

Surgery and Critical Care**JOB DESCRIPTION**

POST	Senior Audiologist
PAY BAND	6
RESPONSIBLE TO	Audiology Site Lead
ACCOUNTABLE TO	Audiology Lead/Head of Audiology Service
BASE	Diana, Princess of Wales Hospital

ABOUT US

The Humber Health Partnership is one of the largest acute and community Partnership arrangements in the NHS, seeing well over one million patients every year and managing a budget of over £1.3 billion.

Made up of two Trusts - Northern Lincolnshire and Goole NHS Foundation Trust (NLAG) and Hull University Teaching Hospitals NHS Trust (HUTH) - our Partnership has significant ambitions and is committed to delivering world-class hospital and community services for the 1.65 million people we serve.

Together we employ nearly 20,000 staff. Our five main hospital sites are Diana, Princess of Wales Hospital, Scunthorpe General Hospital and Goole and District Hospital, for NLAG and Hull Royal Infirmary and Castle Hill Hospital for HUTH.

As Teaching Hospitals working with the Hull York Medical School, we both lead and contribute to research in many areas - biomedical research, primary care, palliative medicine, cardiovascular and respiratory medicine, vascular surgery, cancer surgery and oncology.

We believe that by developing a diverse, inclusive, innovative, skilled and caring workforce, we can deliver excellent care to our patients and a great future for our employees, our Partnership and our community.

ABOUT THE POST

The post holder will work within a multidisciplinary team to provide a comprehensive paediatric and an adult diagnostic and rehabilitation service within Audiology. The Audiology service is currently going through a re-development process, with new Audiology facilities commissioned at the Diana, Princess of Wales Hospital, which includes a new state of the art paediatric testing room. Occasionally you may be asked to cover clinics at other hospital sites within the trust, but your main base will be the Diana, Princess of Wales Hospital.

DUTIES AND RESPONSIBILITIES OF THE POST HOLDER

Main Responsibilities

As a Trust we are keen to offer and encourage flexible working opportunities to address health and wellbeing and work-life balance for our employees, this will have a positive impact on the care we provide.

Flexible working is part of a wider commitment to improve the quality and experience of working life and we recognise that it is a key contributor for the recruitment and retention of our employees.

We therefore support and encourage open conversations around a specific working pattern to suit your work-life balance or a multi-role career, if it works for you and works for the role, we'll do our best to make it happen.

Local flexible working arrangements are developed in partnership between the line manager and employee in order to ensure equality of access to flexible working, as far as practicable, regardless of role, shift pattern, team or pay, based on: patient/service user and staff experience, service delivery and work-life balance of colleagues.

We are committed to creating and maintaining a fair and supportive working environment and culture, where contributions are fully recognised and valued by all and staff feel empowered to carry out their duties to the best of their abilities. As employers we are committed to promoting and protecting the physical and mental health and well-being of all our staff. This underpins our values as set out in the NHS Constitution, supports us to be an Employer of Choice and ultimately enables our employees to support the effective care of our patients.

We strongly value the different perspectives and ideas a diverse workforce brings to deliver better outcomes for our patients. We welcome applications irrespective of people's age, disability, sex, gender identity and gender expression, race or ethnicity, religion or belief, sexual orientation, or other personal circumstances.

In line with the General Data Protection Regulation (GDPR), the Recruitment & Workforce team will use and hold your personal data for the intended purpose and in line with the Recruitment & Workforce Privacy Statement.

"We are committed to safeguarding the welfare of children/vulnerable adults and expect the same commitment from all staff and volunteers".

Please be aware that all new employees starting work with us will be charged for the cost of their DBS check, if it is required for their role.

To learn more about Northern Lincolnshire and Goole NHS Foundation Trust, and discover the unique benefits on offer to employees, view our latest videos, plus more, please visit our recruitment website at <https://joinnlag.co.uk/>

The post holder will work within a multidisciplinary team to provide a comprehensive paediatric and

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an adult diagnostic and rehabilitation service within Audiology. This post will be more focused on a paediatric workload, which will include:

The assessment and management of hearing loss in paediatric patients using age/ability appropriate recognised testing such as Visual Reinforcement Audiometry (VRA), performance Audiometry, play Audiometry, Pure Tone Audiometry, tympanometry and TEOAE testing to national standards recommended by the British Society of Audiology (BSA) and the British Academy of Audiology (BAA). Identifying if patients that have been assessed require a referral to the Ear, Nose and Throat Consultants, Paediatric Consultants for aetiology investigations, Teachers of Deaf and Hearing Impaired and Speech Therapy.

The fitting and verification of hearing aids to paediatric patients to the relevant national standards set by the BSA and BAA for Real Ear Measures (REM) and Real Ear Couple Difference (RECD) measurements. Delivering appropriate rehabilitation advice and support in line with the patient's management plan.

Performing paediatric hearing aid reviews with REM/RECD. Writing reports to relevant professionals to update them.

Occasionally performing hearing assessments on ENT patients (adult and paediatric).

Occasionally performing adult direct referral assessments and adult hearing aid fittings with REM, which may require you to attend outreach clinics within the Grimsby area.

Occasionally cross site working may be expected within the trust.

Performing adult and paediatric hearing aid repairs, including aural impression taking on babies, infants and children adhering to the recommended national standards.

Undertake appropriate CPD to maintain registration with an appropriate professional body.

Line Management Responsibility

Take supervisory responsibility for delegated performance management for staff grades, below this grade, including departmental trainees undertaking apprenticeships or Audiology students on clinical placement.

Budget Responsibility

The post holder will adhere to departmental budget management and make effective and efficient use of stock.

Quality Responsibilities

Undertaking and participating with departmental and trust audit process. Assisting the department in

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working towards and achieving IQIPS accreditation.

Deliver objectives agreed at the outset of the future year being responsive to re-setting of objectives (in year) if needed.

Ensure fitness to practice, keeping a record for CPD and continuation of professional registration.

Agree and work positively towards and Personal Development Plans; agreed as part of objectives setting.

OUR VALUES



Our values have been created in partnership with our most valuable asset – our employees. Our values set out a clear statement of our purpose and ambition which is to provide the very best in patient care, all of the time. We recognise that without the shared values driven responsibility that each and every person in our teams have, we could not provide excellent services to the patients that we care for. Crucially we recognise that looking towards the future, we must continue to create a culture that enables and drives our collective values and behaviours as an absolute fundamental foundation for both our staff and the patients that we serve.

LEADERSHIP RESPONSIBILITIES

Take supervisory responsibility for delegated performance management for staff grades, below this grade, including departmental trainees undertaking apprenticeships or Audiology students on clinical placement from University.

ADDITIONAL INFORMATION PERTINENT TO ALL STAFF**Health and safety - Healthcare associated infection**

Healthcare workers have an overriding duty of care to patients and are expected to comply fully with best practice standards. You have a responsibility to comply with Trust policies for personal and patient safety and for prevention of healthcare-associated infection (HCAI); this includes a requirement for rigorous and consistent compliance with Trust policies for hand hygiene, including the 'bare below the elbows' approach, use of personal protective equipment and safe disposal of sharps. Knowledge, skills and behaviour in the workplace should reflect this; at annual appraisal you will be asked about the application of practical measures known to be effective in reducing HCAI. The Trust has the responsibility of ensuring adequate resources are available for you to discharge your responsibilities.

Safeguarding

The Trust has in place both a Safeguarding Children Policy and a Safeguarding Adults Policy in line with national legislation.

The Safeguarding Policies place a duty upon every employee who has contact with children, families and adults in their everyday work to safeguard and promote their welfare. In the event that you have concerns about possible harm to any child or adult you should seek advice and support from the Trust Safeguarding team or in their absence contact your line manager. Out of hours contact should be made with the on-call manager through switchboard.

The Trust has nominated Safeguarding Leads who act as contact points for support and advice if concerns are raised about a child or adults welfare. These individuals can be reached through switchboard during office hours, by asking for the Named Professionals for Safeguarding Children or Adults respectively.

The policies and procedures described below are located on the intranet and internet site and you should ensure you are aware of, understand and comply with these. In addition the Trust will publicise and raise awareness of its arrangements and provide appropriate resources and training.

Confidentiality

All information, both written and computer based, relating to patients' diagnosis and treatment, and the personal details of staff and patients, is strictly confidential. The Northern Lincolnshire and Goole NHS Foundation Trust and its employees have a binding legal obligation not to disclose such information to any unauthorised person(s). This duty of confidence is given legal effect by reference to General Data Protection Regulation (GDPR). It applies to any information which is processed by the

Trust (i.e. stored, retained, maintained as a record, amended or utilised for the Trust's purposes as an NHS Hospital), from which a living person is capable of being identified. Individuals must observe a 'need to know' principle. No member of staff may seek out any information that they do not need to undertake their duties. This applies to clinical or other personal information of any third party.

Equality impact assessment

The Foundation Trust aims to design and implement services, policies and measures that meet the diverse needs of our service, population and workforce, ensuring that none are placed at a disadvantage over others. We therefore aim to ensure that in both employment and the delivery of services no individual is discriminated against by reason of their gender, gender reassignment, race, disability, age, sexual orientation, religion or religious/philosophical belief, marital status or civil partnership.