

**Orthoptist (Staff Grade)**

**Job Specification & Terms and Conditions**

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| **Job Title and Grade** | **Orthoptist (Staff Grade)**  (Grade Code: 3409) |
| **Campaign Reference** | To be completed by Recruiter. |
| **Closing Date** | To be completed by Recruiter. |
| **Proposed Interview Date (s)** | To be completed by Recruiter. |
| **Taking up Appointment** | A start date will be indicated at job offer stage. |
| **Location of Post** | Insert location  There is currently xx permanent / specified purpose / part time / whole-time vacancy available in xxxxxxxxxx  A panel may be formed as a result of this campaign for xxxxxxxxxxx from which current and future, permanent and specified purpose vacancies of full or part-time duration may be filled. |
| **Informal Enquiries** | Please provide name & contact details for person who will deal with informal enquiries. |
| **Details of Service** | Provide details to the following types of questions:   * What service does the unit provide? * What client group is served by the unit? * What are the possible future developments for the service? * What is the team structure? * What area is covered by this service?   There is no limit to the text that can be inserted here. Please use this section to highlight the service and generate interest in the service and job being recruited for |
| **Reporting Relationship** | Please outline reporting relationships associated with the post:   * To whom will the job holder report? * Who will report to the job holder?   *For example:*  The post holder will report to the Senior Orthoptist. |
| **Key Working Relationships** | Provide a brief overview of the types of people that the job holder will typically engage with in the fulfilment of the duties and responsibilities of their role. This overview should provide the applicant with a sense for the key working relationships associated with the role. |
| **Purpose of the Post** | What is the overall high-level purpose of the job?  *For example:*  The Orthoptist, Staff Grade, will be working to provide an Orthoptic service and care for service users / patients. |
| **Principal Duties and Responsibilities** | *The Orthoptist, Staff Grade will:*  **Clinical / Professional**   * Operate within the Scope of Practice of the British and Irish Orthoptic Society (BIOS) and Irish Association of Orthoptist’s (IAO) and register with CORU when applicable. * Maintain professional standards in relation to confidentiality, ethics and legislation. * Undertake Orthoptic assessment of appropriate cases referred to the Ophthalmologists / eye clinic, selecting appropriate tests and applying a high level of clinical judgement to the findings. * Test visual fields in patients using both the Humphrey and Goldmann visual field machines. * Independently and in conjunction with the Community Ophthalmic Physician and / or Consultant Ophthalmologist, reach a diagnosis of eye movement disorders. * Formulate treatment plans for child and / or adult patients, taking full account of the clinical findings and using a wide range of treatment skills. Where requested by the Community Ophthalmic Physician and / or Consultant Ophthalmologist, take responsibility for formulating and initiating treatment plans, including taking decisions on the therapy regimes for children and / or adults. * Undertake pre-operative and post-operative measurements of eye movement disorders and discuss surgical options with the consultant. Identify post-operative risks, and discuss this with the patients (parents / carers). [**Delete or include this bullet where relevant**] * Undertake Ophthalmic Imaging, (including OCT, FFA, HRT, Orbscan) when appropriate and advised to do so by the Community Ophthalmic Physician and / or Consultant Ophthalmologist. * Undertake assessment of Diabetic Retinopathy patients using OCT, FFA etc. [**Delete or include this bullet where relevant**] * Undertake pre-assessment of cataract patients using A scan biometry. [**Delete or include this bullet where relevant**] * Undertake monitoring of ARMD patients. [**Delete or include this bullet where relevant**] * Work autonomously and with individual Ophthalmic Physicians / Consultants to diagnose and treat patients with Strabismus and Amblyopia. * Work collaboratively with other disciplines and professions. * Be fully responsible for case note recording to a high detailed legible standard.   **Education and Training**   * Participate in mandatory training programmes. * Participate in continuing professional development (CPD) including in-service training, attending and presenting at conferences / courses relevant to practice, promoting and contributing to research etc. as agreed with the agreed with the Senior Orthoptist. * Engage in support / supervision with the Senior Orthoptist and participate in performance review. * Participate in the clinical tuition of Optometry, Orthoptic, medical and nursing students, participate in the practice education of student Orthoptists.   **Health & Safety**   * Comply with and contribute to the development of policies, procedures and safe professional practice and adhere to relevant legislation, regulations and standards. * Work in a safe manner with due care and attention to the safety of self and others. * Implement agreed policies, procedures and safe professional practice by adhering to relevant legislation, regulations and standards. * Be aware of risk management issues, identify risks and take appropriate action. * Document appropriately and report any near misses, hazards and accidents and bring them to the attention of the relevant person(s). * Have a working knowledge of the Health Information and Quality Authority (HIQA) Standards as they apply to the role for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc. and comply with associated HSE protocols for implementing and maintaining these standards as appropriate to the role. * Support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service.   **Administrative**   * Contribute to the planning and development of the Orthoptic Service and participate in service improvements. * Undertake any reasonable professional and administrative duties agreed with the Senior Orthoptist. * As an employee, maintain the confidentiality of information regarding patients, employees or any business relating to the HSE. * Maintain appropriate service user records, databases and statistics in accordance with HSE requirements and local guidelines, Freedom of Information Act, Data Protection Acts and other relevant legislation. * Engage in IT developments as they apply to service user and service administration. * Keep up to date with developments within the organisation and the Irish Health Service.   **The above Job Specification is not intended to be a comprehensive list of all duties involved and consequently, the post holder may be required to perform other duties as appropriate to the post which may be assigned to them from time to time and to contribute to the development of the post while in office.** |
| **Eligibility Criteria**  **Qualifications and/ or experience** | **Candidates must have at the latest date of application:**  **Please insert Eligibility Criteria for the post - see HSE website at:** [**http://hse.ie/eng/staff/Jobs/Eligibility\_Criteria/**](http://hse.ie/eng/staff/Jobs/Eligibility_Criteria/)  **Health**  A candidate for and any person holding the office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.  **Character**  Each candidate for and any person holding the office must be of good character. |
| **Post specific Requirements** | **This section may be used to specify that candidates must demonstrate particular experience deemed necessary for safe and effective performance in the role**  **e.g.**   * **depth and breadth of experience in providing a service to marginalised communities** * **depth and breadth of experience of working in a High Dependency Unit in an Acute setting** * **depth and breadth of experience of delivering concurrent, multiple projects.**   **Post Specific Requirements are not additional qualifications. It is not possible to include other qualifications in this section, without engaging in having those qualifications recognised as an essential part of the role. Essential requirements form part of the Eligibility Criteria. Eligibility Criteria must be agreed with National HR and are applied to all roles at this grade, not a job in a particular site or service.** |
| **Other requirements specific to the post** | **Please outline if there are specific practical requirements that are specific to the post**  **e.g.**   * **have access to appropriate transport to fulfil the requirements of the role** * **participate in an on-call rota** |
| **Skills, competencies and/or knowledge** | **Professional Knowledge**  *For example:*   * Demonstrates sufficient clinical and professional knowledge and practice to carry out the duties and responsibilities of the role. * Demonstrates knowledge of clinical advancements in the field and evidence of a commitment to continued professional development. * Demonstrates evidence of computer skills including Microsoft Office and Outlook. A willingness to develop Information Technology skills relevant to the role.   **Planning & Organising**  *For example:*   * Demonstrates effective planning and organising skills including awareness of resource management and the importance of value for money. * Manages multiple tasks and adjusts priorities in response to changing circumstances. * Demonstrates awareness of potential problems and flexibility in prioritising to maintain service standards. * Accepts responsibility for own work; demonstrates good time management skills and meets deadlines in a busy working environment.   **Team Player**  *For example:*   * Demonstrates the ability to work independently as well as part of a multidisciplinary team. * Seeks to establish co-operative working relationships with colleagues in other areas. * Promotes and participates in a culture of involvement and consultation. * Demonstrates the ability to react constructively to setbacks, is able to maintain professionalism and manage situations where conflict arises.   **Commitment to providing a quality service**  *For example:*   * Demonstrates a focus on quality and the provision of a quality service. * Demonstrates a commitment to assuring high standards and striving for a user centred service in line with best practice and professional standards. * Demonstrates evidence of assertiveness with an emphasis on being an advocate for patients. * Demonstrate initiative, flexibility and openness to change.   **Evaluating Information and Judging Situations**  *For example:*   * Demonstrates the ability to make accurate, evidenced based and timely decisions in relation to clinical decision-making and the management of patients. * Gathers information from a number of reliable sources and people to enable well-founded decisions. * Demonstrates the ability to think ahead to the consequences of decisions and considers precedence to ensure consistency. * Establishes integrity by ensuring that the professional, ethical and safety factors are fully considered in decisions into which they have input.   **Communication & Interpersonal Skills**  *For example:*   * Displays effective communication and interpersonal skills including the ability to build and maintain relationships and be an effective multi-disciplinary team member. * Presents information in a clear and concise manner. * Demonstrates a willingness to share knowledge and / or new ideas with staff and colleagues and provides instruction, guidance and support to staff, patients, family and carers. * Demonstrates evidence of the ability to empathise with and treat patients, relatives and colleagues with dignity and respect. |
| **Campaign Specific Selection Process**  **Ranking/Shortlisting / Interview** | A ranking and or shortlisting exercise may be carried out on the basis of information supplied in your application form. The criteria for ranking and or shortlisting are based on the requirements of the post as outlined in the eligibility criteria and skills, competencies and/or knowledge section of this job specification. Therefore it is very important that you think about your experience in light of those requirements.  Failure to include information regarding these requirements may result in you not being called forward to the next stage of the selection process.  Those successful at the ranking stage of this process (where applied) will be placed on an order of merit and will be called to interview in ‘bands’ depending on the service needs of the organisation. |
| **Code of Practice** | The Health Service Executive will run this campaign in compliance with the Code of Practice prepared by the Commission for Public Service Appointments (CPSA).  The CPSA is responsible for establishing the principles that should be followed when making an appointment. These are set out in the CPSA Code of Practice. The Code outlines the standards that should be adhered to at each stage of the selection process and sets out the review and appeal mechanisms open to candidates should they be unhappy with a selection process.  The CPSA Code of Practice can be accessed via <https://www.cpsa.ie/>. |
| The reform programme outlined for the Health Services may impact on this role and as structures change the Job Specification may be reviewed.  This Job Specification is a guide to the general range of duties assigned to the post holder. It is intended to be neither definitive nor restrictive and is subject to periodic review with the employee concerned. | |

**Orthoptist (Staff Grade)**

**Terms and Conditions of Employment**

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| **Tenure** | The current vacancy available is **permanent/temporary** and **whole time/part-time.**  The post is pensionable. A panel may be created from which permanent and specified purpose vacancies of full or part time duration may be filled. The tenure of these posts will be indicated at “expression of interest” stage.  Appointment as an employee of the Health Service Executive is governed by the Health Act 2004 and the Public Service Management (Recruitment and Appointments) Act 2004 and Public Service Management (Recruitment and Appointments) Amendment Act 2013. |
| **Remuneration** | The Salary scale for the post is: **PLEASE INSERT (Pro Rata - part-time)**  **PLEASE INSERT the most recent salary scales for the role and grade code.**  New appointees to any grade start at the minimum point of the scale. Incremental credit will be applied for recognised relevant service in Ireland and abroad (Department of Health Circular 2/2011). Incremental credit is normally granted on appointment, in respect of previous experience in the Civil Service, Local Authorities, Health Service and other Public Service Bodies and Statutory Agencies. |
| **Working Week** | The standard working week applying to the post is to be confirmed at Job Offer stage.  **Please include the following paragraph for posts that traditionally worked 9-5, Monday to Friday. Do not include for nursing and other posts that are required to work shifts over a 7-day week.**  HSE Circular 003-2009 “Matching Working Patterns to Service Needs (Extended Working Day / Week Arrangements); Framework for Implementation of Clause 30.4 of Towards 2016” applies. Under the terms of this circular, all new entrants and staff appointed to promotional posts from Dec 16th, 2008 will be required to work agreed roster / on call arrangements as advised by their line manager. Contracted hours of work are liable to change between the hours of 8am-8pm over seven days to meet the requirements for extended day services in accordance with the terms of the Framework Agreement (Implementation of Clause 30.4 of Towards 2016). |
| **Annual Leave** | The annual leave associated with the post will be confirmed at contracting stage. |
| **Superannuation** | This is a pensionable position with the HSE. The successful candidate will upon appointment become a member of the appropriate pension scheme. Pension scheme membership will be notified within the contract of employment. Members of pre-existing pension schemes who transferred to the HSE on the 01st January 2005 pursuant to Section 60 of the Health Act 2004 are entitled to superannuation benefit terms under the HSE Scheme which are no less favourable to those which they were entitled to at 31st December 2004 |
| **Age** | The Public Service Superannuation (Age of Retirement) Act, 2018\* set 70 years as the compulsory retirement age for public servants.  ***\* Public Servants not affected by this legislation:***  Public servants joining the public service, or re-joining the public service with a 26 week break in service, between 1 April 2004 and 31 December 2012 (new entrants) have no compulsory retirement age.  Public servants, joining the public service or re-joining the public service after a 26 week break, after 1 January 2013 are members of the Single Pension Scheme and have a compulsory retirement age of 70. |
| **Probation** | Every appointment of a person who is not already a permanent officer of the Health Service Executive or of a Local Authority shall be subject to a probationary period of 12 months as stipulated in the Department of Health Circular No.10/71. |
| **Infection Control** | Have a working knowledge of Health Information and Quality Authority (HIQA) Standards as they apply to the role for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc. and comply with associated HSE protocols for implementing and maintaining these standards as appropriate to the role. |
| **Health & Safety** | It is the responsibility of line managers to ensure that the management of safety, health and welfare is successfully integrated into all activities undertaken within their area of responsibility, so far as is reasonably practicable. Line managers are named and roles and responsibilities detailed in the relevant Site Specific Safety Statement (SSSS).  Key responsibilities include:   * Developing a SSSS for the department/service[[1]](#footnote-1), as applicable, based on the identification of hazards and the assessment of risks, and reviewing/updating same on a regular basis (at least annually) and in the event of any significant change in the work activity or place of work. * Ensuring that Occupational Safety and Health (OSH) is integrated into day-to-day business, providing Systems Of Work (SOW) that are planned, organised, performed, maintained and revised as appropriate, and ensuring that all safety related records are maintained and available for inspection. * Consulting and communicating with staff and safety representatives on OSH matters. * Ensuring a training needs assessment (TNA) is undertaken for employees, facilitating their attendance at statutory OSH training, and ensuring records are maintained for each employee. * Ensuring that all incidents occurring within the relevant department/service are appropriately managed and investigated in accordance with HSE procedures[[2]](#footnote-2). * Seeking advice from health and safety professionals through the National Health and Safety Function Helpdesk as appropriate. * Reviewing the health and safety performance of the ward/department/service and staff through, respectively, local audit and performance achievement meetings for example.   **Note**: Detailed roles and responsibilities of Line Managers are outlined in local SSSS. |

**\*\*\*\*\*\*\*Helpful Reminders\*\*\*\*\*\*\***

**1) Please remember to delete any prompts and / or tables (in dark blue) in the sections above**

**2) Ensure all fonts are now in black**

1. A template SSSS and guidelines are available on the National Health and Safety Function, here: <https://www.hse.ie/eng/staff/safetywellbeing/about%20us/>

   2 See link on health and safety web-pages to latest Incident Management Policy [↑](#footnote-ref-1)
2. [↑](#footnote-ref-2)