



Optometry Scopes

Dispensing Optician
Optometrist
Orthoptist



Criteria for National Registration Requirements – Dispensing Optician

Criteria	Dispensing Optician
Definition	Dispensing Optician is a technical practitioner who fits and dispenses corrective lenses and/or contact lenses prescribed by an optometrist.
Practice Settings	Dispensing Optician is practiced in private practices and optical shops.
Education	Diploma of dispensing optician: 2 (Two) years of fulltime course
Scope of Practice	<ul style="list-style-type: none"> • Receive customers' prescriptions for eyeglasses or contact lenses. • Understand all optical prescriptions presented to the optical shop by patients after prescribed by Optometrists. • Have a good knowledge about different types of ophthalmic lenses. • Take frame and facial measurements to ensure correct fit and positioning and to ensure a good fit. • Help patients and/or customers to choose eyeglass frames and lens treatments, such as eyewear for occupational use or sports, tints or anti-reflective coatings, based on their vision needs and style preferences. • Create work orders for ophthalmic laboratory technicians, providing information about the lenses needed. • Be able to check glasses after they are delivered, from the laboratory, to ensure that they meet the required specifications. • Repair or replace broken eyeglass and/or frames. • Have a good knowledge on how to dispense contact lenses prescribed by Optometrists. • Give good advice about the wearing time and how to take care of contact lenses and explain to patients the recommendations of the prescribed Optometrist. • Be able to manage and order a range of optical products for patients and/or customers.
Experience	<ul style="list-style-type: none"> • Overseas candidates: A minimum of 2 years' experience as a Dispensing Optician inclusive of one (1) year supervised experience as dispensing optician (supervision is done by a licensed optometrist and/or a licensed dispensing optician). • For Qatari Nationals, Qatar Universities graduates, offspring of Qatari women or offspring of residents, please refer to the DHP Circular No.24/2020.
Licensure	Candidates should have a valid license/registration certificate accompanying the required years of experience
Competency validation	<ul style="list-style-type: none"> • Passing the DHP licensing examination (if applicable), unless exempted, please refer to Circular No.24/2020, and the qualifying examination policy at the following link: https://dhp.moph.gov.qa/en/Documents/Qualifying%20Examination%20Policy.pdf • Verification of the educational qualifications and relevant graduate clinical experience.
Other Requirement for	<ul style="list-style-type: none"> • (Refer to DHP requirements for license Registration/Evaluation) https://dhp.moph.gov.qa/en/Pages/HowToRegisterToPracticeInQatar.aspx



Evaluation & Registration	
Requirements for License renewal	<ul style="list-style-type: none">• (Refer to DHP requirements for license Registration/Evaluation) https://dhp.moph.gov.qa/en/Pages/HowToRegisterToPracticeInQatar.aspx
<p>Note: Applicant with break from practice please see the DHP “Break from Practice Policy” at the following link: https://dhp.moph.gov.qa/en/Documents/Policy%20on%20Break%20from%20Practice.pdf</p>	



Dispensing Optician - Scope of Practice

INTRODUCTION

The Scope of Practice for Dispensing Optician uses a competency framework built on five domains intrinsic to the role of Dispensing Optician:

1. Professional and Ethical Practice
2. Clinical Practice
3. Leadership & Management
4. Education, Learning and Development
5. Research and Development

Each domain is described through competency standards and performance criteria that define the requirements for practice demanded of the Dispensing Optician. This document is to be used as a foundation for Dispensing Optician roles, professional development and performance appraisal.

STATEMENT OF PURPOSE:

The purpose of this document is to define the Scope of Practice of Dispensing Optician across the State of Qatar to:

- a) Describes the breadth of professional practice offered within the profession of dispensing Optician.
- b) Defines professional autonomy and accountability, required competencies and scope of ethical and legal practice of the Dispensing Optician in relation to patient/customer, families, and other members of the multidisciplinary team, community and society.
- c) Serves as a reference for license regulating authorities and professionals governing optical dispensing and health care.
- d) Identifies the Dispensing Optician as a practitioner and to provide examples of setting in which they are engaged.

DEFINITION OF DISPENSING OPTICIAN:

Dispensing Optician, is a technical practitioner who fits and dispenses corrective lenses and/or contact lenses prescribed by an optometrist or ophthalmologist

PROFESSIONAL ROLES AND ACTIVITIES:

The Activities of the Dispensing Optician include:

- Receive customers' prescriptions for eyeglasses or contact lenses.
- Understand all optical prescriptions presented to the optical shop by patients after prescribed by Optometrists.
- Have a good knowledge about different types of ophthalmic lenses.
- Take frame and facial measurements to ensure correct fit and positioning and to ensure a good fit.
- Help patients and/or customers to choose eyeglass frames and lens treatments, such as eyewear for occupational use or sports, tints or anti-reflective coatings, based on their vision needs and style preferences.
- Create work orders for ophthalmic laboratory technicians, providing information about the lenses needed.
- Be able to check glasses after they are delivered, from the laboratory, to ensure that they meet the required specifications.
- Repair or replace broken eyeglass and/or frames.
- Have a good knowledge on how to dispense contact lenses prescribed by Optometrists.
- Give good advice about the wearing time and how to take care of contact lenses and explain to patients the recommendations of the prescribed Optometrist.
- Be able to manage and order a range of optical products for patients and/or customers.



- Perform business tasks, such as maintaining sales records, keeping track of customers' prescriptions, and ordering and maintaining inventory.

COMPETENCY FRAMEWORK

1. DOMAIN ONE: PROFESSIONAL AND ETHICAL PRACTICE

This domain defines the professional accountability and scope of ethical and legal practice of the Dispensing Optician in relation to patients, families, other members of the multidisciplinary team, community and society.

1.1 Competency Standard: Accountability

Accepts accountability for own actions, and decision-making and for the related outcomes.

Performance Criteria:

- 1.1.1. Demonstrates accountability for own professional judgments and professional actions taken.
- 1.1.2. Works within the limits of own competence and the boundaries of the Scope of Practice.
- 1.1.3. Seeks appropriate guidance when encountering situations beyond the limits of own competence and the Scope of Practice.
- 1.1.4. Assumes accountability for the outcome of care provided to the patient and customer.
- 1.1.5. Assumes accountability for maintaining his competency
- 1.1.6. Acknowledges and respects the accountability and responsibilities of other optical dispensing team members and personnel
- 1.1.7. Assumes accountability for delegation of aspects of care delivery

1.2 Competency Standard: Ethical Practice

Demonstrates integrity, accountability, honors the rights and dignity of all individuals, and pursues a quest for excellence in all professional activities that serve the best interests of the patient, customers, society, and the profession.

Performance criteria:

- 1.2.1 Practices in a respectful manner toward each person regardless of age, gender, race, nationality, religion, ethnicity, social or economic status, sexual orientation, health condition, or disability.
- 1.2.2 Recognizes own personal biases and refrain from discriminating against others in optical dispensing practice, consultation, education, research, and administration.
- 1.2.3 Protects confidential patient information and discloses confidential information to appropriate authorities only when allowed or as required by law.
- 1.2.4 Adheres to the standards of dispensing optician practice and incorporates them into own practice.
- 1.2.5 Refrains from accepting favors or other considerations that influence or give an appearance of influencing their professional judgment.
- 1.2.6 Respects the patient's and/or customers' establishing a context for self-determination, and informed consent.
- 1.2.7 Questions when appropriate, optical dispensing practice where the safety of others is at risk and where the quality of care warrants improvement; acts where the safety of care is compromised and where necessary reports others who may be risking patient/customer safety.
- 1.2.8 Demonstrates professional integrity and ethical conduct in matters where a conflict of interest could be construed, i.e. when advising on the use of products, devices or services.

1.3 Competency Standard: Legal Practice

Functions at all times in accordance with the national laws and regulations, legislative, regulatory and policy guidelines relevant to the scope of dispensing optician practice.

Performance criteria:



- 1.3.1 Practices in accordance with agreed policies and procedures that guide dispensing optician practice.
- 1.3.2 Practices in accordance with relevant State of Qatar laws and regulations that impact dispensing optician practice.
- 1.3.3 Maintains valid registration and licensure to practice in Qatar.
- 1.3.4 Recognizes and acts upon breaches of laws and regulations relating to the professional role.

2. DOMAIN TWO: Clinical Practice

As an autonomous healthcare profession, Dispensing Optician is practiced in partnership with members of the inter-professional team, service users, support staff and others in order to deliver collaborative care across the optical dispensing continuum.

2.1 Competency Standard: Patient centered Care

Dispensing Optician provides care that is respectful of and responsive to individual patient conditions, needs and values. He/she is responsible for ensuring that the patient/service user is at the center of all decisions about care wherever possible.

Performance criteria:

- 2.1.1 Demonstrates independent and objective professional judgment in the patient's best interest in all ordered prescriptions
- 2.1.2 Focuses on the patient's goals, expectations, needs and abilities for all interventions.
- 2.1.3 Focuses on the health outcomes that are important to individual patients
- 2.1.4 Ensures that patients are well informed and actively participate in care.
- 2.1.5 Maintains knowledge and develop practical skills
- 2.1.6 Evaluates developments in all dispensing optician techniques and technology.
- 2.1.7 Applies and adapt new and existing procedures and techniques to improve patient/customer care
- 2.1.8 Uses experiences and discussions with expert colleagues to improve Patient/customer care.
- 2.1.9 Ensures that knowledge, expertise and equipment remain current
- 2.1.10 Practices without need for supervision) the optometrist will review his/her products on patient's next visit.)
- 2.1.11 Acts in accordance with the standards of behavior of the profession.
- 2.1.12 Provides advice and information to patients and other customers
- 2.1.13 Utilizes resources to enhance patient/customer care
- 2.1.14 Understands the principles of the planning, establishment, development and maintenance of dispensing optician practice.
- 2.1.15 Understands the legal obligations involved in dispensing optician practice.
- 2.1.16 Understands factors affecting the community's need for services.

2.2 Competency Standard: Provision of Care

Dispensing Optician serves a diverse population and may function in one or more of a variety of activities. Dispensing Optician practice endorses adherence to standards of practice and supports the delivery of effective and efficient care.

Performance criteria:

- 2.2.1 Ensures that data is organized in a legible, secure, accessible, permanent and Unambiguous manner
- 2.2.2 Maintains confidentiality of patient records.
- 2.2.3 Keeps accurate, contemporaneous, comprehensive and legible records of patient care in accordance with applicable legislation, protocols and guidelines. This includes Qatar Supreme Council for Health requirements and local guidance at a facility level.

2.3 Competency Standard: Evidence-Based Practice

Dispensing Optician integrates evidence and research findings into their own practice.



Performance Criteria:

- 2.3.1 Identifies, and integrates research findings into everyday routines, evaluations, and interventions.
- 2.3.2 Integrates best available evidence, clinical expertise, and patient values and circumstances related to patient/client management, practice management and health policy decision making into practice.
- 2.3.3 Participates in the formulation of evidence-based practice based on best available evidence and/or national and international professional consensus, guidance and audit.

2.4 Competency Standard: Communication and Teamwork

Uses communication skills to ensure that other members of the optical dispensing team, the patient and their family are and remain fully informed.

Performance Criteria:

- 2.4.1 Communicates effectively with the patient
 - 2.4.1.1 Establishes rapport and verbal and non-verbal communication is adapted to the needs and profile of the patient/customer.
 - 2.4.1.2 Communicates clearly and professionally with the patient. Shares relevant information in timely manner.
 - 2.4.1.3 Demonstrates awareness about the patients/customer's beliefs, concerns and expectations.
 - 2.4.1.4 Able to modify means of communication to take into account important variables such as age, capacity, learning and physical ability.
- 2.4.2 Adapts cultural safety and linguistic diversity during communication
 - 2.4.2.1 Respects cultural and linguistic diversity in all communication with the client, colleagues and other service providers.
 - 2.4.2.2 Applies cultural considerations in recognizing, negotiating and resolving conflicts.
- 2.4.3 Demonstrates skills in personal communication
 - 2.4.3.1 Demonstrates effective listening and questioning skills.
 - 2.4.3.2 Demonstrates empathy and respect.
 - 2.4.3.3 Identifies and clarifies incoming information.
 - 2.4.3.4 Interprets information accurately.
 - 2.4.3.5 Disseminates information accurately.
 - 2.4.3.6 Seeks feedback that information given has been understood.
- 2.4.4 Communication and collaboration with team members
 - 2.4.4.1 Establishes an effective working relationship with optical dispensing professionals and other service providers in a timely manner.
 - 2.4.4.2 Participates in building consensus and or resolving conflict in the context of patient/customer care and the multi-professional team.
 - 2.4.4.3 Engages proactively in teamwork and the team-building processes.
 - 2.4.4.4 Works effectively with other professionals to prevent, negotiate and resolve inter-professional conflict.
 - 2.4.4.5 Facilitates and maintains communication with Optometrists and within optical dispensing team.
 - 2.4.4.6 Demonstrates an understanding and respect of the roles, responsibilities and differing perspectives of team members.

3 DOMAIN THREE: Leadership and Management

Exhibits leadership qualities required for the provision of safe, effective optical dispensing care. This domain includes compliance with the Department of Healthcare Professions (DHP) Code of Ethics and Professional Conduct and the healthcare organization's Code of Behavior as the operating frameworks.



3.1 Competency Standard: Leadership

Exhibits leadership qualities and manages optical dispensing practice safely, efficiently and ethically.

Performance Criteria

- 3.1.1 Applies practical reasoning, critical thinking and problem-solving skills in the provision, management and evaluation of care.
- 3.1.2 Manages self, and where appropriate assists others, to ensure effective workload prioritization and time management.
- 3.1.3 Provides feedback, offers suggestions for change and deals effectively with the impact of change on own practice, the team and/or on the organization.
- 3.1.4 Initiates and leads clinical case reviews with multidisciplinary team
- 3.1.5 Contributes to relevant decisions about workload and arrangements for cover based on clear and concise information and data
- 3.1.6 Contributes to the evaluation of services and wider eye healthcare systems relevant to their own practice.

3.2 Competency Standard: Management

Dispensing opticians manage time, resources, and priorities at all levels for individual practice.

Performance criteria

- 3.2.1 Manages individual practice effectively.
- 3.2.2 Sets priorities and manages time for provision of client services and delivery of optical dispensing practice.
- 3.2.3 Balances time for work, professional activities, and personal responsibilities.
- 3.2.4 Manages and supervises personnel involved in the delivery of optical dispensing services.
- 3.2.5 Participates in activities that contribute to the effectiveness of optical dispensing practice.
- 3.2.6 Anticipates, recognizes, and prevents hazards in the physical environment (e.g., infection prevention and control; hazardous waste; electrical safety; equipment).
- 3.2.7 Delivers optical dispensing services in a safe physical environment for self, other team members and staff.
- 3.2.8 Participates in quality improvement and patient/customer safety initiatives.

3.3 Competency Standard: Quality Improvement and Safety

Ensures that optical dispensing practice meets organizational quality and safety standards and guidelines and participates in continuous quality improvement.

Performance criteria

- 3.3.1 Practices in accordance with approved quality standards and guidelines reflecting recognized evidence based best practice.
- 3.3.1 Seeks evidence from a wide range of credible sources to maintain, extend and evaluate the quality of optical dispensing practice.
- 3.3.2 Acts immediately and appropriately in accordance with the national and/or organizational disaster plan as needed by participating in triage and coordination of care for patients.
- 3.3.3 Implements quality assurance and risk management strategies.
- 3.3.4 Ensures a safe environment by identifying actual and potential risks and takes timely action to meet national legislation and workplace health and safety principles.
- 3.3.5 Acknowledges limitations in knowledge, judgment and/or skills, and functions within those limitations.
- 3.3.6 Recognizes less than optimum or unsafe practice in self and others and intervenes, records and reports, and acts to access and/or provides support to ensure remediation of deficiencies.
- 3.3.7 Participates in ongoing quality improvement and risk management initiatives.
- 3.3.8 Adheres to and implements infection control policies and procedures.



3.3.9 Communicates and records safety concerns to the relevant authority and documents response.

3.4 Competency Standard: Delegation and Supervision

Delegates and provides supervision to team members according to their competencies

Performance Criteria

3.4.1 Delegates to others, activities commensurate with their abilities and scope of practice.

3.4.2 Uses a range of supportive strategies when supervising aspects of care delegated to others.

3.4.3 Maintains accountability and responsibility when delegating aspects of care to others.

4 DOMAIN FOUR: Education, learning and development

4.1 Competency Standard: Education and Facilitation

Demonstrate commitment to continuing education of self and other members of the optical dispensing team regarding optical dispensing practice.

Performance criteria:

4.1.1 Shares and disseminates professional knowledge and research findings with others.

4.1.2 Demonstrate understanding of the strength of evidence and applicability of content presented during professional development activities before integrating the content or techniques into practice.

4.1.3 Participate in environments that support professional development, lifelong learning, and excellence.

4.1.4 Shares and disseminates professional knowledge and research findings with others.

4.1.5 Contributes to the formal and informal education and professional development of students and colleagues facilitating and where appropriate coordinating learning opportunities.

4.1.6 Acts as an effective preceptor and/or mentor as assigned, undertaking appropriate preparation and updating to undertake the roles.

4.1.7 Takes opportunities to learn together with others in order to contribute to eye healthcare improvement.

4.2 Competency Standard: Lifelong learning and development

Assumes responsibility for own professional development through lifelong learning to ensure continued competence and performance improvement.

Performance criteria:

4.2.1 Assumes responsibility for own professional development in the field of optical dispensing service.

4.2.2 Reviews own practice through reflection, peer review, competency assessment, critical examination and evaluation.

4.2.3 Instigates planned updating knowledge and skills for safe, person-centered, evidence-based practice.

4.2.4 Maintains a record of learning and professional development activities and accreditation commensurate with the DHP continuing professional development standards.

4.3 Competency Standard: Promotion of health and patient education

Enables and provides information on maintaining and optimizing health and maximizing wellbeing.

Performance criteria:

4.3.1 Applies knowledge of resources available for optical dispensing promotion and education.

4.3.2 Acts to empower the individual, family and community to adopt ocular healthy lifestyles and concord with self-management to promote wellbeing.

4.3.3 Provides relevant health information and patient/customer education to individuals, families and communities to assist in achieving optimal optical dispensing services and rehabilitation.

5 DOMAIN FIVE: RESEARCH AND DEVELOPMENT



This domain articulates the requirement that the optical dispensing employee should practice incorporating best available evidence to provide quality optical dispensing services and contribute to the creation and/or implementation of knowledge through active participation.

5.1 Competency Standard: Using data and information systems

Uses data systems to enhance the quality and delivery of patient care.

Performance Criteria:

- 5.1.1 Demonstrates information technology skills needed to inform and provide optimum optical dispensing services and accurately document outcomes of interventions.
- 5.1.2 Understands how to use technology and data to assist in problem identification and identification of deficiencies that can be remediated to enable improvements in patient care.
- 5.1.3 Analyses data accurately and comprehensively leading to appropriate interpretation of findings and development of implementation plans.
- 5.1.4 Recognizes the need to manage records and all other information in accordance with applicable legislation, protocols and guidelines.

5.2 Competency Standard: Research Participation

Uses research, evaluation, service improvement and audit findings to enhance the quality of patient care and protect the rights of those participating.

Performance Criteria:

- 6.2.5 Participates in activities that disseminate research findings such as publications, journal clubs, grand rounds and presentations.
- 6.2.6 Promotes research, evaluation, service improvement initiatives and audit, designed to improve the optical dispensing services and disseminate findings to colleagues, patients/customers, families, communities, and society.
- 6.2.7 Undertakes appropriate development to ensure competency to recruit, ensure informed consent is obtained, support involvement, facilitate, monitor and where appropriate advocate withdrawal of individuals participating in clinical research and evaluation.



Criteria for National Registration Requirements – Optometrist

Criteria	Optometrist
Definition	Optometrist is a healthcare profession that is autonomous, educated, and regulated (licensed/registered). Optometrists are the primary healthcare practitioners of the eye and visual system who provide comprehensive eye and vision care, which includes refraction, fitting and dispensing of corrective lenses, performing ophthalmic diagnostic tests and the rehabilitation of conditions of the visual system.
Practice Settings	Optometry is practiced in a wide variety of settings, such as hospitals, community health clinics, educational institutions, private practices and optical shops.
Education	The education of Optometrists varies around the world. The following levels of optometry education are accepted: <ul style="list-style-type: none"> • Bachelor’s Degree in Optometry from an accredited Institution • Doctor of Optometry (O.D.) Degree from an accredited Institution • 3-year Diploma in Optometry in addition to three years of verified experience
Scope of Practice	The scope of practice of optometry includes the following: <ol style="list-style-type: none"> 1. Management and dispensing of ophthalmic lenses, ophthalmic frames and other ophthalmic devices that correct defects of the visual system. 2. Investigation, examination, measurement, diagnosis and correction/management of defects of ocular and visual system.
Experience	<ul style="list-style-type: none"> • Overseas candidates: <ul style="list-style-type: none"> - A minimum of two (2) years of experience in the field of Optometry post-graduation is required for <u>Bachelor’s/Doctor of Optometry degree holders</u>. - A minimum of three (3) years of experience in the field of Optometry post-graduation is required for <u>3 year-diploma holders</u>. • For Qatari Nationals, Qatar Universities graduates, offspring of Qatari women or offspring of residents, please refer to the DHP Circular No.24/2020.
Licensure	Candidates should have a valid license/registration certificate accompanying the required years of experience.
Competency Validation	<ul style="list-style-type: none"> • Passing the DHP licensing examination (if applicable), unless exempted, please refer to Circular No.24/2020, and the qualifying examination policy at the following link: https://dhp.moph.gov.qa/en/Documents/Qualifying%20Examination%20Policy.pdf • Verification of the educational qualifications and relevant graduate clinical experience.
Other Requirement for Evaluation & Registration	<ul style="list-style-type: none"> • (Refer to DHP requirements for license Registration/Evaluation) https://dhp.moph.gov.qa/en/Pages/HowToRegisterToPracticeInQatar.aspx
Requirements for License Renewal	<ul style="list-style-type: none"> • (Refer to DHP requirements for license Registration/Evaluation) https://dhp.moph.gov.qa/en/Pages/HowToRegisterToPracticeInQatar.aspx



Notes:

- Applicant with break from practice please see the DHP “Break from Practice Policy” at the following link: <https://dhp.moph.gov.qa/en/Documents/Policy%20on%20Break%20from%20Practice.pdf>
- Any procedure/practice outside of the optometry scope of practice listed above – such as but not limited to – the use of pharmaceutical agents in the eye; supervised duties related to patient care; participation in the management of amblyopia or ocular motility disorders; and any other duties as needed by the clinical team, are considered an advanced practice that will be granted as an additional privilege only for applicants who demonstrate the required level of competencies, experience and training and/or log book if needed. All privilege requests will be assessed by an expert panel and recommendation letter from the employer.



Optometrist - Scope of Practice

INTRODUCTION

The Optometrist Scope of Practice uses a competency framework built on five domains intrinsic to the role of Optometrist:

1. Professional and Ethical Practice
2. Clinical Practice
3. Leadership & Management
4. Education, Learning and Development
5. Research and Development

Each domain is described through competency standards and performance criteria that define the requirements for practice demanded of the Optometrist. This document is to be used as a foundation for Optometrist roles, professional development and performance appraisal.

STATEMENT OF PURPOSE:

The purpose of this document is to define the Scope of Practice in optometry across the State of Qatar to:

- a) Describes the breadth of professional practice offered within the profession of optometry.
- b) Defines professional autonomy and accountability, required competencies and scope of ethical and legal practice of the Optometry in relation to patient, families, and other members of the multidisciplinary team, community and society.
- c) Serves as a reference for license regulating authorities and professionals governing health care.

DEFINITION OF OPTOMETRY:

The concept of Optometry according to World Council of Optometry (WCO) is:

Optometry is a healthcare profession that is autonomous, educated, and regulated (licensed/registered). Optometrists are the primary healthcare practitioners of the eye and visual system who provide comprehensive eye and vision care, which includes refraction and dispensing, detection/diagnosis and management of disease in the eye, and the rehabilitation of conditions of the visual system.

The scope of practice model of Optometrist underscores the responsibilities of primary care optometry in prevention, health education, health promotion and rehabilitation, counseling, and interdisciplinary consultation. Its purpose is to provide health professionals, government agencies and the general public with an overview of the practice activities of the optometrist and how they relate to the global needs of the public.

PROFESSIONAL ROLES AND ACTIVITIES:

Optometry is practiced in a wide variety of settings, such as hospitals, community health clinics, educational institutions, and private practices.

The Competency Model Framework of Optometry includes different categories of services which also provide a vertical career ladder for individuals seeking to expand their scope of clinical responsibility. As such, each category requires a set of competencies which includes the previous category. The four categories of service are:

1. Optical Technology Services

Management and dispensing of ophthalmic lenses, ophthalmic frames and other ophthalmic devices that correct defects of the visual system

2. Visual Function Services

Optical Technology Services, plus Investigation, examination, measurement, diagnosis and correction/management of defects of the visual system

COMPETENCY FRAMEWORK



1. DOMAIN ONE: PROFESSIONAL AND ETHICAL PRACTICE

This domain defines the professional accountability and scope of ethical and legal practice of the Optometrist in relation to patients, families, other members of the multidisciplinary team, community and society.

1.1 Competency Standard: Accountability

Accepts accountability for own actions, and decision-making and for the related outcomes.

Performance Criteria:

- 1.1.1. Demonstrates accountability for own professional judgments and professional actions taken
- 1.1.2. Works within the limits of own competence and the boundaries of the Scope of Practice
- 1.1.3. Seeks appropriate guidance when encountering situations beyond the limits of own competence and the Scope of Practice
- 1.1.4. Assumes accountability for the outcome of care provided to the patient
- 1.1.5. Assumes accountability for maintaining his competency
- 1.1.6. Acknowledges and respects the accountability and responsibilities of other healthcare professionals and personnel
- 1.1.7. Assumes accountability for delegation of aspects of care delivery

1.2 Competency Standard: Ethical Practice

Demonstrates integrity, accountability, honors the rights and dignity of all individuals, and pursues a quest for excellence in all professional activities that serve the best interests of the patient, society, and the profession.

Performance criteria:

- 1.2.1 Practices in a respectful manner toward each person regardless of age, gender, race, nationality, religion, ethnicity, social or economic status, sexual orientation, health condition, or disability.
- 1.2.2 Recognizes own personal biases and refrain from discriminating against others in Optometrist practice, consultation, education, research, and administration.
- 1.2.3 Protects confidential patient information and discloses confidential information to appropriate authorities only when allowed or as required by law.
- 1.2.4 Adheres to the standards of Optometry practice and incorporates them into own practice.
- 1.2.5 Refrains from accepting favors or other considerations that influence or give an appearance of influencing their professional judgment.
- 1.2.6 Respects the patient's (including children and young people and their parents') right to be fully informed, establishing a context for self-determination, consent (children) and informed consent.
- 1.2.7 Questions when appropriate, healthcare practice where the safety of others is at risk and where the quality of care warrants improvement; acts where the safety of care is compromised and where necessary reports others who may be risking patient safety.
- 1.2.8 Demonstrates professional integrity and ethical conduct in matters where a conflict of interest could be construed, i.e. when advising on the use of drugs, products, devices or services.

1.3 Competency Standard: Legal Practice

Functions at all times in accordance with the national laws and regulations, legislative, regulatory and policy guidelines relevant to the scope of Optometry practice.

Performance criteria:

- 1.3.1 Practices in accordance with agreed policies and procedures that guide Optometry practice.
- 1.3.2 Practices in accordance with relevant State of Qatar laws and regulations that impact Optometry practice.
- 1.3.3 Maintains valid registration and licensure to practice in Qatar.
- 1.3.4 Recognizes and acts upon breaches of laws and regulations relating to the professional role.



2. DOMAIN TWO: Clinical Practice

As an autonomous healthcare profession, Optometry is practiced in partnership with members of the inter-professional team, service users, support staff and others in order to deliver collaborative care across the healthcare continuum.

2.1. Competency Standard: Patient centered Care

Optometrists provide care that is respectful of and responsive to individual patient conditions, needs, values and ensure that patient values guide all clinical decisions. The Optometrist is responsible for ensuring that the patient/service user is at the center of all decisions about care wherever possible.

Performance criteria:

- 2.1.1 Demonstrates independent and objective professional judgment in the patient's/client's best interest in all practice setting.
- 2.1.2 Focuses on the patient's goals, expectations, needs and abilities for all interventions.
- 2.1.3 Focuses on the health outcomes that are important to individual patients
- 2.1.4 Ensures that patients are well informed and actively participate in care.
- 2.1.5 Maintains Optometric knowledge and develop clinical skills.
- 2.1.6 Evaluates Developments in clinical theory, optometric techniques and technology for clinical practice.
- 2.1.7 Applies and adapt new and existing procedures and techniques to improve patient care.
- 2.1.8 Uses clinical experiences and discussions with professional colleagues to improve patient care.
- 2.1.9 Ensures that optometric knowledge, clinical expertise and equipment remain current.
- 2.1.10 Practices without the need for supervision.
- 2.1.11 Acts in accordance with the standards of behavior of the profession.
- 2.1.12 Provides advice and information to patients and others.
- 2.1.13 Utilizes resources from optometry and other organizations to enhance Patient care.
- 2.1.14 Understands the principles of the planning, establishment, development and maintenance of an optometric practice.
- 2.1.15 Understands the legal obligations involved in optometric practice.
- 2.1.16 Ensures emergency optometric care is available.
- 2.1.17 Promotes issues of eye and vision care to the community.
- 2.1.18 Understands factors affecting the community's need for optometric services.

2.2 Competency Standard: Provision of Care

Optometrists serve a diverse population and may function in one or more of a variety of activities. Optometry practice endorses adherence to standards of practice and supports the delivery of effective and efficient care. The practice of optometry includes but is not limited to history taking, patient evaluation and recording clinical data.

Performance criteria:

Patient History

- 2.2.1 Communicates with the patient.
- 2.2.2 Makes general observations of patient
- 2.2.3 Obtains the case history
- 2.2.4 Obtains and interprets patient information from other professionals

Patient Evaluation

- 2.2.5 Formulates an examination plan.
- 2.2.6 Implements examination plan.
- 2.2.7 Assesses refractive status.
- 2.2.8 Assesses oculomotor and binocular function.
- 2.2.9 Assesses visual information processing.
- 2.2.10 Assesses and diagnose patients with visual impairments (low vision and legal blindness).



2.2.11 Assesses and diagnose learning difficulties (dyslexia).

Patient Management

- 2.2.12 Prescribes spectacles.
- 2.2.13 Prescribes contact lenses.
- 2.2.14 Prescribes low vision devices.
- 2.2.15 Dispenses optical prescriptions accurately.
- 2.2.16 Refers the patient.
- 2.2.17 Cooperates with ophthalmologist in the provision of pre- and post-operative management of patient.
- 2.2.18 Provides advice on vision in the workplace.

Recording of Clinical Data

- 2.2.19 Ensures that data is organized in a legible, secure, accessible, permanent and Unambiguous manner.
- 2.2.20 Maintains confidentiality of patient records.
- 2.2.21 Keeps accurate, contemporaneous, comprehensive and legible records of patient care in accordance with applicable legislation, protocols and guidelines. This includes Qatar Supreme Council for Health requirements and local guidance at a facility level.

2.3 Competency Standard: Evidence-Based Practice

Optometrist integrates evidence and research findings into clinical practice.

Performance Criteria:

- 2.3.1 Identifies, and integrates research findings into everyday routines, evaluations, and interventions.
- 2.3.2 Integrates best available evidence, clinical expertise, and patient values and circumstances related to patient/client management, practice management and health policy decision making into clinical practice.
- 2.3.3 Participates in the formulation of evidence-based practice based on best available evidence and/or national and international professional consensus, guidance and audit.

2.4 Competency Standard: Communication and Teamwork

Uses communication skills to ensure that other members of the health care team, the patient and their family are and remain fully informed.

Performance Criteria:

- 2.4.1 Communicates effectively with the patient
 - 2.4.1.1 Establishes rapport and verbal and non-verbal communication is adapted to the needs and profile of the client.
 - 2.4.1.2 Communicates clearly and professionally with the patient. Shares relevant information in timely manner.
 - 2.4.1.3 Demonstrates awareness about the patient's beliefs, concerns, expectations and illness experience.
 - 2.4.1.4 Able to modify means of communication to take into account important variables such as age, capacity, learning and physical ability.
- 2.4.2 Adapts cultural safety and linguistic diversity during communication
 - 2.4.2.1 Respects cultural and linguistic diversity in all communication with the client, colleagues and other service providers.
 - 2.4.2.2 Applies cultural considerations in recognizing, negotiating and resolving conflicts.
- 2.4.3 Demonstrates skills in personal communication
 - 2.4.3.1 Demonstrates effective listening and questioning skills.



- 2.4.3.2 Demonstrates empathy and respect.
 - 2.4.3.3 Identifies and clarifies incoming information.
 - 2.4.3.4 Interprets information accurately.
 - 2.4.3.5 Disseminates information accurately.
 - 2.4.3.6 Seeks feedback that information given has been understood.
- 2.4.4 Communication and collaboration with team members
- 2.4.4.1 Establishes an effective working relationship with health care professionals, team members, rehabilitation services and other service providers in a timely manner.
 - 2.4.4.2 Participates in building consensus and or resolving conflict in the context of patient care and the multi-professional team.
 - 2.4.4.3 Engages proactively in teamwork and the team-building processes.
 - 2.4.4.4 Works effectively with other professionals to prevent, negotiate and resolve inter-professional conflict.
 - 2.4.4.5 Facilitates and maintains communication within own department and across multidisciplinary team
 - 2.4.4.6 Demonstrates an understanding and respect of the roles, responsibilities and differing perspectives of team members.

3 DOMAIN THREE: Leadership and Management

Exhibits leadership qualities required for the provision of safe, effective Optometry care. This domain includes compliance with the healthcare organization's Code of Behaviors as the operating framework.

3.1 Competency Standard: Leadership

Exhibits leadership qualities and manages Optometry care safely, efficiently and ethically.

Performance Criteria

- 3.1.1 Manages self, and where appropriate assists others, to ensure effective workload prioritization and time management.
- 3.1.2 Provides feedback, offers suggestions for change and deals effectively with the impact of change on own practice, the team and/or on the organization.
- 3.1.3 Contributes to relevant decisions about workload and arrangements for cover based on clear and concise information and data.
- 3.1.4 Participates in the mentorship and coaching of others maximizing the effectiveness of Optometry interventions, the provision of quality health care and the profession.
- 3.1.5 Contributes to the evaluation of services and wider healthcare systems relevant to the specialty and their own practice.
- 3.1.6 Fosters the advancement of Optometry autonomy and accountability.

3.2 Competency Standard: Management

Optometrists manage time, resources, and priorities at all levels for individual practice and to ensure sustainable physical therapy practice overall.

Performance criteria

- 3.2.1 Manages individual practice effectively:
 - 3.2.1.1 Understands the structure, funding and function of the health system as it relates to Optometry practice.
 - 3.2.1.2 Provides services considering client needs and allocation of available human, physical and financial resources.
 - 3.2.1.3 Sets priorities and manages time for provision of client services and general Optometry practice delivery.



3.2.1.4 Balances time for work, professional activities, and personal Responsibilities.

3.2.2 Manages and supervises personnel involved in the delivery of Optometry services:

3.2.2.1 Assigns tasks to, and monitors, personnel acting within established regulatory guidelines.

3.2.2.2 Accepts responsibility for actions and decisions of those for whom the optometrist is accountable.

3.2.3 Participates in activities that contribute to safe and effective Optometry practice:

3.2.3.1 Anticipates, recognizes, and prevents hazards in the physical environment (e.g., infection prevention and control; hazardous waste; electrical safety; equipment).

3.2.3.2 Delivers optometry services in a safe physical environment for self, other team members, and staff.

3.2.3.3 Promotes client safety in the selection and application of assessment, intervention and evaluation measures.

3.2.3.4 Participates in quality improvement and client safety initiatives.

3.3 Competency Standard: Quality Improvement and Safety

Ensures Optometry practice meets organizational quality and safety standards and guidelines and participates in continuous quality improvement.

Performance criteria

3.3.1 Practices in accordance with approved quality standards and guidelines reflecting recognized evidence based best practice.

3.3.2 Seeks evidence from a wide range of credible sources to maintain, extend and evaluate the quality of Optometry care.

3.3.3 Acts immediately and appropriately in accordance with the national and/or institutional disaster plan as needed participating in triage and coordination of care for patients.

3.3.4 Implements quality assurance and risk management strategies.

3.3.5 Ensures a safe environment by identifying actual and potential risks and takes timely action to meet national legislation and workplace health and safety principles.\

3.3.6 Acknowledges limitations in knowledge, judgment and/or skills, and functions within those limitations.

3.3.7 Recognizes less than optimum or unsafe practice in self and others and intervenes, records and reports, and acts to access and/or provides support to ensure remediation of deficiencies.

3.3.8 Participates in ongoing quality improvement and risk management initiatives.

3.3.9 Adheres to and implements infection control policies and procedures.

3.3.10 Communicates and records safety concerns to the relevant authority and documents response.

3.4 Competency Standard: Delegation and Supervision

Delegates and provides supervision to team members according to their competencies

Performance Criteria

3.4.1 Delegates to others, activities commensurate with their abilities and scope of practice.

3.4.2 Uses a range of supportive strategies when supervising aspects of care delegated to others.

3.4.3 Maintains accountability and responsibility when delegating aspects of care to others.

4 DOMAIN FOUR: Education, learning and development

4.1 Competency Standard: Education and Facilitation



Demonstrates commitment to continuing education of self and other members of the healthcare team regarding Optometry practice.

Performance criteria:

- 4.1.1 Contributes to formulation and education of departmental protocols, pathways and clinical practice guidelines.
- 4.1.2 Shares and disseminates professional knowledge and research findings with others.
- 4.1.3 Demonstrates understanding of the strength of evidence and applicability of content presented during professional development activities before integrating the content or techniques into practice.
- 4.1.4 Participates in environments that support professional development, lifelong learning, and excellence.
- 4.1.5 Shares and disseminates professional knowledge and research findings with others.
- 4.1.6 Contributes to the formal and informal education and professional development of students and colleagues facilitating and where appropriate coordinating learning opportunities.
- 4.1.7 Acts as an effective preceptor and/or mentor as assigned, undertaking appropriate preparation and updating to undertake the roles.
- 4.1.8 Takes opportunities to learn together with others in order to contribute to health care improvement.

4.2 Competency Standard: Lifelong learning and development

Assumes responsibility for own professional development through lifelong learning to ensure continued competence and performance improvement.

Performance criteria:

- 4.2.1 Assumes responsibility for own professional development in the field of Optometry service.
- 4.2.2 Reviews own practice through reflection, peer review, competency assessment, critical examination and evaluation.
- 4.2.3 Instigates planned updating knowledge and skills for safe, person-centered, evidence-based practice.
- 4.2.4 Maintains a record of learning and professional development activities and accreditation commensurate with the DHP continuing professional development standards

4.3 Competency Standard: Promotion of health and patient education

Enables and provides information on maintaining and optimizing health and maximizing wellbeing.

Performance criteria:

- 4.3.4 Applies knowledge of resources available for health promotion/prevention and education.
- 4.3.5 Acts to empower the individual, family and community to adopt healthy lifestyles and concord with self-management of ill-health to promote wellbeing.
- 4.3.6 Provides relevant health information and patient education to individuals, families and communities to assist in achieving optimal health and rehabilitation.

5 DOMAIN FIVE: RESEARCH AND DEVELOPMENT

This domain articulates the requirement that the Optometrist should practice incorporating best available evidence to provide quality health care and contribute to the creation and/or implementation of knowledge through active participation.

5.1 Competency Standard: Using data and information systems

Uses data systems to enhance the quality and delivery of patient care

Performance Criteria:

- 5.1.1 Demonstrates information technology skills needed to inform and provide optimum healthcare and accurately document outcomes of interventions.



- 5.1.2 Understands how to use technology and data to assist in problem identification and identification of deficiencies that can be remediated to enable improvements in patient care.
- 5.1.3 Analyses data accurately and comprehensively leading to appropriate interpretation of findings and development of implementation plans.
- 5.1.4 Recognizes the need to manage records and all other information in accordance with applicable legislation, protocols and guidelines.

6.1 Competency Standard: Research Participation

Uses research, evaluation, service improvement and audit findings to enhance the quality of patient care and protect the rights of those participating.

Performance Criteria:

- 6.2.1 Participates in activities that disseminate research findings such as publications, journal clubs, grand rounds and presentations.
- 6.2.2 Promotes research, evaluation, service improvement initiatives and audit, designed to improve healthcare practice and disseminate findings to colleagues, patients, families, communities, and society.
- 6.2.3 Undertakes appropriate development to ensure competency to recruit, ensure informed consent is obtained, support involvement, facilitate, monitor and where appropriate advocate withdrawal of individuals participating in clinical research and evaluation.

References:

- [1] For more details concerning Optometrist, please refer to the following web page:
<http://wco.beeblu.co.uk/web/viewer.html>



Criteria for National Registration Requirements – Orthoptist

Criteria	Orthoptist
Definition	The Orthoptist is an individual who holds a current, valid license issued under a national authority or board that authorizes him/her to practice Orthoptics and use the title Orthoptist.
Practice Settings	Orthoptists provide services in a wide variety of settings, which may include: <ul style="list-style-type: none"> • Health care settings (e.g., hospitals; out-patient clinics) • Ophthalmology clinics at University clinics • Private practice settings • Community agencies and institutions • Research facilities
Education	Minimum educational requirement: <ul style="list-style-type: none"> • Bachelor Degree program in Orthoptics OR • Undergraduate (baccalaureate) degree followed by a two-year fellowship in Orthoptics at an AOC (American Orthoptic Council) accredited program or at an IOC (International Orthoptic Council) member country accredited program
Scope of Practice	An Orthoptist evaluates, plans and monitors individual treatment plans/care pathways for patients of all ages using advanced clinical reasoning and evidence-based practice. An Orthoptist also takes responsibility to formulate relevant discharge plans and onward referral. The overall objective of Orthoptic services is to manage in visual development and eye muscle disorders. Services are provided based on applying the best available research evidence, using expert clinical judgments, and considering clients' individual preferences and values. Orthoptists must be able to practice safely and effectively within their scope of practice. Orthoptists may practice at different levels of practice and job profiles, and may submit a request for additional privileges to DHP evidenced by additional training and competencies
Experience	<ul style="list-style-type: none"> • Overseas candidates: <ul style="list-style-type: none"> - Two (2) years Clinical experience as Orthoptist • For Qatari Nationals, Qatar Universities graduates, offspring of Qatari women or offspring of residents, please refer to the DHP Circular No.24/2020.
Licensure	Candidates should have a valid license/registration certificate accompanying the required years of experience
Competency validation	<ul style="list-style-type: none"> • Passing the DHP licensing examination (if applicable), unless exempted, please refer to Circular No.24/2020, and the qualifying examination policy at the following link: https://dhp.moph.gov.qa/en/Documents/Qualifying%20Examination%20Policy.pdf • Verification of the educational qualifications and relevant graduate clinical experience.
Others Requirement for	<ul style="list-style-type: none"> • (Refer to DHP requirements for license Registration/Evaluation) https://dhp.moph.gov.qa/en/Pages/HowToRegisterToPracticeInQatar.aspx



Evaluation & Registration	
Requirements for License renewal	<ul style="list-style-type: none">(Refer to DHP requirements for license Renewal) https://dhp.moph.gov.qa/en/Pages/HowToRegisterToPracticeInQatar.aspx
Note: Applicant with break from practice please see the DHP “Break from Practice Policy” at the following link: https://dhp.moph.gov.qa/en/Documents/Policy%20on%20Break%20from%20Practice.pdf	



Orthoptist Scope of Practice

INTRODUCTION

The Orthoptist scope of practice is based on a competency framework that comprises **professional ethics, clinical practice, leadership and management, learning and management** and **research** domains intrinsic to the role of the Orthoptist. The scope also describes the professional roles and activities and practice settings for the Orthoptic profession. This document sets out the standards of proficiency required for safe and effective practice in the profession. They are the threshold standards necessary to protect members of the public. Once the DHP register the licensed professional he/she must continue to meet the standards of proficiency which relate to the areas in he/she works. Periodic updating of the scope of practice statement and standards of proficiency will be necessary as technology and perspective change.

- Orthoptists have to exercise their professional judgment and decision making, wherever they practice, so long as this is within the practitioner's knowledge, competence and scope of practice.¹ If a licensed professional moves outside of the traditional scope of practice of the Orthoptic profession (in extended scope of practice such as low vision assessment and management) the licensed professional is required to submit a request for additional privileges to DHP to ensure that this is within their knowledge, skills and expertise so that they continue to work safely, lawfully and effectively.

STATEMENT OF PURPOSE:

The purpose of this document is to define Orthoptists' scope of practice in Qatar to:

- (a) Describes the services offered by qualified Orthoptists.
- (b) Defines the professional accountability, required competencies, and scope of ethical and legal practice of the Orthoptist in relation to patients, families, other members of the multidisciplinary team, community and society.
- (c) Serves as a reference for license regulating authorities and professionals governing healthcare.

DEFINITION OF ORTHOPTIST:

An Orthoptist is a health care professional who specializes in the evaluation and treatment of eye movement and eye muscle disorders that typically impact binocular vision in children and adults.² Orthoptists work in ophthalmology - Optometry (the branch of medicine devoted to the study and treatment of eye conditions and diseases). Orthoptists work independently and often partner with Ophthalmologists as well as Optometrists.³ Orthoptics is an advanced discipline in eye healthcare specializing in the assessment, diagnosis and non-surgical management of eye disorders, particularly disorders of binocular vision, eye movement, and eye coordination. Orthoptic services are essential for the purpose of promoting a better quality of life in both adults and children with ocular muscle disorders.

PROFESSIONAL ROLES AND ACTIVITIES:

An Orthoptist is a qualified health care professional who is responsible for assessment, intervention, program planning and implementation, regular review, discharge planning and carrying out related documentation using systematic clinical reasoning and decision making.

Orthoptists manage and treat visual system disorders such as amblyopia and strabismus, which are commonly seen in the pediatric patient. They will evaluate and treat pediatric and adult patients with problems of depth perception and binocular vision, abnormal coordination between the two eyes, and abnormalities of eye movement and control. Orthoptists work in partnership with ophthalmologists/Optometrists to provide key and detailed diagnostic evaluations that help improvement of visual status of the eye and guide eye muscle surgical decision making, and will participate in the post-operative assessment and care of strabismus patients. Orthoptists are also helping in the management of amblyopia (non-organic vision loss that arises from abnormalities of eye alignment and cooperation) in the pediatric patient.



Orthoptists are experts who specialize in assessing, diagnosing and treating a variety of eye conditions in very young babies, children, adults and older people. The Orthoptist assumes responsibility for the delivery of all Orthoptic services and for the safety and effectiveness of Orthoptic services provided. Orthoptists may practice at different levels of seniority based on their competencies and job profiles.²

Orthoptists provide evaluation, diagnosis, and management of certain types of eye problems specifically including strabismus, binocular vision, amblyopia (lazy eye), and visual function. These types of problems can occur in any age group but are seen commonly in pediatric patients. It is the role of the Orthoptist to provide continuity of care, assisting the patient through many visits that can span the course of a young patient's entire childhood. The Orthoptist is an advisor and support for the family who may be grappling with difficulties pertaining to patching, and dealing with the need for surgical intervention in a young child. The Orthoptist provides educational information and regular visits to ensure compliance and promote better outcomes for families.

Orthoptists may work in the following and other specialty areas:

- Childhood strabismus (misalignment of the eyes)
- Amblyopia (lazy eye) and its therapy
- Neuro-Ophthalmology and cranial nerve (oculomotor) disorders that affect eye movement, such as stroke to the extraocular muscle innervation
- Adult strabismus (ocular misalignment) following head injury or trauma
- Genetic disorders that have strabismus
- Vision assessment
- Vision screening
- Trauma including maxillofacial injuries (investigating muscle entrapment in a patient with a blowout fracture) and assessing children presented to eye casualty
- Congenital eye movement disorders
- Clinical research
- Education

Strategies/activities of Orthoptic practice include but are not limited to:

- Uses appropriate investigative techniques to identify ocular defects within a specific to form a diagnosis and devise an appropriate course of action.
- Diagnoses a range of vision, binocular vision and ocular motility defects and all categories of strabismus and select appropriate management.
- Be able to effect change in visual stimuli resulting in a clinically defined outcome, which can be monitored in a manner appropriate to safe Orthoptic practice.
- Manages eye patching and other types of ocular occlusive therapy intended to improve vision in amblyopic (lazy) eyes.
- Monitors improvements and decrements in visual acuity in young children, including those who are too young to speak or read and must have special testing done to evaluate vision.
- Partners with the ophthalmologist to measure pre- and post-operative eye deviations, determining if the problems are better or worse, and determining appropriate interventions.
- Evaluation of binocular vision (stereo vision).
- Compensation, modification, or adaptation of activity or environment to enhance performance.

KNOWLEDGE AND SKILLS CRITERIA

- Ensures detailed patient interview containing adequate case history is gained.



- Assessment of visual acuity (VA) in pediatric and adult patients. This should be quantitative wherever possible using tests based on LogMAR (gold standard), Snellen or Snellen equivalent. Other tests may include Allen optotype acuity measurement, single surrounded optotype acuity, fixation preference, and forced preferential looking evaluation. In cases where quantitative VA is not attainable visual behavior assessment may be used for clinical examination.
- Uses knowledge of the visual system and its abnormalities to formulate strategies to assess the patient.
- Assessment of observations of patient, some of which include;
 - Strabismus (misalignment of eyes)
 - Ocular adnexa (adjacent structures of the eye e.g. eyelid, eyelashes, eyebrow, lacrimal apparatus, and conjunctiva)
 - Head postures (compensatory head posture)
 - Nystagmus (rapid involuntary movements of the eyes)
 - Asymmetry of facial features
- Assessment of Ocular alignment and motility as applicable to the level of ability of the patient. This evaluation may include;
 - Measurement of ocular alignment in the nine cardinal positions of gaze
 - Evaluation of ocular motility including versions and ductions
 - Assessment of smooth pursuit, saccadic, vergence, vestibular and optokinetic systems
- Correctly uses quantitative and qualitative tests to investigate further ocular status of the patient which determines;
 - The sensory state of the eyes and visual pathway
 - Motor function of eyes
 - The presence and level of binocular vision
 - Tests may include advanced diagnostic testing, including Lancaster Red-Green testing, Bagolini lenses, worth four dot test, Maddox rod testing, and double Maddox rod testing, all of which are light and lens tests to evaluate sensory binocular status. Ability to assess level of Binocular single vision by stereovision
- Diagnosis of amblyopia
- Demonstrates a knowledge of the practical and technical aspects of the therapeutics for Orthoptic treatment including;
 - Occlusion methods
 - Binocular vision exercises
 - Prismatic and optical influences on vision and binocular vision
 - Pharmacological effects on visual function
 - The implications of ocular surgery and botulinum toxin treatment
- Ability to Implement, prescribe and evaluate progress of occlusion therapy. May apply occlusive patches.
- Understanding of refractive error as it pertains to medical management of amblyopia or strabismus. Measurement of refractive error if applicable to the patient's medical management may be performed as part of the evaluation and to assist the ophthalmologist. Orthoptists may not independently prescribe glasses.
- Evaluation of pupillary responses
- Ability to assess, diagnose and treat patients with communication barriers such as patients with special needs and patients with expressive language difficulties.

COMPETENCY FRAMEWORK



1 DOMAIN ONE: PROFESSIONAL AND ETHICAL PRACTICE

This domain defines the professional accountability and scope of ethical and legal practice of the Orthoptist in relation to patients, families, other members of the multidisciplinary team, community and society.

1.1 Competency Standard: Accountability

Accepts accountability for own actions, and decision-making and for the related outcomes.

Performance criteria:

- 1.1.1 Holds responsibility for maintaining their professional Orthoptics standards and identify continuing educational requirements for continued professional development.
- 1.1.2 Works within the limits of own competence and the boundaries of personal and professional Scope of Practice.
- 1.1.3 Identifies opportunities for general health promotion and ocular disease prevention.
- 1.1.4 Provides care without discrimination on any basis, with respect for the rights and dignity of all individuals.
- 1.1.5 Avoids any activity that creates a conflict of interest or violates any Qatari laws and regulations.
- 1.1.6 Promotes the growth of the profession, and presents a positive image of Orthoptist to the community.

1.2 Competency Standard: Ethical Practice

Demonstrates integrity, accountability, honors the rights and dignity of all individuals, and pursues a quest for excellence in all professional activities that serve the best interests of the patient, society, and the profession.

Performance criteria:

- 1.2.1 Engages in ethical decision-making with respect to own professional responsibilities or where ethical issues affect healthcare delivery or clinical decision-making.
- 1.2.2 Acts as patient advocate protecting the person's rights in accordance with Qatari law and organization specific terms and conditions.
- 1.2.3 Maintains patient confidentiality and makes every reasonable effort to ensure the security of written, verbal and electronic patient information.
- 1.2.4 Respects the patient's (including children and young people and their parents') right to be fully informed, establishing a context for self- determination, assent (children) and informed consent.
- 1.2.5 Acts sensitively and fairly giving due consideration to diversity, including cultural and religious beliefs, race, age, gender, physical and mental state, and other relevant factors.
- 1.2.6 Questions when appropriate, healthcare practice where the safety of others is at risk and where the quality of care warrants improvement; acts where the safety of care is compromised and where necessary reports others who may be risking patient safety.
- 1.2.7 Demonstrates professional integrity and ethical conduct in matters where a conflict of interest could be construed

1.3 Competency Standard: Legal Practice

Functions at all times in accordance with legislative, regulatory and policy guidelines relevant to Orthoptic practice in Qatar.

Performance criteria:

- 1.3.1 Practices in accordance with agreed policies and procedures that guide Orthoptic practice.



- 1.3.2 Practices in accordance with relevant State of Qatar laws and regulations that impact Orthoptic practice
- 1.3.3 Maintains valid registration and licensure to practice in Qatar.
- 1.3.4 Maintains a professional portfolio including evidence of continued competence and improvement.

2 DOMAIN TWO: CLINICAL PRACTICE

As healthcare professionals, Orthoptists practiced in partnership with members of the multidisciplinary team, physicians, nurses, patients, allied health providers, and support staff in order to deliver collaborative care across the healthcare continuum. Critical thinking, specialized education and training, patient and environment assessment skills and evidence-based clinical practice guidelines enable Orthoptists develop and implement effective care plans, Orthoptic driven protocols, disease based clinical pathways and management programs.

2.1 Competency Standard: Provision of Care

Orthoptists function independently or in partnership with an Ophthalmologist/Optommetrist to provide evaluation, diagnosis, and management of certain types of eye problems specifically including strabismus, binocular vision and amblyopia (lazy eye). It is the role of the Orthoptist to provide continuity of care, assisting the patient through many visits that can span the course of a patient's life. The Orthoptist is an advisor and support for the patient and family who may be grappling with difficulties pertaining to patching, and dealing with the need for surgical interventions. The Orthoptist will provide educational information and regular visits to ensure compliance and promote better outcomes for families. Orthoptists use critical thinking skills and evidence-based practice to provide quality care.

Performance criteria:

- 2.1.1 Maintains the provision of Orthoptic services that are safe, preventative and restorative to the patient.
- 2.1.2 Keeps accurate, contemporaneous, comprehensive and legible records of patient care in accordance with applicable legislation, protocols and guidelines. This includes Qatar Supreme Council for Health requirements, Code of Ethics and Professional Conduct for Orthoptists* in Qatar and local guidance at a facility level.
- 2.1.3 Formulates and implements appropriate care plans based on assessment results, taking into account patients' values, beliefs and interests.
- 2.1.4 Provides compassionate, culturally sensitive support to families and patients
- 2.1.5 Implements appropriate action plans and interventions based on observed functional deficits, appropriate reporting or referral according to evidence based clinical care guidelines.
- 2.1.6 Provides supportive information and instruction to families regarding care plans and diagnoses, and counsels regarding potential surgical interventions being recommended by the Ophthalmologist.

2.2 Competency Standard: Patient Centered Care and Management

The Orthoptist is responsible for ensuring that the patient and family are at the center of all decisions about care wherever possible.

Performance criteria:

- 2.2.1 Understands the need to adopt an approach which centers on the patient and family.
- 2.2.2 Assesses history and background of presenting complaint, synthesizes relevant input from past medical and surgical history to formulate a comprehensive picture of the patient, their problem, effects on functional status and disability, and needs.



- 2.2.3 Synthesizes information from the medical history and present evaluation in order to plan for future interventions and services.
- 2.2.4 Considers all treatment options in liaison with the ophthalmic team and patient, where necessary with respect to all prognostic indicators, available resources, and level of patient involvement that will be required.
- 2.2.5 Structures specific treatment with respect to the general condition of the patient.
- 2.2.6 Reviews, evaluates and if required modifies and treatment plans. This includes termination of treatment at an appropriate time.
- 2.2.7 Assists in the management of pre- and post-operative care
- 2.2.8 Communicates effectively with families to provide full information to allow shared decision making and fully informed patient participation in care plans.
- 2.2.9 Provides appropriate education and training for patients, families and caregivers.
- 2.2.10 Works collaboratively with patients and families to set meaningful goals and outcome measures, particularly for amblyopia therapy; establishing a regular schedule of treatment and evaluation to help keep treatment on target and to reach desired visual outcome
- 2.2.11 Performs regular assessment of the patient's functional status and quality of life.
- 2.2.12 Advises or recommends appropriate therapies and interventions if deficits are identified.
- 2.2.13 Understands the need to engage patients and families in planning and assessing diagnostics, treatments and intervention.
- 2.2.14 Manages patient care in line with competency standards and Professional Orthoptic guidelines from the international Orthoptic Association.

2.3 Competency Standard: Evidence-Based Practice

Integrates best available evidence, clinical audit and research into practice to ensure quality of provision.

Performance Criteria:

- 2.3.1 Utilizes current evidence-base, including recent research findings, and best available evidence to guide practice.
- 2.3.2 Incorporates credible critically appraised evidence into treatment and recommendations.
- 2.3.3 Participates in the formulation of evidence-based practice based on best available credible research and/or national and international professional consensus, guidance and audit.
- 2.3.4 Gathers and uses information, including qualitative and quantitative data in order to evaluate outcomes for the practice.
- 2.3.5 Is aware of the role of audit and review in quality improvement and quality assurance.
- 2.3.6 Evaluates the efficacy and effectiveness of both new and established interventions and technologies using recognized outcome measures.
- 2.3.7 Participates in generating new evidence to improve quality of care through research, clinical audit and quality improvement programs.

2.4 Competency Standard: Communication and Teamwork

Uses communication skills to ensure that other members of the health care team, the patient and their family are and remain fully informed.

Performance Criteria:

- 2.4.1 Establishes relationships of trust, respect, honesty and empathy.



- 2.4.2 Respects cultural and identity differences, treats patients with sensitivity towards individual needs, values, and languages.
- 2.4.3 Gathers information about disease, but also about a patient's beliefs, concerns, expectations and illness experience.
- 2.4.4 Seeks out and synthesizes relevant information from other sources, such as patient's family, caregivers and other professionals.
- 2.4.5 Delivers information to patients and their families, colleagues, and other members of the healthcare team, in a way that is understandable, and that encourages discussion and participation in decision-making.
- 2.4.6 Demonstrates cultural competence across all patient groups.
- 2.4.7 Consistently and clearly communicates relevant, accurate and comprehensive information in verbal, written and electronic forms in a timely manner to ensure the delivery of safe, competent and ethical care.
- 2.4.8 Understands how communication affects engagement of service users.
- 2.4.9 Able to modify means of communication to take into account important variables such as age, capacity, learning and physical ability.
- 2.4.10 Be aware of verbal and non-verbal communication and how this can be affected by factors such as age, culture, ethnicity, gender, socio-economic status and spiritual or religious beliefs.
- 2.4.11 Participates in building consensus and or resolving conflict in the context of patient care and the multi-professional team.
- 2.4.12 Engages proactively in teamwork and the team-building processes.
- 2.4.13 Works effectively with other professionals to prevent, negotiate and resolve inter-professional conflict.

3 DOMAIN THREE: LEADERSHIP AND MANAGEMENT

Exhibits leadership qualities required for the provision of safe, Orthoptic care. This domain includes concordance with the Code of Ethics and Professional Conduct and the healthcare organization's Code of Behavior as the operating frameworks.

3.1 Competency Standard: Leadership

Exhibits leadership qualities and manages Orthoptic therapy care safely, efficiently and ethically.

Performance Criteria:

- 3.1.1 Applies clinical reasoning, critical thinking and problem-solving skills in the provision, management and evaluation of care.
- 3.1.2 Manages self, and where appropriate assists others, to ensure effective workload prioritization and time management.
- 3.1.3 Provides feedback, offers suggestions for change and deals effectively with the impact of change on own practice, the team and/or on the organization.
- 3.1.4 Advocates for, and contributes to the creation and maintenance of a positive working environment and team working.
- 3.1.5 Participates in the mentorship and coaching of all educational backgrounds, including other Orthoptists, technician or support staff, nurses, physicians, and allied health personnel, as appropriate.
- 3.1.6 Acts as a role model for colleagues, students and other members of the healthcare care team by treating all with respect, trust and dignity.
- 3.1.7 Promotes and maintains a positive image of Orthoptics.

3.2 Competency Standard: Quality Improvement and Safety



Ensures Orthoptic practice meets organizational quality and safety standards and guidelines and participates in continuous quality improvement.

Performance criteria:

- 3.2.1 Practices in accordance with approved quality standards and guidelines reflecting recognized evidence based best practice.
- 3.2.2 Seeks evidence from a wide range of credible sources to maintain, extend and evaluate the quality of Orthoptics. Refers to established Orthoptic bodies and guidelines as a source for information.
- 3.2.3 Acts immediately and appropriately in accordance with the national and/or institutional disaster plan as needed participating in triage and coordination of care for patients.
- 3.2.4 Implements quality assurance and risk management strategies.
- 3.2.5 Ensures a safe environment by identifying actual and potential risks and takes timely action to meet national legislation and workplace health and safety principles.
- 3.2.6 Acknowledges limitations in knowledge, judgment and/or skills, and functions within those limitations.
- 3.2.7 Recognizes less than optimum or unsafe practice in self and others and intervenes, records and reports, and acts to access and/or provides support to ensure remediation of deficiencies.
- 3.2.8 Participates in ongoing quality improvement and risk management initiatives.
- 3.2.9 Adheres to and implements infection control policies and procedures.
- 3.2.10 Communicates and records safety concerns to the relevant authority and documents response.

3.3 Competency Standard: Delegation and Supervision

Delegates and provides supervision to team members according to their competence and scope of practice.

Performance Criteria:

- 3.3.1 Delegates to others, activities commensurate with their abilities and scope of practice.
- 3.3.2 Uses a range of supportive strategies when supervising aspects of care delegated to others.
- 3.3.3 Maintains accountability and responsibility when delegating aspects of care to others.

4 DOMAIN FOUR: EDUCATION, LEARNING AND DEVELOPMENT

4.1 Competency Standard: Education and Facilitation

Demonstrates commitment to the development of other members in the healthcare team, as well as patients, families, community and society.

Performance criteria:

- 4.1.1 Shares and disseminates professional knowledge and research findings with others.
- 4.1.2 Acts as a resource person for others.
- 4.1.3 Contributes to the formal and informal education and professional development of students and colleagues facilitating and where appropriate coordinating learning opportunities.
- 4.1.4 Acts as an effective preceptor and/or mentor as assigned, undertaking appropriate preparation and updating to undertake the roles.
- 4.1.5 Takes opportunities to learn together with others in order to contribute to health care improvement.

4.2 Competency Standard: Lifelong learning

Assumes responsibility for own professional development through lifelong learning to ensure continued competence and performance improvement.

Performance criteria:

- 4.2.1 Undertakes regular self-assessment and reviews own practice through reflection, peer review, competency assessment, critical examination and evaluation.



- 4.2.2 Investigates planned updating knowledge and skills for safe, person-centered, evidence-based practice.
- 4.2.3 Actively engages in ongoing professional development and performance improvement of self and others.
- 4.2.4 Maintains a record of learning and professional development activities and accreditation.
- 4.2.5 Understands the value of case discussion, clinical supervision and other methods of reflecting and reviewing practice.

4.3 Competency Standard: Promotion of health and patient education

Enable and provide information on maintaining and optimizing health and maximizing self-care to service users as appropriate.

Performance criteria:

- 4.3.1 Takes part in health promotion, patient education and illness prevention initiatives and contributes to their evaluation.
- 4.3.2 Applies knowledge of resources available for health promotion and health education.
- 4.3.3 Acts to empower the individual, family and community to adopt healthy lifestyles and concord with self-management of ill-health to promote wellbeing.
- 4.3.4 Provides relevant health information and patient education to individuals, families and communities to assist in achieving optimal health and rehabilitation.
- 4.3.5 Demonstrates understanding of traditional healing practices within an individual's, family and/or community's health belief systems and incorporates appropriately and/or provides education if adversely effecting optimum health.
- 4.3.6 Recognizes the potential for patient education and teaching for health and vision needs
- 4.3.7 Applies knowledge of a variety of teaching and learning strategies with individuals, families and communities to effect and evaluate learning and concordance with treatment and advice.

5 DOMAIN FIVE: RESEARCH AND IMPROVEMENT

5.1 Competency Standard: Using data and information systems

Uses data systems to enhance the quality and delivery of patient care.

Performance Criteria:

- 5.1.1 Acquires information technology skills needed to inform and provide optimum healthcare care and accurately document outcomes of interventions.
- 5.1.2 Understands how to use technology and data to assist in problem identification and identification of deficiencies that can be remediated to enable improvements in patient care.
- 5.1.3 Analyses data accurately and comprehensively leading to appropriate interpretation of findings and development of implementation plans.
- 5.1.4 Recognizes the need to manage records and all other information in accordance with applicable legislation, protocols and guidelines.

5.2 Competency Standard: Research Participation

Uses research, evaluation, service improvement and audit findings to enhance the quality of patient care and protect the rights of those participating.

Performance Criteria:

- 5.2.1 Participates in activities that disseminate research findings such as publications, journal clubs, grand rounds and presentations.
- 5.2.2 Promotes research, evaluation, service improvement initiatives and audit, designed to improve healthcare practice and disseminate findings to colleagues, patients, families, communities, and society.



- 5.2.3 Undertakes appropriate development to ensure competency to recruit, ensure informed consent is obtained, support involvement, facilitate, monitor and where appropriate advocate withdrawal of individuals participating in clinical research and evaluation.

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- [3] Competency Standards and Professional Practice Guidelines, British and Irish Orthoptic Society (BIOS). Updated 2014 Version. Download date 1/8/2015
- [4] <http://orthoptics.org/> American Association of Certified Orthoptists
- [5] <http://www.orthoptics.org.uk/> British and Irish Orthoptics Society
- [6] http://www.orthopticscanada.org/pdf/Candidate_Information_Manual_english_2015.pdf Canadian Orthoptic Council