



Job Description

Job Title:	Audiological Scientist / Specialist Audiologist
Band:	7
Hours:	37.5
Base:	Bedford Hospital, and any other associated Trust establishments across the Bedfordshire Hospitals NHS Foundation Trust including outreach clinics and establishments used in the course of Trust business (if necessary for the role).
Reporting to:	Paediatric Audiology Lead
Terms and Conditions of Service:	Currently those of Agenda For Change and other local agreements

OUR VALUES:





JOB SUMMARY:

The post holder will work autonomously at a senior level, participating in the provision of a comprehensive diagnostic and rehabilitative Audiology for both adults and children, including complex cases. The post is predominantly weighted towards the Paediatric Service and will require an advanced and specialised diagnostic and rehabilitative skill set and knowledge base, working with a caseload aged newborn to young adult. The post holder will participate in the department's training programme for students and junior staff, including preceptorship and mentoring.

KEY RESPONSIBILITIES:

- Work as an independent practitioner providing specialist clinical services directly to patients, to include:
 - The assessment and rehabilitation of adults and children (newborn to young adult).
 - Creation of individual rehabilitation plans selected from a range of possible options, engaging the patient/family as an active partner in the decision-making process guided by a flexible, inclusive and responsive approach based on patient/family need.
 - Responsibility for and management of patients with complex and/or special and additional needs, including cases referred by other members of the team due to conflicting results or incomplete information.
 - Establishment of good rapport, including gaining patients' co-operation in clinics and self-management at home.
- Promote clinical excellence as a specialist practitioner, maintaining a high level of specialist expertise in routine and non-routine testing and rehabilitation methods, to include expertise in a range of techniques, procedures and technologies. The latter will involve keeping up to date with new or emerging technologies and knowledge.
- To work effectively in, and share knowledge, skills, expertise and advice with the team, wider multi-disciplinary team, patients, families, and other agencies.
- Undertake domiciliary visits at home and on hospital wards as required.
- To contribute to policy development, review and implementation including participation in the production and revision of policy documents, operating procedures and training materials.
- Participate in maintenance and collation of departmental statistics.
- Maintaining Departmental and Hospital records including use of the Patient Management System, stock control systems, and equipment calibration and service records.
- Participate in the Department's professional, clinical and statutory training, including the training of students, junior staff and colleagues from related disciplines. To participate in the department's preceptorship and mentoring program as required.
- Participate in audit and research and development opportunities as they arise.



- To undertake the requirements to maintain professional registration including maintaining CPD Records in a format required by the regulatory professional body.
- Maintain an understanding of changes and new developments in audiological matters.

Communication

- Ability to communicate effectively, empathetically and sensitively with patients of all ages and their families/carers who:
 - a. may have varying degrees of hearing loss, from mild to profound
 - b. may have highly complex needs where advanced communication skills are paramount.
 - c. may be highly anxious or emotional due to the news you are imparting (e.g. diagnosis of profound hearing loss in a new-born baby, deterioration of an existing hearing loss) or recent news (e.g. still distressed about sudden significant loss of hearing).
- Ability to communicate with professionals and public, both internal and external to the Trust, on clinical, service provision and professional matters.
- To maintain clear, accurate, appropriately detailed clinical records (legible, if written). To ensure confidentiality of records.
- To report and or refer appropriately, clearly and in a timely fashion as required.
- To comply with the Trust's requirements for data management and storage.



Knowledge

- Advanced knowledge of methods of assessment for children of all ages (neonates to young adult), including assessment of children of all abilities.
- Advanced knowledge of appropriate interventions and management strategies for all assessed children.
- Advanced knowledge of assessment techniques and rehabilitative strategies for Adult patients, including patients with special and additional needs.

The list of responsibilities above are key primary requirements for the role, however, additional duties may be required to ensure patient and employee safety is met.

GENERAL:

To comply at all times with any regulations issued by the Trust, especially those governing Health and Safety at work and to ensure that any defects which may affect safety at work are brought to the attention of the appropriate manager.

It is the responsibility of all staff to minimise the Trust's environmental impact by recycling wherever possible, switching off lights, computers, monitors and equipment when not in use, minimising water usage and reporting faults promptly.

This job description reflects the present requirements and objectives of the post. As the duties of the post change and develop, the job description will be reviewed and will be subject to amendment, in consultation with the post holder.

You are required to disclose any additional work you undertake or are planning to undertake for another employer.

PROBATIONARY PERIOD:

This post is subject to the successful completion of a probationary period of 6 months within which the notice period for both you and Bedford Hospital is four weeks.

STANDARDS:

Staff are responsible for complying with the relevant standards set by their Line Manager. A breach of such standards may lead to disciplinary action. It would be investigated fairly and appropriate steps taken to prevent a recurrence and address any wider causes.

SAFEGUARDING CHILDREN AND VULNERABLE ADULTS:



All employees and volunteers working within the Trust have a responsibility for safeguarding and promoting the welfare of children and vulnerable adults.

INFORMATION GOVERNANCE:

(This includes Patient Confidentiality, IT Security, Data Protection and Freedom of Information)

You are required to respect the confidentiality of all patients, carers and staff, by not sharing any information (including data) obtained during the course of your duties. You have an obligation to report any non-compliance through the Trusts Incident Reporting process.

All staff must comply with the legal obligations and statutory requirements of the General Data Protection Act 2018, the Trusts IT Security and Information Governance Policies, Codes of Conduct and Best Practice Guidelines which are available on the staff Intranet site.

PRIVACY STATEMENT:

The Trust is committed to protecting the privacy and security of your personal information. Information about you will be kept by the Trust for purposes relating to your employment. In accordance with the Trust's Privacy Notice for employees, the Trust will hold computer records and personnel files relating to you which contain personal and special category data. The Trust will comply with its obligations under the General Data Protection Regulations and all other data protection legislation. The data the Trust holds will include employment application details, references, bank details, performance appraisals, holiday and sickness records, salary reviews and remuneration details and other records; which may, where necessary include special category data relating to your health, identity, data held for equality monitoring purposes, criminal offence data and data regarding DBS checks. The Trust requires such data for personnel administration and management purposes for the performance of your contract of employment and to comply with its legal obligations. The majority of information that you provide us with is mandatory to enable us to perform the contract of employment; where information is requested from you on voluntary basis, you will be advised of this and will be properly advised of your rights in respect of consent and the withdrawal of that consent.

The Trust will take all reasonable steps to ensure that the personal information held about you is complete, accurate, up-to-date and not held for longer than necessary for the purposes for which it was collected. However, you are responsible for informing us promptly of any changes to your personal information either in writing or by updating your information on MyESR.

The Trust's Privacy Notice sets out the legal basis for processing your personal data and your rights to access this data are prescribed by law.

The Trust requires you to familiarise yourself with the Trust's Information Governance (data protection) Policy which set out its obligations under the General Data Protection Regulation and all other data protection legislation. You must comply with the Trust's Data Protection Policy at all times and you agree that you will only access the systems, databases or networks to which you have been given authorisation. The Trust will consider a breach of its Data Protection Policy by you to be a disciplinary matter which may lead to disciplinary action, up to and including dismissal. You should also be aware that you could be criminally liable if you disclose personal data outside



the Trust's Policies and Procedures. If you have any queries about your responsibilities in respect of data protection, you should contact the Trust's Data Protection Officer.

A copy of the full Privacy Notice for Employees can be downloaded from the Trust's Intranet.

PROMOTING EQUALITY:

The Trust is committed to promoting an environment that values diversity. All staff are responsible for ensuring that all patients and their carers are treated equally and fairly and not discriminated against on the grounds of race, sex, disability, religion, age, sexual orientation or any other unjustifiable reason in the application of this policy and recognising the need to work in partnership with and seek guidance from other agencies and services to ensure that special needs are met.

INFECTION CONTROL:

You are required to comply with the Trust's strategy regarding infection control and be aware of, and comply with, all Trust infection and prevention and control policies, to include hand hygiene, personal hygiene, environmental and food hygiene. Effective prevention and control of healthcare associated infections has to be embedded into every day practice and applied consistently by everyone. Failure to do so may result in disciplinary actions.

SMOKE FREE:

The Trust implements a Smoke Free policy that applies to all staff. Staff are not allowed to smoke while wearing a recognisable Trust uniform or visible trust identification badge, and not allowed to smoke anywhere on hospital grounds. Staff are not allowed to take additional breaks in order to smoke. They may smoke during designated breaks but only out of uniform and off site. Staff contravening this policy may be subject to disciplinary procedures.

DISCLOSURE REQUIREMENTS:

A risk assessment has indicated that a DBS disclosure is both proportionate and relevant to this position. Any person who is conditionally offered this post will be required to undertake a DBS check in this respect.

The Trust guarantees that this information will only be seen by those who need to see it as part of the recruitment process.

The Trust ensures that an open and measured discussion will take place on the subject of any offences or other matter that might be relevant to the position sought could lead to a withdrawal of an offer of employment.

We undertake to discuss any matter revealed in a Disclosure with the subject of that Disclosure before withdrawing a conditional offer of employment. Having a criminal record will not necessarily bar you from working with us. This will depend on the nature of the position or circumstances and background of your offence. Please be aware that the Trust has a Policy containing a more detailed Code of Practice that meets the standards specified by the Disclosure and Barring Service relating to the fair use of criminal record information and the appointment of persons having a criminal record.



Note: Failure by an applicant to provide accurate and truthful information is considered to be a serious matter. Where it is found that a person has recklessly provided inaccurate information or withheld information relevant to their position, this may disqualify them from appointment. It may also result in dismissal or disciplinary action and referral to the appropriate professional registration body.

If you would like to discuss what effect any criminal record or fitness to practise proceeding might have on your application, you may telephone the Recruitment Manager at the Trust, in confidence, for advice.

ASSISTANCE WITH TRUST PROCESSES:

Any member of staff who is a manager at band 7 and above may be asked to take part in disciplinary and appeals processes in line with the Trust's policy. Appropriate training and support will be provided by the Employee Relations Team.