate action usually without the need to refer to other specialists.

#### **POLICY/SERVICE DEVELOPMENT**

- Ensures clinical practice developments are based on best available evidence.
- Recommend and contribute to development of local guidelines, policies and practices which impact on other disciplines, for example guidelines on macular injections in line with GIRFT standards

#### **FINANCE AND PHYSICAL RESOURCES**

- Responsible for ophthalmic equipment; orders stock and office supplies for own area.

#### **HUMAN RESOURCES**

- Deliver teaching to medical students, ophthalmic specialist trainees, community optometrists, and fellow practitioners within the department.

#### **INFORMATION RESOURCES**

- Regular use of electronic patient records, analysis and interpretation of laboratory data, and transcribing results of multidisciplinary team meetings and discussions will be required.

#### **RESEARCH AND DEVELOPMENT**

- Ensures clinical practice developments are based on best available evidence.
- Reviews and disseminates new information to relevant staff.
- Coordinate the evaluation of clinical practice in relation to its evidence base and clinical effectiveness and proposes changes to practice accordingly

#### **PHYSICAL SKILLS**

- Physical dexterity to perform intravitreal injections

#### **PHYSICAL EFFORT**

- The post is clinic and office based, and will involve clinical examination at the slit lamp.

## MENTAL EFFORT

- Regular episodes of concentration are a necessary part of the position, for example assessments on slit lamp and reviewing diagnostic imaging to determine diagnosis and plan management of patients

## EMOTIONAL EFFORT

- Caring for patients who have sight loss and/or sight threatening conditions can be emotionally demanding. Thankfully with the advent of modern immune-modulatory treatment, this is becoming less frequent.

## WORKING CONDITIONS

- If necessary, the post holder will be expected to be able to deescalate or deal with sensitive issues or verbal aggression
- Large department with high volumes of patients can result in loud noise from conversations had between staff and patients.
- Being in vicinity of bodily fluids, for example tears.

## OTHER RESPONSIBILITIES

Take part in regular performance appraisal.

Undertake any training required in order to maintain competency including mandatory training, e.g. Manual Handling

Contribute to and work within a safe working environment

You are expected to comply with Trust Infection Control Policies and conduct him/herself at all times in such a manner as to minimise the risk of healthcare associated infection

As an employee of the Trust, it is a contractual duty that you abide by any relevant code of professional conduct and/or practice applicable to you. A breach of this requirement may result in action being taken against you (in accordance with the Trust's disciplinary policy) up to and including dismissal.

You must also take responsibility for your workplace health and wellbeing:

- When required, gain support from Occupational Health, Human Resources or other sources.
- Familiarise yourself with the health and wellbeing support available from policies and/or Occupational Health.
- Follow the Trust's health and wellbeing vision of healthy body, healthy mind, healthy you.
- Undertake a Display Screen Equipment assessment (DES) if appropriate to role.

## GENERAL

This is a description of the job as it is now. We periodically examine employees' job descriptions and update them to ensure that they reflect the job as it is then being performed, or to incorporate any changes being proposed. This procedure is conducted by the manager in consultation with the jobholder. You will, therefore, be expected to participate fully in such discussions. We aim to reach agreement on reasonable changes, but if agreement is not possible, we reserve the right to insist on changes to your job description after consultation with you.

Everyone within the Trust has a responsibility for, and is committed to, safeguarding and promoting the welfare of vulnerable adults, children and young people and for ensuring that they are protected from harm, ensuring that the Trusts Child Protection and Safeguarding Adult policies and procedures are promoted and adhered to by all members of staff.



# PERSON SPECIFICATION

<b>Job Title</b>	Advanced Ophthalmic Practitioner – Uveitis
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Requirements	Essential	Desirable
<b>QUALIFICATION/ SPECIAL TRAINING</b> Registered with eye care governing body (NMC/GOC/HPCP) First level degree in related subject or equivalent evidence of clinical ability and academic study Masters or equivalent experience Research qualification Recognised teaching qualification or prepared work towards Hold a non-medical prescribing qualification or be able to work under PGD (expectation to obtain this whilst in post)	E E  E	   D D D
<b>KNOWLEDGE/SKILLS</b> Excellent verbal and written communication skills Ability to manage own case/workload Ability to lead other clinical staff Ability to review the performance and development of other staff Ability to lead and coordinate research and audit activity Ability to implement and manage changes to practice successfully Computer literacy	E E E  E E E	   D
<b>EXPERIENCE</b> Relevant post registration experience at Band 6 or equivalent in Ophthalmology Experience of multi-professional working Experience of teaching in practice Ability to support and influence change	E  E E E	
<b>PERSONAL ATTRIBUTES</b> Able to work as an effective team member Diplomatic, calm and objective Highly motivated and enthusiastic Personally and professionally mature Demonstrates enthusiasm whilst recognising own limitations Assertive, confident yet approachable	E E E E E E	
<b>OTHER REQUIREMENTS</b> Ability to travel between sites on a sessional basis.	E	



WORKING CONDITIONS/HAZARDS		FREQUENCY (Rare/ Occasional/ Moderate/ Frequent)			
		R	O	M	F
<b>Hazards/ Risks requiring Immunisation Screening</b>					
Laboratory specimens	Y	x			
Contact with patients	Y				
Exposure Prone Procedures	Y		x		
Blood/body fluids	Y		x		
Laboratory specimens	Y		x		
<b>Hazard/Risks requiring Respiratory Health Surveillance</b>					
Solvents (e.g. toluene, xylene, white spirit, acetone, formaldehyde and ethyl acetate)	N				
Respiratory sensitisers (e.g isocyanates)	N				
Chlorine based cleaning solutions (e.g. Chlorclean, Actichlor, Tristel)	Y	x			
Animals	N				
Cytotoxic drugs	N				
<b>Risks requiring Other Health Surveillance</b>					
Radiation (>6mSv)	N				
Laser (Class 3R, 3B, 4)	N				
Dusty environment (>4mg/m3)	N				
Noise (over 80dBA)	N				
Hand held vibration tools (=>2.5 m/s2)	N				
<b>Other General Hazards/ Risks</b>					
VDU use ( > 1 hour daily)	Y				x
Heavy manual handling (>10kg)	N				
Driving	Y	x			
Food handling	N				
Night working	N				
Electrical work	N				
Physical Effort	N				
Mental Effort	Y				x
Emotional Effort	Y				x
Working in isolation	N				
Challenging behaviour	Y	x			