

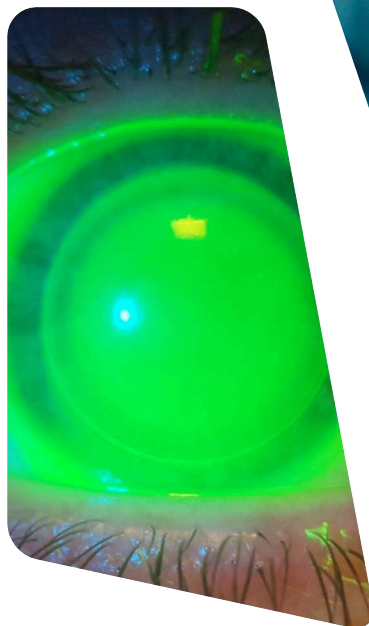
Welcome to Optometry at NNUH

The Norfolk & Norwich University Hospital
NHS Foundation Trust

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*Welcome From
NNUH
Optometry Service*



We are delighted that you have made the first step towards joining us as a colleague at Team NNUH! With so many developments and so much growth going on, this is absolutely the right time to start thinking about your career with us.

It is our aim at NNUH that everyone have the opportunity to develop their career, to nurture their health and wellbeing, to receive recognition for their contribution and be empowered to be part of the transformation to the experience of care for our patients, their families and carers and our colleagues. To that end, we are passionate about finding the right people who share our Trust's P.R.I.D.E. values – People-focused, Respect, Integrity, Dedication and Excellence.

We are so pleased that you are interested in joining us and will do everything we can to ensure that your career with us is rewarding, exciting and deserving of your skills and expertise. You may already have some questions for us, so please let me direct you to the right colleague to support you.

A Fine City



- If you are looking to escape the bustle of the big city, Norwich is sat in the heart of the beautiful Norfolk Countryside where you will find 90 miles of stunning coastline and beaches, the famous Norfolk Broads, home to more than a quarter of the country's rarest animals and birds, and countless scenic walking routes and grand stately homes.
- With excellent transport links to Cambridge and London, affordable housing, and award-winning schools; Norfolk offers everything you require to establish the perfect work life balance.
- Norwich itself caters to a broad range of tastes, for all types of individuals and families. The city centre is home to leading high-street shops and restaurants, alongside vibrant and thriving local and independent businesses. You can roam among the picturesque cobbled streets, original city walls, stunning cathedrals and one of the largest open-air markets in the country at your leisure. It's easy to see why Norwich was named '**Best place to live in the UK**' Sunday Times, 2026.





Making the Most of Norwich and Norfolk

City of Stories

- Dating back to Anglo-Saxon times when Novic was a Royal City and the Capital of East Anglia, Norwich has a rich history which it proudly displays in its cobbled streets and numerous historic buildings including the magnificent Cathedral
- In 2012, Norwich became England's first UNESCO City of Literature, thanks to the city's long literary history: from Julian of Norwich, the first woman to be published in English in the 14th century, to the establishing of the first Creative Writing Masters at UEA, with graduates including Booker Prize Winners Ian McEwan, Anne Enwright and Kazuo Ishiguro.



- From fine dining to Street Food markets Norwich has a thriving food scene with a wide range of independent places to suit everyone's taste buds.
- With large shopping malls and department stores in the city centre it won't be hard to find your favourite shops but don't miss out on the independent boutiques and local institutions to be found in the Norwich Lanes!

- Known for our 'big skies' and wide open countryside Norfolk has plenty to offer in outdoor pursuits
- From Felbrigg Hall to the Blickling Estate Norfolk has a number of incredible National Trust run stately homes open to the public, none more notable or famous than Sandringham House in West Norfolk home to the Royal Family for generations!
- If you are more interested in the sea and beaches Norfolk has over 90 miles of coast line.
- The days out can range from traditional seaside resorts and arcades at Great Yarmouth, to crabbing from the '2024 Pier of the Year' in Cromer, to more quiet secluded beaches and Seal spotting at Blakeney Point and Horsey Beach



- Looking to entertain the kids? Norfolk is home to some great family attractions including Banham Zoo, Thrigby Hall Safari Park, the magical BeWILDerwood theme park and Go Ape high rope course in Thetford Forrest as well as many more family days out!

Nelson's County

About Our Hospital



One of the largest teaching Hospitals in the UK, NNUH is a purpose built modern site with exceptional facilities and close working ties with UEA, consistently a 'Top 25' University, and Norwich Research Park, an internationally recognised, world class research institute.

NNUH provides first-class acute care for around one million people, living in Norfolk and surrounding areas. As a teaching and research hospital we aim to be at the forefront of innovation and we are proud to be home to state-of-the-art facilities, such as the Quadram Institute.

We are keen to continue evolving, developing and investing in our service to meet the needs of the people of Norfolk and the surrounding counties, as we provide almost one million out-patient appointments, day case procedures and in-patient admissions every year

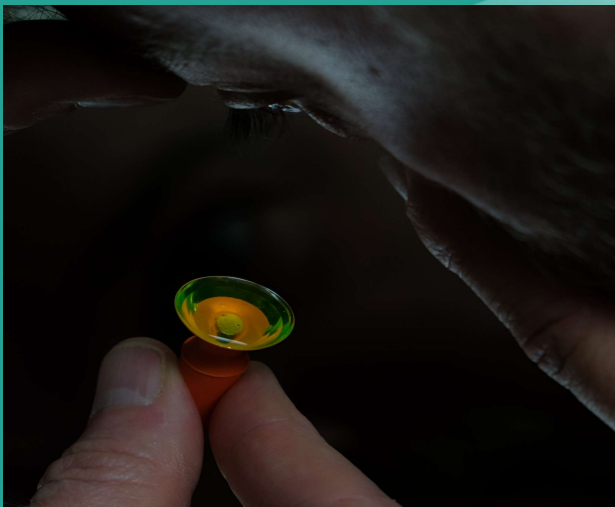
Working Closely with UEA we provide teaching opportunities for our staff and placement opportunities for their students. Furthermore NNUH attracts some of the best and leading professionals from across the country and we are proud that our workforce represents 94 countries from across the world.

The Ophthalmology Directorate at NNUH comprises three sites; the Central Norwich Eye Clinic, the Allies Eye Unit in Cromer, and the Eye Department at the main Trust site at Colney Lane on the west side of Norwich.

The Central Norwich Eye Clinic is a dedicated city-centre ophthalmic outpatient facility which primarily provides clinical care to patients within the medical retina, glaucoma and oculoplastic services. As well as its own administrative facilities, the clinic has three vision bays and an imaging suite as well as five clinic rooms and two injection rooms.

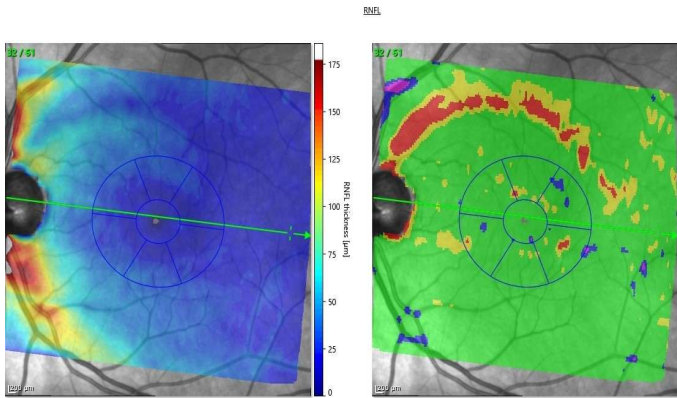
The main eye department on the Colney lane site houses a large outpatient facility with more than twenty clinic rooms along with vision bays, imaging suites, visual field rooms, treatment rooms and laser rooms. Adjacent to the ophthalmic outpatient area is the Nelson Day Unit alongside our two dedicated ophthalmic theatres. Between theatres and the eye clinic is our own staff rest room with kitchen area. The eye unit has its own office space including administrative areas, consultant offices and the ophthalmology secretariat.

The Allies Eye Clinic replicates most of the features of the main eye department serving the seaside town of Cromer on the North Norfolk Coast, including its own dedicated eye theatre.



Ophthalmology Directorate

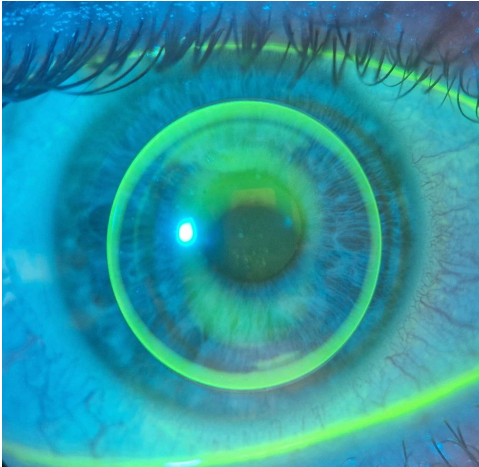
The Ophthalmology Directorate provides outpatient, as well as day-case, and in-patient surgical care to a catchment area of around one million people. The unit has fifteen consultant ophthalmologists and several specialty doctors covering all if the main ophthalmic sub-specialities. As well a large team of ophthalmic nurses including specialist nurses, the unit has a team of ophthalmic photographers providing imaging services, an orthoptic service as well as the optometry service (see below).



Our pair of dedicated ophthalmologic theatres are staffed by a team of specialist theatre nurses, ODPs etc. and is supported by a dedicated day unit run by specialist nursing staff.

The Optometry Service is led by one full-time Consultant Optometrist alongside four part-time Specialist Optometrists, a Low Vision Practitioner, and a dedicated Optometry Administrator. The core Optometry clinics include a Low Vision Clinic and a Specialist Contact Lens Clinic. The Contact Lens Clinic looks after patients with a clinical indication for contact lens wear, typically patients with keratoconus, other corneal conditions, post-keratoplasty eyes, as well as complex prescriptions and cosmetic cases. Lens types used include corneal RGP lenses, mini- and full-size scleral lenses, specialist soft lenses and hybrid designs.

Optometrists spend a significant proportion of their clinical time in extended role clinics where their role is overlaps with that of our ophthalmologist colleagues. We currently have extended roles within the glaucoma, medical retina, paediatric, cataract (pre- and post-surgery), and glaucoma laser clinics. We are also planning to introduce roles within the corneal and uveitis services in the near future.



Helping You Develop Your Career in Hospital Optometry/Ophthalmology



Training and supervision for those without experience of the 'core' optometry clinics (Low Vision Clinic and Specialist contact lens clinic) will be provided in-house by our experienced optometry team. Each of the extended clinical roles within the ophthalmic clinics has a dedicated Trust-approved protocol underpinning that role. Training in extended roles typically comprises a period shadowing an experienced ophthalmologist or optometrist followed by a period of supervised practice.

Once competency has been assessed to be at the appropriate level, the extended role optometrist will be able to function with a degree of autonomy. Most of our clinic protocols are multi-level providing for increased autonomy as skills and experience develop.

All of our current optometrists are qualified independent prescribers (IP) and have the chance to use their 'IP' in both the core and extended role clinics. For suitable candidates, the Trust can offer funding and clinical placements for optometrist staff wishing to complete this qualification. There may also be funding available to support higher qualification relevant to the clinical roles undertaken.



At the Norfolk & Norwich University Hospital Trust we are keen to receive colleague feedback on what it is like to work here and how we can improve things for our staff and patients. We do this in many ways, the most formal way to gather this feedback is through an anonymous Annual Employee Engagement survey, which is carried out across the whole NHS in the Autumn each year. Throughout the year we also ask colleagues to participate in a National Quarterly Pulse survey, so we can measure any progress.

Although the data received is used across the whole NHS, what is important to us here is what our colleagues at the Norfolk & Norwich University Hospital Trust are telling us and how our people feel about their workplace, our culture, what is great and not so great.

The output of the surveys is a People Promise Plan, a comprehensive action plan of what we will do in the following year to improve on the feedback our colleagues have provided!

Each pillar of the plan (in the banner below) has a senior colleague who owns the sections and regular reviews take place and our colleagues are updated on the progress.

You will see in the People Promise Banner below the areas we focus on in the plan. Our aim is to ensure all colleagues feel that that the NNUHT is a great place to work.

People Promise

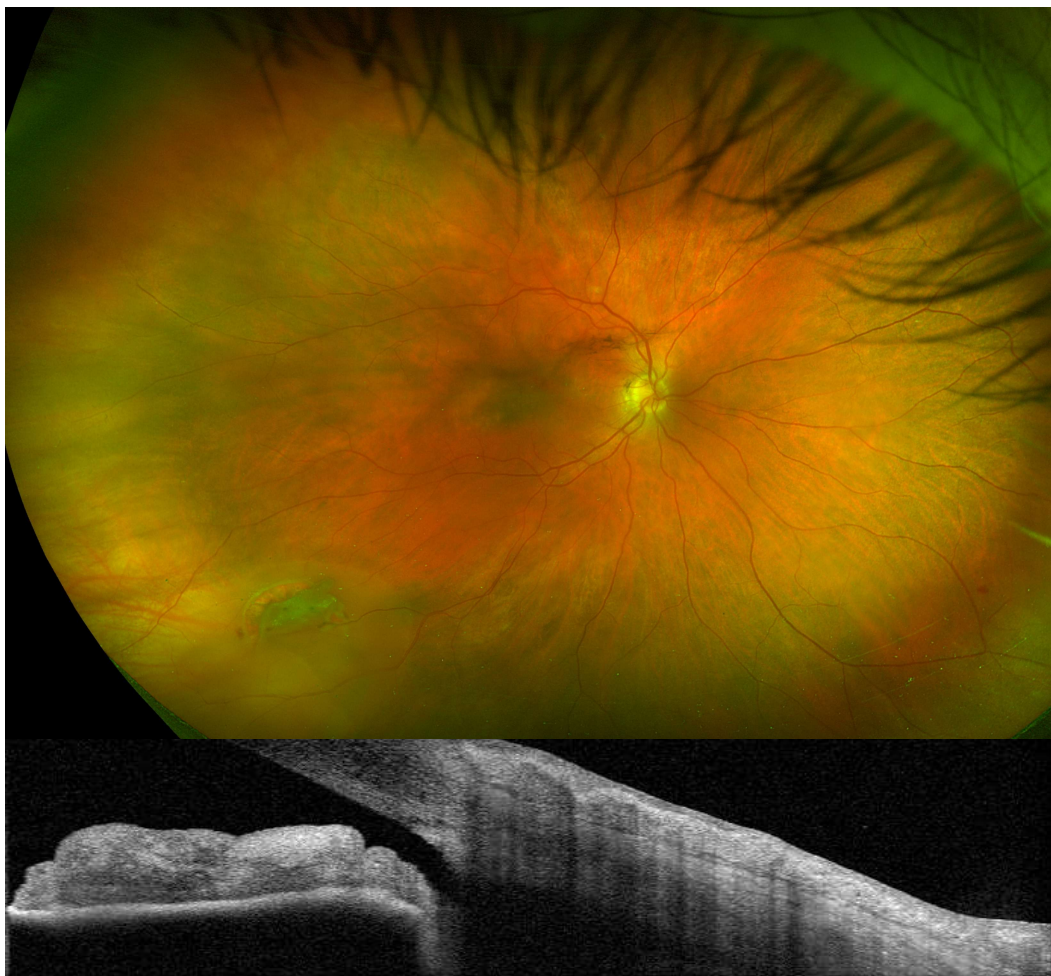


The People Promise





Being Part of Team NNUH



Diversity, Inclusivity and Belonging at NNUH

The Trust is committed to being an equal opportunities employer and aims to promote NNUH as Our Hospital for All – building diversity, inclusiveness and belonging into everything that it does, resulting to better staff experience and patient care. Our commitment to Diversity and Inclusion cannot be separated from our PRIDE values and behaviours, which recognises the importance of providing positive experiences for service users and our colleagues.



NNUH Staff Groups

The Trust has four staff networks which help us to continue our journey in building an compassionate and inclusive culture. The networks are; NNUH Together (formerly known as Black, Asian and Minority Ethnic network), Diverse Ability, LGBT+ and Women's. Each network offer peer support as well as work with the Trust on policies, processes and action plans impacting all groups of staff to ensure we feel a sense of belonging and can bring our true authentic selves to work – enabling us all to have the best possible experience working for NNUH.



Join NNUH!

- Be part of a Team of over 10,000
- One of the UK's largest teaching hospitals
- Home to World Class Facilities and Ground Breaking Procedures
- Helping over 1 million people across Norfolk & Suffolk annually



In addition to being part of our amazing team at NNUH and one of the counties biggest employers we are pleased to offer you the full range of NHS benefits/discounts plus;

- Flexible working hours
- Fast Track Staff Physiotherapy Service
- Multi Faith prayer room
- Discounted gym memberships
- Excellent pension scheme and annual leave entitlement
- Wagestream - access up to 40% of your pay as you earn it
- Free Park & Ride service direct to NNUH site
- Free 24-hours confidential counselling support
- On-site Nursery
- On-site cafes offering staff discounts
- Support in career development
- Flexible staff bank
- Salary Sacrifice schemes including lease cars, Cycle to Work scheme and home electronics