

CHIME SOCIAL ENTERPRISE

JOB DESCRIPTION

1. JOB DETAILS

Job Title:	Audiologist
Grade:	Band 5
Responsible to:	Responsible to Managing Director of Chime SE through line management
Location:	Chime Social Enterprise Audiology

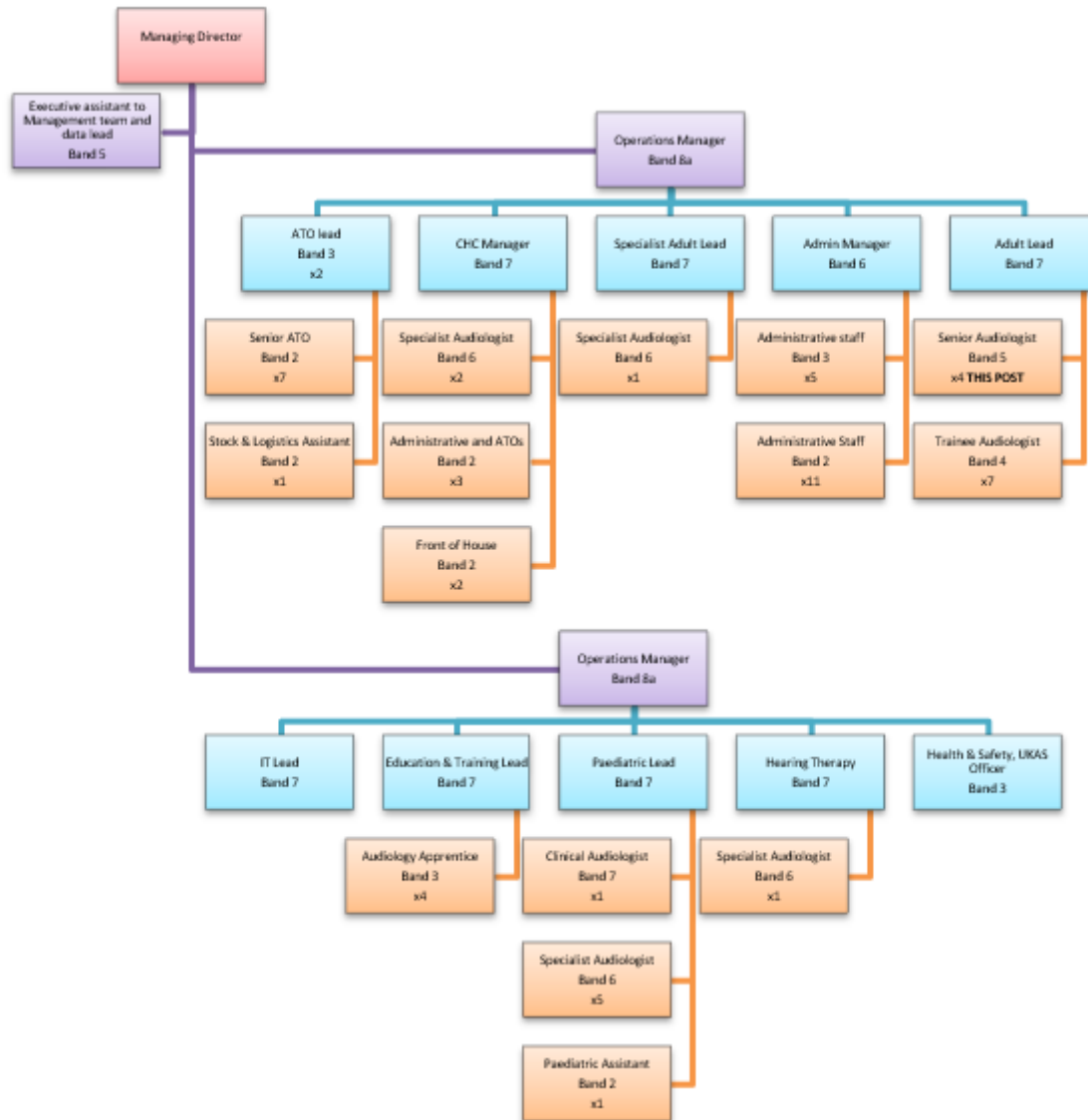
2. JOB PURPOSE

To plan and implement hearing care with diagnostic and rehabilitative functions for patients within the hospital and locality environments.

3. DIMENSIONS

In conjunction with the Chime Clinical Team
Contribute to supervision of any departmental trainees. Liaise with senior audiological staff and other health professionals and clerical staff.
Conduct a proportion of the approximate 43,000 episodes of care seen annually in the department.

4. Organisational Chart:



5. JOB SUMMARY

Audiologist is the qualifying grade within the service and the province of the newly qualified graduate audiologist.

Audiologist band 5s function autonomously, accepting direct referrals from primary and secondary care for adults and children. They will plan, coordinate and conduct diagnostic and rehabilitative regimes, noting and acting on the need for onward referral for medical and other professional opinion as part of individual care plans

They will continue to access audiological education and gain experience and will plan to undertake MSc level STP education to facilitate competence and practice.

6. PRINCIPLE DUTIES AND RESPONSIBILITIES

- On adults and older children plan and undertake diagnostic audiological procedures unsupervised and recommend appropriate courses of action on a direct referral basis where appropriate.
- Analysis, assessment and interpretation of a broad spectrum of adult diagnostic and rehabilitation, and some paediatric test results.
- Manage rehabilitative patient caseloads utilising care plans on a direct referral basis where appropriate.
- Refer for specialist audiological testing and/or referral to other health professionals where judged appropriate.
- Selection of adult hearing aid prescription and hearing aid systems relevant to patient's individual audiological requirements.
- Ensure maximum effectiveness of hearing aid systems meeting individual patient criteria.
- Lone worker at locality clinics
- Undertake ward and domiciliary visits
- Participate in areas of specialised clinical practice, under the direction of senior audiological staff, after in-house training and/or specialist courses – e.g. Paediatric Audiology (VRA/Under 3 testing), Bone Anchored Hearing Aids.
- Supervise and support junior audiology staff and trainees.
- Implement teaching programs to facilitate audiologist-training programs as planned and directed by Senior Audiology Department staff.
- Liaise with and advise other health professionals verbally and in written report format.
- Support the more senior audiology staff with day-to-day management of the department.
- Assist with organisation of the department's workload.
- Maintain knowledge and understanding of current developments within audiological profession.
- Acquire data required for audit purposes and input as appropriate.
- Assist with monthly departmental stock audits
- Any other duties commensurate with the grade as requested by Head of Department or Team.
- On occasion in the absence of more Senior audiological staff, be the senior member of staff in charge on site
- Assists and supports the Department Manager in the control of staff and consumable costs.
- Justifies expenditure when need arises.
- Identifies and investigates variances in the Department budget, in partnership with the Department Manager.
- Demonstrates effective communication systems and constantly seeks to improve such systems where appropriate.
- Be responsible for maintaining a happy and harmonious working atmosphere.

- Observe and maintain confidentiality at all times

Communication & Relationship Skills

Continuous interaction with adults with hearing impairment and with children and their parents, relatives and carers.

Communication of test results or other technical information to patients, parents, relatives and carers, including patients who may have physical or learning disabilities, dementia or who may be seriously/terminally ill.

Explanations of results and rehabilitation strategies in patient friendly and sensitive way

Presentation of relevant audiological information to other professionals

Will refer to line manager or other professional where appropriate.

Knowledge Training & Experience

BSc (Hons) Audiology (or equivalent)
(RCCP Registration – independently assessed as BSc (Hons) equivalent) when eligible to apply)

BAAT 1 & II professional theory and competence examinations

In-house continuous training and experience

Analytical & Judgement skills

Undertakes specific audiological diagnostic testing on adults and children (over approx. 3 years of age).

Analysis, assessment and interpretation of broad spectrum of adult rehabilitation, adult and child diagnostic testing and some paediatric test results

Determination and ongoing assessment of adult hearing aid prescriptions and monitoring of effectiveness, re-evaluating where appropriate.

Selection of hearing devices and ancillary items relevant to patient's individual audiometric profile.

Referral for specialist audiological testing and/or referral to other healthcare professionals where judged appropriate.

Determining the reason for erroneous clinical test results within above disciplines

Planning & Organisational Skills

Planning and adapting of treatment plans for adults.

Planning and adapting test regimes for adults and some children.

Planning and prioritising own duties, domiciliary visits and clinics.

Physical Skills

Performing the following on adults and children:

Accurate and precise hearing testing using variety of techniques

Taking earmould impressions

Inserting Probe Microphones into ears of adult patients to the depth of the tympanic membrane.

Fitting and fine tuning of digital hearing aids

Equipment Calibration

Dexterity, hand eye co-ordination and sensory skills for adjustment of earmoulds and hearing devices.

Manipulation of materials requiring high degree of precision

Responsibility for Patient / Client Care

Provides clinical technical services

Undertakes, screens, interprets audiological diagnostic tests for adults and children.

Provides adult rehabilitation, advice and support.

Part of team delivering:

A clinical audiology service including GP, HV, Paediatrician, SALT and school nurse
Direct Referrals, Secondary referrals from other hospital consultants

Responsibility for policy / service development	<p>Follows departmental and National protocols. Assists in development of local service policy. Involved in instigation of Modernised Hearing Aid Services for digital hearing aid provision for adults.</p>
Responsibility for Financial and Physical Resources	<p>Maintains and is responsible for security of own hearing aid stock (£7K) Regularly assists with departmental stock audits Responsible for the safe use of expensive or highly complex equipment with patients</p>
Responsibility for Human Resources	<p>Supervision of graduate trainees on placements as required and directed by supervising staff.</p>
Responsibility for Information Resources	<p>Daily requirement to input audiological data into AuditBase computer system Occasional database activity for audit/research purposes Records personally generated clinical observations</p>
Responsibility for Research & Development	<p>Involved in gathering data for multi-centre trials as required. Occasionally participates in R&D in Audiology, which will have a national impact on Audiology within the NHS.</p>
Freedom to Act	<p>Acts independently within professional guidelines and will refer to Line Manager and/or other healthcare professionals when appropriate. Will discuss results with patients, relatives and carers and agree treatment plans for general audiology. Works autonomously. Lone worker at locality clinics and domiciliary visits. Ward visits for hospital in-patients.</p>
Physical Effort	<p>Frequent requirement for sitting or standing in restricted position Occasional requirement to exert moderate physical effort for short periods e.g. assisting elderly patients into/out of chairs, Sitting to perform otoscopy, impression taking, and REM measurements on adults. Moving of audiological equipment for service at 13 locality clinics Carrying heavy equipment for domiciliary visits Keyboard use for report writing</p>
Mental Effort	<p>Constant requirement for concentration, such as in testing hearing (adults and children), dispensing hearing aids, particularly to difficult hearing losses, and analysis of clinical results.</p>

<p>Emotional Effort</p>	<p>Exposure to distressing or emotional circumstances Providing a clinical service to patients with mental illness or challenging behaviour, personal rehabilitative counselling in adults rehabilitation. May work with patients who are upset or terminally ill, or those with physical, learning difficulties or dementia. Imparting news on hearing prognosis to adults, parents, relatives and carers.</p>
<p>Working Conditions</p>	<p>Exposure to unpleasant working conditions Prolonged VDU use Dealing with aggressive or distressed patients or relatives Using noisy and dusty machinery for earmould modification. Exposure to unclean patients – incontinence in the very elderly and young, discharging ears, unhygienic earmoulds, head lice, MRSA or other biological hazard.. In locality clinics, frequently attempting audiological procedures in non-soundproof conditions, often in cramped conditions with lack of ventilation or natural daylight for long periods of time. Lone worker at locality clinics and for domiciliary visits. Ward visits for hospital in-patients</p>

7. CHIME SOCIAL ENTERPRISE – PURPOSE AND VALUES

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 will share our knowledge with neighbouring healthcare agencies and professionals.

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 pay staff fairly and recognise the whole staff's commitment to meeting the needs of our patients.

7a. GENERAL

This is a description of the job as it now. We periodically examine employees' job descriptions and update them to ensure that they reflect the job as it is then being performed, or to incorporate any changes being proposed. This procedure is conducted by the Manager in consultation with the jobholder. You will, therefore, be expected to participate fully in such discussions. We aim to reach agreement on reasonable changes, but if the agreement is not possible, Chime reserves the right to insist on changes to your job description after consultation with you.

HEALTH AND SAFETY AT WORK

The employer will take all reasonably practical steps to ensure your health, safety and welfare while at work. You must familiarise yourself with the employer's Health & Safety policy, and its safety and fire rules. It is your legal duty to take care for your own health and safety as well as that of your colleagues.

INFECTION CONTROL

It is the responsibility of all members of staff to provide a high standard of care to patients they are involved with. This includes good infection prevention practice.

All staff have a responsibility to comply with Infection Prevention and Control policies and procedures, this includes:

Attending mandatory and role specific infection prevention education and training.

Challenging poor infection prevention and control practices.

Ensuring their own compliance with Trust Infection Prevention and Control policies and procedures for example, standard precautions, hand hygiene, prevention & management of inoculation incidents

CONFIDENTIALITY

You may not process or disclose any information of a confidential or personal nature relating to the employer or in respect of which the employer has a duty of confidence to any third party other than where you are obliged to disclose such information in the proper course of your employment or as required by law. Any failure to comply with this term of your employment will be treated as an act of misconduct under the employer's disciplinary procedure.

JOB DESCRIPTION AGREEMENT

Job Holder's Signature: _____ Date: _____

Manager's Signature: _____ Date: _____

HAZARDS

Laboratory Specimens Proteinacious		Clinical contact with patients	X	Performing Exposure Prone Invasive Procedures	
Blood / Body Fluids	X	Dusty Environment	X	VDU Use	X
Radiation		Challenging Behaviour	X	Manual Handling	X
Solvents	X	Driving	X	Noise	
Respiratory Sensitisers		Food Handling		Working in Isolation	X
Handling Cytotoxic Drugs					

PERSON SPECIFICATION

POST: Audiologist, Band 5

REQUIREMENTS	E/D *	HOW TESTED? Application Form Interview/Test	MET	NOT MET
<u>QUALIFICATIONS / SPECIAL TRAINING:</u> Able to demonstrate a good command of the English language A BSC in Audiology for 2006 entrants or BTEC National Certificate in MPPM BAATS Part 1 & 2	E E D	AF AF AF		
<u>KNOWLEDGE / SKILLS:</u> Good communication skills IT skills A knowledge of all NHS and digital models of hearing aids A practical knowledge of clinical Audiology and hearing aid technology.	E E E E	Int AF/Int Int Int		
<u>EXPERIENCE:</u> Adult Diagnostic Audiometry Adult Tympanometry Speech Audiometry Real Ear Measurement Impression Taking Earmould modifications Adult Fitting & Rehabilitation	E E E E E E E	AF/Int AF/Int AF//Int AF//Int AF//Int AF//Int AF//Int		
<u>PERSONAL REQUIREMENTS:</u> Ability to remain calm and able to work in a busy environment Ability to work as part of an effective team Ability to communicate with members of the public and staff in other professions	E E E	AF/Int AF/Int AF/Int		
<u>OTHER REQUIREMENTS:</u> Flexibility in approach to work Commitment to developing clinical skills and experience in line with departmental needs. To keep abreast of clinical developments within the department to ensure standards of service are maintained and enhanced. To develop IT skills to keep abreast of changes in within clinical audiology and administration within the department.	E E E E	AF/Int AF/Int AF/Int AF/Int		

*Key:

Requirements: E = Essential, D = Desirable