

JOB DESCRIPTION

1. JOB DETAILS

Job Title:	Band 7 Paediatric Audiologist/Clinical Scientist
Reports to:	Head of Paediatric Audiology
Accountable to:	Head of Audiology
Grade:	Band 7
Unit/Department:	Audiology
Location:	Bradford Royal Infirmary

2. JOB PURPOSE

The post holder will participate within the multi-disciplinary teams in the provision of a comprehensive paediatric audiology service, working within nationally and locally established policies, quality standards and codes of practise. They will be responsible for the day-to-day operational management of a designated area of the service and deputise in the absence of the Head(s) of Service.

3. JOB DIMENSIONS

The post is part of the multidisciplinary Audiology team.
The jobholder is responsible for the day-to-day coordination/operational management of an aspect of the service
The jobholder will be required to supervise junior staff and contribute to the training of junior staff including BSc/PTP/STP students as well as providing training to other professionals within and external to the Trust

4. PRIMARY DUTIES & AREAS OF RESPONSIBILITY

Clinical

- Take relevant case histories and select an appropriate test regime
- Undertake the assessment of hearing in children and adults including the highly specialised assessment of children and adults with special needs e.g. physical and mental disabilities
- Analyse and interpret a broad spectrum of test results, which may involve complex and/or conflicting information.
- Provide recommendations as appropriate, with respect to further patient management and communicate these to appropriate agencies.
- Provide understandable explanations to patients and parents/children of complex test procedures, results, implications and rehabilitative strategies including to those who have barriers to understanding due to hearing disability, ethnicity and language barriers, physiological and psychological problems or special needs. In particular on occasions inform parents that their child has a permanent hearing loss, in a patient friendly and empathic way to patients, relatives, carers and children.
- To provide re/habilitation of babies and children with hearing difficulties including care planning and specialist advice which may involve collaboration with other professionals as appropriate.
- Obtaining accurate impressions of ears and adjusting or altering earmoulds when required.
- Selection, precise fitting and evaluation of hearing aids including using real ear measurements and outcome measures
- Instruct patients, parents/carers on use of hearing aid(s) and provide relevant information.
- Counsel patients, parents/carers to maximise benefit of device and provide advice on other services available e.g. Bradford Education, Voluntary Services, Social Services, environmental aids, accessories
- Provide appropriate detailed reports to medical clinicians and other health/education professionals including the analysis and interpretation of clinical tests, recommendations and advice regarding patient management
- Carry out first line management of repair of hearing aids.
- Participate in audiology clinics/ ENT audiological support at outreach clinics.
- Responsible for the correct operation and use of all audiological equipment and facilities within own jurisdiction.
- Utilise an integrated testing/patient management system, including the accurate input of clinical data e.g. patient journal, report writing.
- Interact, communicate and collaborate with Clinicians, Outreach staff, theatre staff and other healthcare professionals.

Management

- Take responsibility for an agreed areas of work. In particular be responsible for the day to day operational management of an area of the service including staff.
- Participate in the line management of staff
- Promote close working relationships with professionals referring into the service
- Independently plan and prioritise caseload allocated and feed into the planning of a given service area
- Help maintain the resources of the department including stock taking, ordering of equipment and maintenance of existing equipment
- Responsible for highlighting any areas where efficiency can be realised, and in conjunction with Heads of Service instigate change to realise these efficiencies.
- To represent the audiology service at meetings and working groups, as appropriate
- Deputise for the Heads of Service in their absence.

Teaching and Training

- Participates in the supervision and training of junior audiologists
- Undertakes clinical supervision as a clinical educator of BSc students and STP trainees
- Teach and lecture on audiological and related topics to other healthcare professionals within and external to the Trust.

Research and Development

- Undertakes the development, implementation and audit of protocols, procedures and patient information in conjunction with the Heads of Service.
- Participate in service orientated research and clinical governance including the introduction of new services to improve the quality of the department's work and development of evidence based practice
- Engage in research and the publication of work and encourage staff to do so in collaboration with other team members

General Duties

- Identify own training and development needs
- To attend relevant courses, training internally and externally in order to maintain CPD and registration
- To attend departmental meetings as required
- Close liaison with other healthcare professionals and other services to ensure effectiveness of services
- Undertake such other duties as may be appropriate to the grade of the post as requested by the Head(s) of Audiology

Professional Registration

To ensure that continuing professional development is achieved in line with the Registering Body's requirements ensuring your registration is maintained.

Health and Safety/Risk Management

The jobholder must comply at all times with Bradford Teaching Hospitals NHS Trust Health and Safety policies, in particular by following agreed safe working procedures and reporting incidents using the Trust's Risk Incident Reporting System.

Equality and Diversity

The jobholder is required to abide by the Trust's policies and procedures and to actively support the Trust's commitment to equality and diversity in both employment and the delivery of services. All patients, staff and visitors must be treated equitably, with dignity and respect taking into account their race, gender, ethnic origin, age, disability, sexuality etc".

Training and Personal Development – Continuous Professional Development

The jobholder must take responsibility in agreement with his/her line manager for his/her own personal development by ensuring that Continuous Professional Development remains a priority. The jobholder will undertake all mandatory training required for the role.

Patient and Public Involvement

All staff will be expected to comply with S.242 of the NHS Act 2006.

Respect for Patient Confidentiality

The jobholder should respect patient confidentiality at all times and not divulge patient information unless sanctioned by the requirements of the role.

Environment and Sustainability

All employees have a responsibility to promote sustainability and carbon reduction within the Foundation Trust adhering to our Sustainable Development Strategy and therefore ensuring that all our business is conducted in a sustainable manner

Infection Prevention and Control

All employees have a personal responsibility to comply with Trust and departmental Infection Prevention and Control policies to protect their own health, the health of patients, visitors and other employees and to prevent health care associated infections. This includes a requirement to maintain a safe, clean and tidy work environment and to complete mandatory Infection Prevention and Control Training as provided by the Foundation Trust. All clinical staff must ensure rigorous and consistent compliance with standard infection control precautions including Hand hygiene, dress code and use of personal protective equipment and other clinical care policies and protocols applicable to infection prevention and control.

Employees are required to challenge poor performance or poor practice in relation to infection prevention and report any breaches using relevant Trust procedures such as the Incident reporting system.

Safeguarding Children and Adults

All employees have a responsibility to safeguard and promote the welfare of children and adults including but not limited to patients, members of the public and colleagues. The postholder will be responsible for ensuring they undertake the appropriate level of training in accordance with our safeguarding policy training strategy and that they are aware of and work within the safeguarding policies of the Trust which are available on the Trust intranet pages.

5. COMMUNICATION & WORKING RELATIONSHIPS

- Engage in effective communication with patients, carers, relatives and visitors. In particular in the setting of individual management plans.
- Effective verbal, non-verbal and written communication with all members of the multidisciplinary team within own department as well as other services both internal and external to the trust
- Provides support, empathy and reassurance in the delivery of patient care.
- Addresses inappropriate behaviour in others in a professional manner.

6. SPECIAL WORKING CONDITIONS

- The post holder may be may be required to work at sites other than BRI in order to deliver a service to patients.

Bradford Teaching Hospitals NHS Foundation Trust is part of the West Yorkshire Association of Acute Trusts (WYAAT), a collaborative of the NHS hospital trusts from across West Yorkshire and Harrogate working together to provide the best possible care for our patients.

By bringing together the wide range of skills and expertise across West Yorkshire and Harrogate we are working differently, innovating and driving forward change to deliver the highest quality care. By working for Bradford Teaching Hospitals NHS Foundation Trust this is your opportunity to be a part of that change.

WYAAT is the acute sector arm of the West Yorkshire and Harrogate Health and Care Partnership, one of the largest integrated care systems in the country. The Partnership's ambition is for everyone to have the best possible health and wellbeing, and the work of WYAAT, and each individual trust, supports that ambition.

7. JOB DESCRIPTION AGREEMENT

Jobholder's Signature: _____ Date: _____

Head of Department's Signature: _____ Date: _____

Head of Department's Job Title: _____

Terms and Conditions:

You will be appointed on Agenda for Change Terms and Conditions

1. Probationary Period

New employees appointed to Bradford Teaching Hospitals NHS Foundation Trust covered by Agenda for Change Terms and Conditions (whether on a fixed term or substantive basis) are subject to a probationary period. The length of your probationary period is dependent on your length of contract as detailed in the table below. During this time you will be required to demonstrate to the Trust your suitability for the position in which you are employed. This period may be extended at the Trust's discretion and is without prejudice to the Trust's right to terminate your employment before the expiry of the probationary period. In the event that a decision is taken to terminate your contract of employment during or at the end of your probationary period, you will be entitled to a notice period in line with the statutory timescales, which for employees with less than one year's service is one week.

Length of Contract	Probationary Period
Substantive	6 months
Fixed Term for 12 months or more	6 months
Fixed Term for 6 – 12 months	3 months
Fixed Term for less than 6 months	1 month

Probationary periods do not apply to internal moves/transfers and promotions

2. Pension Scheme

New starters to the Foundation Trust will be auto-enrolled into the NHS Pension Scheme subject to qualifying criteria at the appropriate contribution rate. Contribution rates can be found at

www.nhsbsa.nhs.uk/member-hub/cost-being-scheme

The employer contribution rate is 20.68%.

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criteria.

Employees who are not eligible to join the NHS
Pension Scheme will be auto-enrolled into
alternative scheme subject to qualifying

3. Annual Leave

The leave entitlement for this job is *262.5* hours,
pro rata (inclusive of bank holidays).

The annual leave year runs from 1 April to 31
March.

Your leave entitlement will rise to *277.5* hours,
pro rata after 5 years NHS Service and to *307.5*,
pro rata hours after 10 years NHS Service
(inclusive of Bank Holidays).

4. Health Screening

The post is subject to health screening, as
appropriate to the post.

5. Special Conditions

The postholder may be required to work irregular
hours on occasions in order to satisfactorily fulfil
the requirements of the post.

6. Sickness Absence

Employees absent from work owing to illness will
be entitled, subject to the conditions of the
agreement and appropriate certification, to receive
sick pay in accordance with the Department of
Health Agenda for Change agreement (which may
be varied from time to time by the NHS Negotiating
Council). For details of the sick pay scheme please
access the "Agenda for Change" staff Terms and
Conditions via the Department of Health Website
www.nhsemployers.org , or the HR Pages of the
Trust Intranet.

The Foundation Trust is a NO SMOKING Employer - Smoking will not be permitted
on Foundation Trust premises and grounds, and there will be no provision made for
employees who wish to smoke.

General Data Protection Regulations

All members of the staff are bound by the requirements of UK Data Protection
legislation and any breaches of the legislation or of the confidential nature of the
work of this post could lead to dismissal.

Disclosure and Barring Service

Please note that this post may be subject to a criminal records check from the Disclosure and Barring Service.

For certain roles the check will also include information held on the DBS's children and adults barred list, together with any information held locally by police forces that is reasonably considered to be relevant to the applied for post.