

Lead Paediatric Audiologist

Job description

POST: Lead Paediatric Audiologist

BAND: 7

REPORTS TO & RESPONSIBLE TO: Audiology Service Manager

ACCOUNTABLE TO: Audiology Service Manager

JOB SUMMARY:

The Lead Paediatric Audiologist will deliver expertise in the highly complex and highly sensitive specialist assessment and diagnosis of hearing impairment. The post holder will provide a specialist range of audiometric investigations, and a comprehensive hearing aid service to a the paediatric population. The post holder will be responsible for the development, implementation and evaluation of individual treatment programs and lead & support a specialised Paediatric Audiology program within the Audiology Team.

The post holder will monitor standards of care by efficient and effective use of resources, utilising clinical audit, research, supervision of practice and teaching. They will lead the Paediatric provision with support from the Audiology Service Manager.

SECTION 1: MAIN RESPONSIBILITIES:

- To be a clinical specialist and directly responsible for a designated Paediatric caseload of non-routine patients with complex and highly complex hearing disorders.
- To use investigative and highly complex analytical skills to diagnose hearing loss and formulate individual treatment plans on children of all ages. This will involve highly sensitive counselling of parents following the diagnosis of severe/profound permanent hearing loss.
- Requests the order of specific hearing aids and accessories for Paediatric habilitation or rehabilitation.
- To lead and support the Senior Audiologists in the development and operation of a paediatric hearing aid service. This will involve highly specialized selection, fitting and rehabilitation of young children with digital hearing aids in accordance with the protocols set by the MCHAS/NHSP protocols and Evidence Based Practice.
- To be a clinical specialist and lead a team of highly specialised Senior Audiologists in diagnostic ABR/OAE testing, Audiologist led hearing assessment clinics and hearing aid assessments/ittings.

- To liaise with other agencies to ensure that family friendly working is incorporated, using a multi-agency and multi-disciplinary approach.
- To monitor waiting lists within the department and implement strategies to assist the diagnostic wait times
- To communicate effectively and courteously with patients, parents/Guardians, colleagues, public and members of the directorate and trust.
- To promote equality and diversity for patients accessing the Audiology Service and work within both a Corporate and Clinical Governance Framework.
- Ability to work calmly and methodically when under pressure from a busy and varied caseload, demonstrating good prioritisation and organisational skills. To be professionally and clinically responsible for all aspects of their own work and report to the Audiology Service Manager.
- To undertake the IQIPS self assessment process and subsequent evidence gathering for on-going accreditation, including allocation of protected time for IQIPS work streams
- To assist in staff allocation to meet the needs of the department. This will involve the manipulation of personnel to cover a broad range of clinics to provide a comprehensive Audiology Service.
- To deputise for the Audiology Service Manager in their absence

SECTION 2: CLINICAL DUTIES

- To perform highly specialised diagnostic testing on paediatric caseload – to include diagnostic ABR, diagnostic OAE, speech testing, RECD, REM and audiometric behavioural testing
- To analyse highly complex hearing test results and questionnaires to formulate treatment plans for non-routine and highly complex patients
- To have highly developed skills in the manipulation of fine tools on patients who are non-compliant where speed and dexterity is essential (REM, RECD, OAE measurements which involves the insertion of small probes within the ear, Otoscopy and impressions on newborns, babies, young children and special needs patients, repairs to hearing aids, application of electrodes on babies and children with learning and/or physical difficulties)

- To undertake the calibration both biological and technical, of equipment which is highly complex and specialised
- Introduction and implementation of new advanced test techniques. e.g. CHIRPS, auditory steady state responses.
- Interpretation of broad spectrum of paediatric test results, including diagnostic ABR traces, diagnostic OAE traces and specialised speech testing
- To liaise effectively with senior consultants about a child's development should there be a cause for concern.
- To liaise with and directly refer patients to other professionals and external agencies.
- To have an understanding and working knowledge of the Child Protection assessment framework and work within its parameters and guidelines.
- To have a working knowledge of the Children's National Service Framework, Education Health and Care Plan & NDCS/NHSP Quality Standards
- To work within infection control regulations and enforce the implementation throughout the team.

SECTION 3- KNOWLEDGE AND SKILLS

(i) MANAGERIAL & LEADERSHIP

- To actively lead the operation of the specialised Paediatric Audiology service which will include special responsibilities as allocated by the Audiology Service Manager
- To assist in the formulation of plans for the Audiology Department's service delivery.
- To assist in recruiting new staff within the Audiology department and implementing HR policies.
- To assist in the organisation and training of health professionals as required in the screening and identification of hearing impaired children and to support the Audiology Service Manager in the training of medical staff.
- To supervise and train MSc/BSc students in Audiology in their clinical placements in the specialized area of paediatrics.

- To liaise with various manufacturers regarding equipment, supplies and price which includes arranging purchase and repairs of hearing aids
- To monitor and maintain departmental Paediatric stock.
- To deputise for the Audiology Service Manager in their absence
- The post holder will be a clinical specialist and be directly responsible for a designated caseload of non-routine patients with complex hearing disorders.
- To support the implementation of policies within professional guidelines and propose changes to own specialist field.
- To support and clinically lead a team of staff in the delivery of evidence based patient care.
- To participate in the regional ABR peer review and CHSWG

(ii) PERFORMANCE MANAGEMENT:

- To work in collaboration with all staff in the service area/s to ensure that the business plans are fulfilled
- To lead on or support new local or regional initiatives.
- To analyse, monitor and manage patient activity and other service performance in a way that complies with National, Regional or local standards and targets.
- To participate in benchmarking, policy setting and review to ensure standards are maintained and reviewed.
- To ensure that sickness absence for staff is managed appropriately and in line with the Trust's Sickness Absence Policy
- To participate as appropriate in the proper investigation of patient complaints or complaints from other users of the service, drafting of responses as necessary and taking identified corrective actions.
- To support the education of staff by encouraging learning from complaints to ensure the highest quality of patient care is delivered.
- To support the systems of incident reporting and education of staff following incidents and adverse events.

- To have an understanding and working knowledge of the Safeguarding Adults assessment framework and work within its parameters and guidelines.
- To have a working knowledge of the NICE guidelines in relation to Adult hearing provision and Tinnitus provision
- To work within infection control regulations and enforce the implementation throughout the team

1. RESEARCH AND DEVELOPMENT:

- To undertake and assist in clinical audit, report on outcomes and make recommendations for change to the Audiology Service Manager.
- To co-ordinate, implement and take responsibility for technical research development projects.
- Participation in Departmental audit and development activities, with particular reference to implementation of IQIPS & NDCS/NHSP national recommendations
- Collection and analysis of activity data to enable audit of departmental procedures.
- Participate in the introduction of new tests and procedures into clinical use, in collaboration with the appropriate Audiological Staff where necessary.
- To assist the Audiology Service Manager in structuring and developing departmental policy and procedure.

2. EDUCATION AND EXPERIENCE

- The post holder will possess a BSc in Audiology or the equivalent professional qualification (HNC and Specialist courses).
- The post holder will have maintained their own continuing professional development by attending both internal and external training courses.
- They will have highly specialised knowledge and possess or be working towards an M-level module(s) in Audiology or specialist courses to equivalent level.
- The post holder will possess a basic management qualification and undertaken leadership training and management training courses as appropriate
- To maintain professional registration with the RCCP and BAA

- The post holder will have attended specialised training on equipment that is highly complex, sensitive and non-routine.

3. TRAINING, PERSONAL AND PEOPLE DEVELOPMENT

- Ability to work calmly and methodically when under pressure from a busy and varied caseload, demonstrating good prioritisation and organisational skills.
- To develop and maintain personal skills and knowledge within the Audiological field, maintaining up-to-date knowledge of procedural and professional developments, and disseminating this information to the rest of the Audiology Team as required.
- The post holder will train, mentor and supervise junior members of audiological staff, BSc/MSc Audiology students and cadets.
- The post holder will facilitate and teach at study days for audiological staff and other professionals within the Trust.
- The post holder will instruct and guide highly complex patients and patient's parents/guardians in the operation and usage of the hearing aid and teach the appropriate person on correct mould insertion, being sensitive to the patient's communication and physical difficulties.
- All employees have a duty to attend all mandatory training sessions as required by the trust.

SECTION 4 - EFFORT AND ENVIRONMENT

- Physical efforts including: Sitting, Standing, walking and occasional maneuvering of patients from wheelchair to seat or sitting to standing (and vice versa)
- Mental effort: There will be a requirement to produce frequent reports/response letters that will take high levels of concentration and appropriate time management. Planning staff rota's
- Emotional effort: The post holder may be exposure to distressing/emotional situations, counselling patients (inc family/carers) in relation to hearing loss. The post holder may encounter some patients with co-morbidities and/or mental health issues. Excellent communication skills and empathy will be essential
- Working conditions: The post holder will work within the Audiology Dept at Tameside General Hospital and at community outreach clinics. The post holder may be exposed to wax & occasional ear discharge when completing otoscopy. Exposure to unpleasant working conditions is rare

SECTION 4-ADDITIONAL REQUIREMENTS

1. To provide cover for colleagues as directed by your manager.

2. Risk Management (Health & Safety)

- a) You will follow risk management procedures at all times. The Risk Management procedures for the Trust and the department are kept by the departmental manager.
- b) You are personally responsible for Risk Management issues in respect of yourself and your colleagues.
- c) If you identify a potential hazard you should report it to your manager / supervisor at once. If in doubt you should speak to your manager for guidance.
- d) You must always use safety equipment provided, and report any defects to your manager. You must attend Risk Management Training as directed by your manager.
- e) If you are a manager or have line management responsibilities for staff or a department or area of work, you are responsible for the Risk Management issues in that area. You will ensure that there is an annual Risk Management audit in your area and make sure that where necessary, an action plan eradicating risks is drawn up and implemented.
- f) Should you need help in resolving Risk Management matters, you must seek assistance from your manager.

3. Infection Prevention and Control

- a) You are personally responsible for ensuring that you protect yourself, patients, visitors and colleagues from the risks of infection associated with health care activities and the care environment.
- b) You must adhere to infection prevention and control policies at all times liaising with the infection control team and acting on any instructions given.
- c) You must attend regular infection prevention and control update training.
- d) You should at all times promote and demonstrate good practice for the prevention and control of infection.

4. To avoid any behaviour which discriminates against your fellow employees, or potential employees on the grounds of their sex, sexual orientation, marital status, race, religion, creed, colour, nationality, ethnic origin or disability.

5. To safeguard at all times confidentiality of information relating to patients and staff.

6 Child Protection and Vulnerable People

It is the responsibility of all staff to safeguard children and/or vulnerable adults, to access training to ensure they know what constitutes abuse, and what support is available to them, at a level appropriate to their role and responsibilities.

To report any concerns, without delay, to the identified person within their department/division or area of responsibility as per the relevant policies, keeping clear records, and following up as required to ensure necessary actions have been taken.

7. No Smoking Policy

The Trust operates a No Smoking Policy which states that smoking is prohibited within all Trust premises and on the site. This includes entrances, exits, cars, lease cars, car parks, pavements and walkways, areas hidden from general view and residences. As an employee of the Trust you are expected to comply with this policy, failure to do so may result in disciplinary action being taken under the Trust's Conduct and Disciplinary Policy.

8. To behave in a manner which ensures the security of NHS property and resources.

9. To abide by all relevant Trust Policies and Procedures.

This list of duties and responsibilities is by no means exhaustive, and the post holder may be required to undertake other relevant and appropriate duties as required.

This job description is subject to regular review and appropriate modification in consultation with the post holder.

Lead Paediatric Audiologist Person Specification

	Essential	Desirable
Knowledge: Competent in ABR and Diagnostic OAE techniques	Y	
Competent in Paediatric audiometric testing & hearing aid provision	Y	
Theoretical and practical knowledge of Paediatric Audiology, and advanced Audiological test techniques	Y	
An awareness of national Audiology and NHS developments.		Y
SKILLS: Excellent communication skills and patient handling skills	Y	
Ability to work using own initiative or as a part of a team	Y	
Analyse results and perform relevant audiological tests	Y	
Experience of maintaining patient records	Y	
Experience of broad range of Paediatric Audiological tests	Y	
Hearing Aid selection & verification including use of individual management plan (Paediatric)	Y	
QUALIFICATIONS: BSc Audiology or HNC qualification in Medical Physics and Physiological Measurement (MPPM) & Successfully completed both parts of BAAT I and II (Or equivalent)	Y	
Evidence of on-going CPD	Y	
Eligible/registered as a clinical scientist with HCPC or on the voluntary register with RCCP	Y	Y
MSc in Audiological Science plus CAC/CCC		
Advanced courses in Audiology		Y
Experience of testing Newborn babies using diagnostic equipment	Y	

Experience of reporting the results and making diagnosis of PCHI	Y	
Experience of paediatric hearing aid verification and fitting	Y	
Experience of performing behavioural /speech testing on paediatric caseload	Y	
Experience of leadership within role		Y
Experience of using Auditbase Patient Management system		Y
OTHER:		
Car owner/driver	Y	
Ability to formulate comprehensive and appropriate management plans based on good case history information, and to seek further assistance when required.	Y	
Ability to work on own initiative and take routine decisions. Awareness of budgetary limitation & constraint	Y	
To lead & develop designated areas of responsibility.		Y
Ability to share knowledge and engage others in projects	Y	