

Job Title:	Senior Audiologist combined role – Band 6 & 7
Reports to (job title):	Head of Service & Chief Audiologist
Line Manager to:	Clinical Lead for Assistant Audiologists

Job purpose

To assess the hearing and communication needs of adults reporting hearing loss and/or tinnitus and agreeing and implementing individual management plans

To see patients in a community setting who are directly referred by their GP for hearing tests and hearing aid fittings

To complete full range of diagnostic tests and make onward referral to ENT when required

To perform microsuction ear care clearance following departmental protocols

To work in joint clinics where needed with hearing therapy colleagues and to ensure all service users rehabilitation needs are addressed

To support the Head of Adult Audiology & Chief Audiologist by -

- Providing clinical advice and support for direct referral clinics
- Leading on all departmental audits
- Attending quality meetings when needed and implementing organisational policy
- Writing and updating SOP's and risk assessments when required
- Taking the lead on any pilot projects
- Taking an active role in any research projects or bids
- Training & supervising all assistant audiologists with internally agreed clinical skills and organisational requirements

Base

Adult Audiology & Hearing Therapy Department at St Martin's Hospital in Bath with peripheral clinics at Keynsham Health Centre & Paulton Hospital

This post is responsible for

- Ensuring all diagnostic testing and hearing aid fittings are to required professional standards
- Training & supporting volunteers
- Training & supporting assistant audiologists
- Deputising for the head of service or chief audiologist where required
- Taking a clinical lead role for new projects and quality issues

Key responsibilities

- To support the hearing therapy team with hearing aid issues and equipment demonstration and provision
- To be the point of contact for 1 to 1 training for the volunteers who run repair clinics in B&NES, Somerset and Wiltshire
- To support the hearing therapy volunteers with any other technical, supervision or mentoring issues
- To support assistant audiologists complete their care certificate training and any other internal training required
- To support the management and clinical quality issues for the adult audiology & hearing therapy service
- To be the clinical lead for the assistant audiologists, providing all internal clinical training, regular supervision and support and monitoring of patient satisfaction and outcomes

Proposed job plan

1 day per week at a band 7 assisting the head of service and chief audiologist with the management of the adult audiology and hearing therapy service as required and combining this role with 4 days per week as a senior audiologist at a band 6

Outline of Provisional Job Schedule:

Monday to Friday 8 to 6 compressed hours equalling 4.5 days per week with agreed non-working day once a fortnight are possible if preferred

Personal Specification

Essential

- Experience of working in an NHS Audiology Department for a minimum of 3 years and fully registered with the RCCP for that time.
- BAAT Part 1&2 with BTech in MPPM or equivalent or BSc in Audiology

Desirable

- NHS Scientist Training Programme qualification
- Post graduate rehabilitation training courses
- Completed microsuction training and supervision
- Evidence of regular CPD training and activity

Other requirements: experienced and competent in using Auditbase & Microsoft Office

Our values

Our values are our moral compass and core to our DNA. They underpin the way we deliver our services and treat those who use our services.

To many organisations values are just words which don't translate into reality of the day to day but our values flow through everything that we do, they define who we are, what we stand for and set the expectations of our colleagues, communities, customers and partners. They have been defined by our colleagues and have been integral to our journey so far and will be integral to our future as well.

We have three values which help us stand out from the crowd, not just because there's only three, but because they are unique to who we are. We care, we think, and we do.

Care	Think	Do
<ul style="list-style-type: none"> • Inspire • Understand • Communicate 	<ul style="list-style-type: none"> • Challenge • Improve • Learn 	<ul style="list-style-type: none"> • Accountability • Involve • Resilience

Confidentiality and Information Security

As our employee you will be required to uphold the confidentiality of all records held by the company, whether patients/service records or corporate information. This duty lasts indefinitely and will continue after you leave the company's employment.

All information which identifies living individuals in whatever form (paper/pictures, electronic data/images or voice) is covered by the 2018 Data Protection Act and should be managed in accordance with this legislation. This and all other information must be held in line with NHS national standards including the Records Management: NHS Code of Practice , NHS Constitution and HSCIC Code of Practice on Confidential Information and should only be accessed or disclosed lawfully. Monitoring of compliance will be undertaken by the Company. Failure to adhere to Information Governance policies and procedures may result in disciplinary action and, where applicable, criminal prosecution.

Information governance responsibilities

You are responsible for the following key aspects of Information Governance (not an exhaustive list):

- Completion of annual information governance training
- Reading applicable policies and procedures
- Understanding key responsibilities outlined in the Information Governance acceptable usage policies and procedures including NHS mandated encryption requirements
- Ensuring the security and confidentiality of all records and personal information assets
- Maintaining timely and accurate record keeping and where appropriate, in accordance with professional guidelines

- Only using email accounts authorised by us. These should be used in accordance with the Sending and Transferring Information Securely Procedures and Acceptable Use Policies.
- Reporting information governance incidents and near misses on CIRIS or to the appropriate person e.g. line manager, Head of Information Governance, Information Security Lead
- Adherence to the clear desk/screen policy
- Only using approved equipment for conducting business

Governance

Clinical governance is a framework through which organisations delivering health and care services are accountable to continuously improving the quality of their services and safeguarding high standards of care by creating an environment in which clinical and other forms of care flourishes. Employees must be aware that clinical governance places a duty on all staff to ensure that the level of care services they deliver to patients is safe and high quality, and that they follow/comply with our policies and procedures.

Registered Health Professional

All staff who are a member of a professional body must comply with standards of professional practice/conduct. It is the post holder's responsibility to ensure they are both familiar with and adhere to these requirements.

Risk Management/Health & Safety

The post holder has a responsibility to themselves and others in relation to managing risk, health and safety and will be required to work within the policies and procedures laid down by the company. Staff are required to observe the Hygiene Code and demonstrate good infection control and hand hygiene.

Employees must be aware of the responsibilities placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe environment for other employees, patients and visitors. It is essential to observe strict fire and security precautions at all times.

All staff must report accidents, incidents and near misses so that the company can learn from them and improve safety.

Safeguarding Children and Vulnerable Adults Responsibility

We are committed to safeguarding and promoting the welfare of children and adults at risk of harm and expects all employees to share this commitment.

Medicines Management Responsibility

Nursing or registered healthcare professionals

Undertake all aspects of medicines management related activities in accordance within the company's medicines policies to ensure the safe, legal and appropriate use of medicines.

Skilled non-registered staff

Undertake all aspects of medicines management related activities in accordance with the company's medicines policy where appropriate training has been given and competencies have been achieved.

Policies and Procedures

All colleagues must comply with the Company Policies and Procedures which can be found on the company intranet.

General

We are committed to serving our community. We aim to make our services exemplary in both clinical and operational aspects. We will show leadership in identifying healthcare needs to which we can respond and in determining the most cost-effective way of doing so.

We recruit competent staff that we support in maintaining and extending their skills in accordance with the needs of the people we serve. We will recognise the commitment from our staff to meeting the needs of our patients.

The company recognises a "non-smoking" policy. Employees are not able to smoke anywhere within the premises or when outside on official business.

Equal Opportunities

It is the company's intention to be an employer of choice and ensure that no job applicants or employees are unfairly disadvantaged on the grounds of gender, disability, race, ethnic origin, colour, age, sexual orientation, religion or belief, trade union membership or any other factors that are not relevant to their capability or potential. To this end, the company has an Equality and Diversity policy and it is the responsibility of each employee to contribute to its success.

Flexibility Statement

This job description is not exhaustive and may change as the post develops or changes to align with service needs. Any such changes will be discussed directly between the post holder and their line manager.

Employee signature

Manager signature
