

Job Description

JOB TITLE: Specialist Audiologist

DIVISION: Surgery

GRADE: 6

REPORTS TO: Line Manager

ACCOUNTABLE TO: Head of Audiology

VALUES AND BEHAVIOURS



ABOUT NUH

Every day, our teams at Nottingham University Hospitals NHS Trust (NUH) make a difference. We save lives, we improve lives and we usher in new life. We are proud to play a central role in supporting the health and wellbeing of people in Nottingham, Nottinghamshire and our surrounding communities.

With more than 18,000 colleagues, we are the largest employer in Nottinghamshire and one of the biggest and busiest NHS Trusts in the country, serving more than 2.5m residents of Nottingham and Nottinghamshire and a further four million people across the East Midlands and beyond.

We provide a range of national and internationally renowned specialist services and we are at the forefront of new surgical procedures and research programmes.

We are home to the East Midlands Major Trauma Centre, the Nottingham Children's Hospital and in partnership with the University of Nottingham we host a Biomedical Research Centre carrying out vital research into hearing, digestive diseases, respiratory, musculoskeletal disease, mental health and imaging.

As a teaching hospital, we are instrumental in the education and training of doctors, nurses and other healthcare professionals. We are proud of our strong relationships with universities across the East Midlands, including the University of Nottingham, Nottingham Trent University and Loughborough University.

The last year has been challenging for our teams. Alongside our continued recovery from Covid, our maternity services are subject to an independent review and we must do more to improve our culture. We are more focused than ever on making sustained improvements across our services.

As one of the NHS Trusts identified in the New Hospital Programme, a programme of investment in NHS hospitals, we have extensive plans to improve our hospitals and the services we deliver for patients. As well as the redevelopment of the Queen's Medical Centre and City Hospital, plans for a new 70 bed NHS rehabilitation facility set to be built on the Stanford Hall Rehabilitation Estate near Loughborough, are currently going through the approvals process.

We have recently become home to the latest series of Channel 4's award-winning series 24 Hours in A&E, which takes a look inside one of the country's busiest emergency department at QMC and showcases the dedication, passion and skill of our teams.

This is an exciting time to join NUH and help support our future ambitions.

JOB SUMMARY

This is a specialist grade role in which the post holder will be clinically responsible for the provision of routine and specialist audiological assessment and habilitation of patients of all ages. The post holder will be expected to work flexibly across the service with around 50% of time spent in the paediatric service.

The post holder will have specialist knowledge over a range of procedures and practices, underpinned by theoretical knowledge and practical experience. The post holder is expected to update their own professional knowledge.

The post holder will be based in Audiology at Ropewalk House and ENT, Queen's Medical Centre campus, but expected to operate regularly between NUH campuses as required.

KEY JOB RESPONSIBILITIES

The post holder will work as an independent clinical audiologist routinely undertaking the following Tasks.

Clinical:

Undertake full audiological assessment of infants, children and adults, to include complex and nonroutine cases such as those with multiple disabilities. This includes assessment of disability and expectations and carrying out appropriate hearing and auditory function tests. Testing will need to be adapted to suit the individual patient.

Analyse test results and other assessment data to determine differential diagnosis, the need for medical opinion and / or to decide on treatment options. To determine the requirement for involvement of other professionals from non-audiological / medical backgrounds (e.g. teacher, psychologist, BSL interpreter, social worker or other support staff). Develop, arrange and implement individual treatment plans for adult and paediatric patients to include the frequency of follow up visits required for each patient according to the complexity of the case in a person-centred way.

Select, programme and evaluate hearing aids for infants, children and adults to include the provision of specialised audiological and related services. Techniques will need to be adapted to suit the individual.

Within the above duties, select and administer a wide range of diagnostic tests, structured assessments and treatment plans. Guided by principles and broad occupational policies / regulations a judgement of the individual facts or situations should be made, using analysis, interpretation and comparison of test results and options to decide how best expected results are achieved.

Provide complex and sensitive information and advice to patients and carers.

Record clinical observations and test results, maintaining database entries of clinical findings.

Prepare audiological reports containing findings on assessment and review, with recommendations and advice based on clinical observations, assessment and knowledge for other professional colleagues and patients.

Liaise with a large multidisciplinary team of professionals within the department and wider service structure to ensure that each patient receives a high quality and well co-ordinated service which satisfies the Patient Charter Standards, national professional standards and the Children's Act

Policy or Service Development / Implementation

The post holder

- Is responsible for highlighting the need for improvement.
- Will lead in the service development of part of our complex service
- Will lead in service change programmes in line with local and national service development.
- Will participate actively in service monitoring, evaluation and audit.

Physical and Financial Resources

The post holder is responsible for:

- Accounting for items of stock used during patient management, adhering to local policies and procedures.
- Accurate completion of patient outcome forms to ensure the Trust is appropriately reimbursed for all patient related activity undertaken.

Training

The post holder is responsible for:

- Supporting the training of degree level and post-graduate students on placement in the department.
- Supporting the work experience placements within the department

Professional

The post holder will:

- Demonstrate on-going personal development through participation in internal and external development opportunities, recording learning outcomes through the knowledge and skills framework.
- Review and reflect on own practice and performance through effective use of professional and operational supervision and appraisal.
- Communicate effectively and work in collaboration with admin, medical, nursing teams and other colleagues to ensure delivery of co-ordinated multidisciplinary service in line with local and national guidelines and policies.
- Keep updated on audiological developments

Research and Development

- The post holder will support the principles of research and development within the department, becoming actively involved at a level considered appropriate, by the Trust and within their role.

Other

- The post holder will undertake any other duties that may reasonably be required

REGISTERED HEALTH PROFESSIONALS

All persons appointed to the post are required to hold registration with their appropriate professional Regulatory Body and to comply with their professional code of conduct. Evidence of on-going registration will be required.

GENERAL DUTIES

In addition to the key job responsibilities detailed in this job description all employees at Nottingham University Hospitals NHS Trust are expected to comply with the general duties detailed below

Infection Control

To maintain a clean, safe environment, ensuring adherence to the Trust's standards of cleanliness, hygiene and infection control.

For senior/clinical managers the following statement must also be included

The post holder is accountable for minimising the risks of infections and for the implementation of the Code of Practice for the Prevention and Control of Healthcare Associated Infections as outlined in the Health Act 2006. This includes receiving assurance of risk and embedding evidence based practice into daily routines of all staff.

Safeguarding children, young people and vulnerable adults

Nottingham University Hospitals is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All staff and volunteers are therefore expected to behave in such a way that supports this commitment.

Information Governance

All staff have an individual responsibility for creating accurate records of their work and for making entries into and managing all NHS records effectively in line with the Health Record Keeping Policy and other Health Records and Corporate Records Management policies and procedures in order to meet the Trust's legal, regulatory and accountability requirements.

Health and Safety

To take reasonable care to prevent injury to themselves or others who may be affected by their acts or omissions.

To co-operate fully in discharging the Trust policies and procedures with regard to health and safety matters.

To immediately report to their manager any shortcomings in health and safety procedures and practice.

To report any accidents or dangerous incidents to their immediate manager and safety representative as early as possible and submit a completed accident/incident form.

To use protective clothing and equipment where provided.

Whilst the aim of the Trust is to promote a co-operative and constructive view of health and safety concerns in the organisation, all staff must be aware that a wilful or irresponsible disregard for safety matters may give rise to disciplinary proceedings.

Governance

To actively participate in governance activities to ensure that the highest standards of care and business conduct are achieved.

Health and Wellbeing

Employees are expected to take all reasonable steps to look after both their physical health and mental health. To support employees to achieve this NUH offers a wide range of health and wellbeing activities and interventions. The full programme can be viewed at on the staff intranet.

Line managers are expected to encourage and support staff to look after their health and wellbeing, including the release

of staff to attend health and wellbeing activities and interventions.

General Policies Procedures and Practices

To comply with all Trust policies, procedures and practices and to be responsible for keeping up to date with any changes to these.

WORKING CONDITIONS

The post holder will generally be undertaking clinical duties in a sound treated environment. They must be able to cope with frequent periods of moderate physical effort. They must be able to use a VDU for extended periods of time. The post holder is expected to deal with foul body fluids (ear discharge, cerumen) on a regularly basis and follow the necessary infection control procedures when exposed. The post holder may come into contact with distressed and emotional patients and be able to deal with the situation professionally and with empathy.

JOB REVISION

This job description should be regarded as a guide to the duties required and is not definitive or restrictive in any way. The duties of the post may be varied from time to time in response to changing circumstances. This job description does not form part of the contract of employment.

Service Review

A strategic review of all Trust services is taking place, as a result of which some services, or parts of some services, may transfer from one campus to the other. This will be decided in accordance with the most appropriate way to provide the best healthcare for patients in the future and all staff will be fully consulted on about the impact of any such decisions.

Job description reviewed by: Claire Benton, Head of Audiology

Date: August 2023



