

Job Description

JOB TITLE	Audiologist
GRADE	Band 5
REPORTS TO	Adult Team Leader Audiology
ACCOUNTABLE TO	Adult Team Leader Audiology
DEPARTMENT	Audiology
DIVISION	Surgery
DATE	March 2024

JOB PURPOSE

This post is suited to an Audiologist who will be looking to consolidate their formal education and build on their clinical skills in the Adult field. The main purpose of this role is to provide routine audiological care for patients; specifically, this involves the assessment and management of hearing impairment in the Adult service.

The post holder will be required to work in a wide range of clinical settings, including the various hospitals run by the trust. He/she will be required to assess, fit, verify and maintain all types of hearing aid to the adult population. They will undertake a full range of diagnostic clinical tests, providing rehabilitative care plans where required. They will carry out a variety of adult rehabilitation appointments, as well as testing both adults and children during ENT clinics. In addition, the post holder will be fully involved in making recommendations to the clinical lead for service development.

DIMENSIONS

- Performs a range of routine audiological procedures including otoscopy, pure tone audiometry, tympanometry, probe microphone measurements and aural rehabilitation.
- Maintains records in relation to audiological activities carried out.
- Supervises and/or trains students and less experienced staff in Audiology.

KEY RELATIONSHIPS

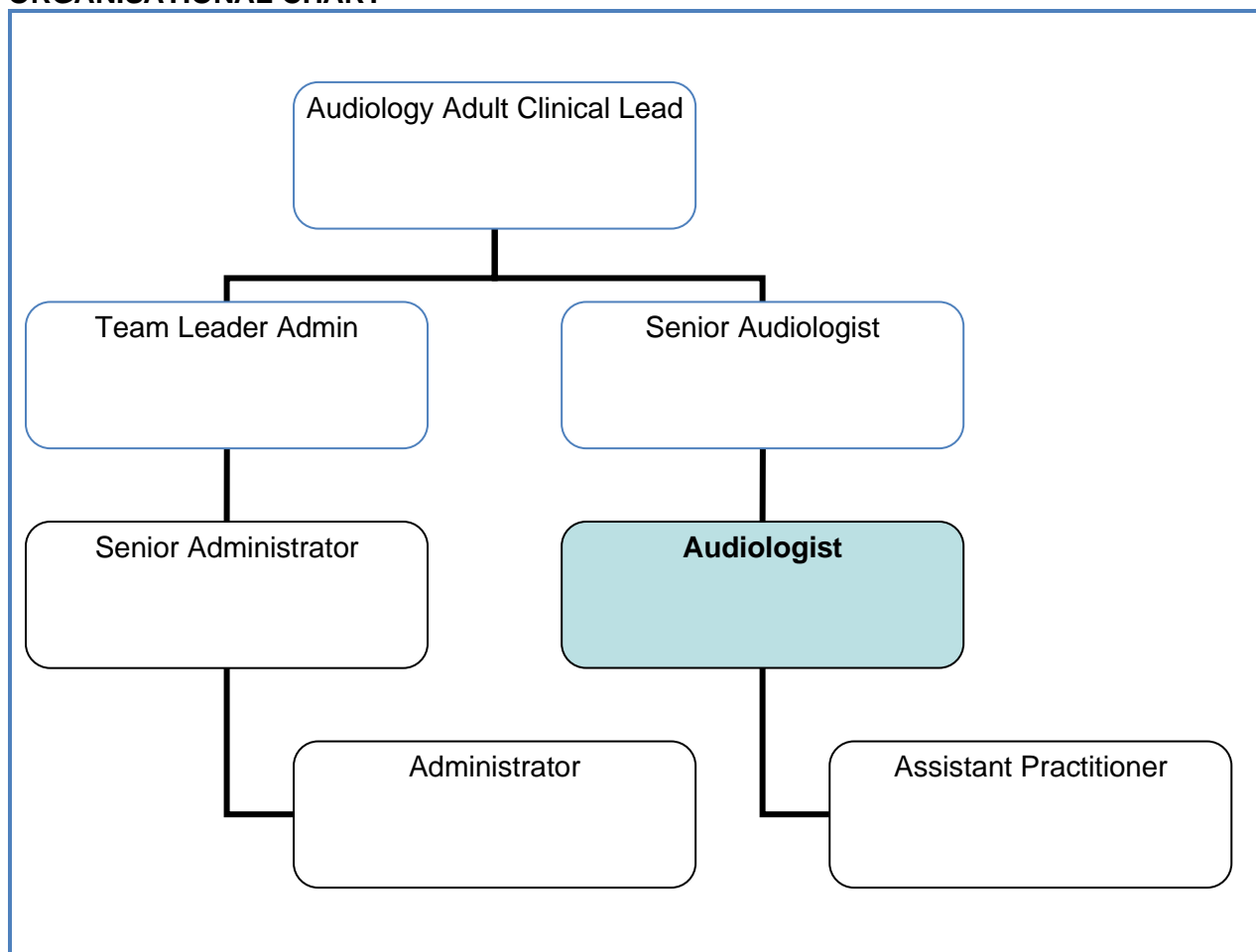
Internal

- Audiologists
- Assistant Audiologists
- Senior Audiologists
- Adult Team Leader Audiology
- Ear Nose & Throat Surgeons
- Administrators

External

- Interpreters
- Carers
- Social services
- General Practitioners
- Cochlear implant team

ORGANISATIONAL CHART



KEY RESULT AREAS

Work as an independent practitioner without supervision, following departmental guidelines, providing routine clinical services directly to patients, to include:

- Undertake hearing assessment of adults of all ages, including initial management of more complex patients and referring on to the appropriate clinic. This is to include history taking and discussion with the patient and/or caregiver as required.
- Interpretation of results by collating all available information to decide on appropriate management: to include whether further audiological assessment is needed, ENT referral is required, or decides on treatment such as hearing aid fitting or therapy requirements.
- Ability to take accurate ear impressions on patients of all ages, according to the British Society of Audiology recommended procedures.
- Verifying hearing aid prescriptions using probe tube microphone measurements.

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- Participation in community and domiciliary visits as required.
- Attendance at regular staff meetings and internal/external training courses as appropriate.
 - Act as a point of contact for more junior members of the team or students to discuss cases in order to ensure all patients receive an equitable service and high quality care.
 - Transporting expensive equipment, stock (to include hearing aids and consumables) to community hospitals or outreach clinics as required.
 - To keep the patient management system (Auditbase) up to date so that patients' progress is monitored, rehabilitation schedules are adhered to, and stock is appropriately managed.
 - Involvement with the maintenance and calibration of technical equipment

PERSON SPECIFICATION – FOR RECRUITMENT PURPOSES

	Essential	Desirable
Education, Training and Qualifications CPD Requirements	BSc in Audiology or equivalent with previous experience.	RCCP or HCPC registered (or eligible for registration)
Experience & Knowledge	Experience of working with elderly and/or hard of hearing patients.	Previous work in NHS Audiology Department.
Skills and Ability	Good IT skills for maintaining up-to-date patient records.	Previous use of Auditbase and a variety of hearing aid software.
Communications and interpersonal skills	Excellent communication skills which include the ability to: <ul style="list-style-type: none"> • Enable building good rapports with colleagues and patients. • Deal with patient concerns and complaints. • Take detailed medical histories, explain tests to patients and debrief patients on findings. • Use persuasive and motivational skills as part of a programme of rehabilitation. • Communicate with people with hearing impairment using appropriate communication tactics. 	
Values and Behaviours	Demonstrates Trust CARE values: <ul style="list-style-type: none"> • Compassionate • Approachable • Shows respect. 	

	<ul style="list-style-type: none"> • Aims to deliver excellent care. 	
Other requirements	<ul style="list-style-type: none"> • Car owner with clean UK drivers licence. • Must be willing to travel to different locations, as necessary. 	

Person Specification

Communication and relationship skills (include internal/external contacts)

Exchanges complex information where tact and persuasive skills are required, being mindful of barriers to understanding.

Communicates condition, test, or other technical and rehabilitation information to colleagues, patients, caregivers including those who may have physical or learning disabilities.

Knowledge, training and experience

Understanding of range of routine and non-routine audiological activities acquired through training to degree or equivalent level of knowledge.

Analytical and judgemental skills

Audiological judgements involving range of facts or situations, requiring analysis, and comparison of options.

Analysis of test results; identifies required tests/procedures, decides to repeat procedure if necessary. Decide on the appropriate management plan, based on the patient's needs and involving the patient and their relative/ carer in the decision-making process where necessary.

Planning and organisational skills

Plans activity workload of self and others.

Physical skills

Skills for positioning patients, particularly children and young people, for tests; hand eye co-ordination for e.g. probe microphone measurements and aural impression taking. Keyboard skills for keeping up-to-date patient records and driving skills if possible, to travel to different clinics.

Responsibilities for patient / client care

Undertakes routine tests and rehabilitation e.g. pure tone audiometry, tympanometry, otoscopy, hearing aid selection and programing, and probe microphone measurements.

Responsibilities for policy and service development

Follows policies and procedures for own work area; proposes changes to practices for work area.

Responsibilities for financial and physical resources

Responsible for safe use of audiological equipment by others; email the relevant staff members to orders supplies such as hearing aids, hearing aid accessories, and audiological consumables.

Responsibilities for human resources

Supervises junior staff and students; provides professional/clinical supervision; trains less experienced staff.

Responsibilities for information resources

Records personally generated audiological data into Auditbase PMS and uses a variety of hearing aid software.

Responsibilities for research and development

May participate in R&D activities.

Freedom to act

Works independently within occupational, departmental policies, procedures, and codes of conduct.

Physical effort

Frequent light physical effort for several short periods.

Mental effort

Frequent requirement for concentration; work pattern is predictable with occasional requirement for prolonged concentration.

Emotional effort

Occasional exposure to distressing or emotional circumstances. May work with upset patients and caregivers.

Working conditions

Occasional exposure to unpleasant conditions.

This job description outlines the duties as currently required but may be amended by mutual agreement to reflect future transformation and integration of the Trust.

Signed: (Member of staff)		Date	
Signed: (Line Manager)		Date	

University Hospitals of Derby and Burton NHS Foundation Trust was formed on 1 July 2018, bringing together five hospital sites in Derby and Burton.

Our aim is to bring together the expertise of our 12,300 staff to provide the highest quality care to patients within Derbyshire and South East Staffordshire. Our vision, values and objectives are:



Our Vision & Identity

Our UHDB Identity is that we provide '*Exceptional Care Together*', which is our 'Why?'. It is the fundamental purpose that guides all that we do.



Our Values & Behaviours

Our staff have co-created a set of values and behaviours that are stretching and inspiring in equal measures. These are our UHDB promises. They are powerful messages and will shape how we care for others and care for each other. They are **Compassion, Openness** and **Excellence...**



Our objectives

As part of the 'Big Conversation', we lastly turned our attention to our aims, big steps we must we take in the future. This is our 'What?'. Our staff said that we should continue to have **PRIDE...**

Equality, Inclusion and Diversity

University Hospitals of Derby and Burton NHS Foundation Trusts is fully committed to promoting inclusion, equality, diversity and human rights in employment and delivery of its services. The Trust is committed to providing an environment where all employees, patients, carers and visitors experience equality of opportunity by means of understanding and appreciating the value of diversity.

The Trust works to eliminate all forms of discrimination in line with the Equality Act 2010, and recognises that this requires, not only a commitment to remove discrimination, but also action through positive policies to redress inequalities.

The Trust actively encourages its employees to challenge discrimination and promote equality of opportunity for all.

Employees of the Trust are required to comply with its policies and values around equality, inclusion, diversity and human rights. Failure to do so will be treated as misconduct under the Trusts' Disciplinary Policy and Procedure, which may result in dismissal."

Freedom to Speak up

The Trust is committed to listening to our staff and learning lessons. There are a variety of ways in which concerns can be raised in person, by phone or in writing (including email). We also have a Freedom to Speak Up Guardian who works with Trust leadership teams to create a culture where staff are able to speak up in order to protect patient safety and empower workers. Full details can be found on the Trust Intranet

Data Protection

Organisations are required to comply with the General Data Protection Regulation; the UK Data Protection Act 2018; all other data protection legislation and other local policies and procedures regarding the handling of information. All employees retain the right to request information held about them.

Confidentiality

The Trust requires all staff to maintain a high standard of confidentiality, and any disclosure of information outside the proper and recognised course of duty will be treated as a serious disciplinary offence.

Infection Control

The prevention and management of infection is a key priority for the Trust. As an employee of the Trust you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself.
- be aware of infection prevention and control policies, practices and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and staff.
- maintain an up to date knowledge of infection prevention and control, policies, practices and procedures through attendance at mandatory training and ongoing continuing professional development
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy).

Health and Safety at Work Act

All staff must not wilfully endanger themselves or others whilst at work. Safe practices and precautions must be adhered to.

Smoke free Trust

The smoke free policy applies to staff, patients, resident's visitors and contractors.

Research

"The Trust comprises research-active hospitals with a developing culture of research and innovation across the whole organisation. All clinicians are expected to engage in research, development & innovation.

Engagement of clinical staff in research covers a spectrum of involvement, ranging from having an awareness of the studies and trials taking place in their areas, to assisting with the identification of research participants, to research-experienced individuals who win research funding and assume the role of Chief Investigator for multi-centre trials and studies".