

## JOB DESCRIPTION

<b>POST TITLE:</b>	<b>Clinical Audiologist</b>
<b>BAND:</b>	5
<b>BASE:</b>	Trust Headquarters and locations throughout East Dorset
<b>ACCOUNTABLE TO:</b>	Clinical Lead for the Adult Rehab Service Line Manager Audiology Service Manager
<b>RESPONSIBLE FOR:</b>	Audiological care of patients allocated to them Clinical Supervision of allocated junior staff
<b>KEY RELATIONSHIPS:</b>	Patients and carers Colleagues General Practitioners in East Dorset ENT

### 1. JOB PURPOSE

**1.1 The function of the Audiology Service is to reduce disability due to deafness.** The post holder will contribute to this by accepting responsibility for the audiological care of adult patients with moderate to severe hearing problems, participating in clinical supervision and maintaining their own professional development including knowledge and skills needed to accommodate changes in technology and clinical procedures. They will also assist with specialist clinical tasks and consult with the Audiology Manager on changes to this Job Description.

### 2. KEY RESPONSIBILITIES

**2.1 Clinical** The Post Holder will be responsible and accountable for the audiological care of patients allocated to them. For every patient contact the post-holder will comply with the Trust's Infection Control Procedures to minimise the risk of cross-infection with particular reference to the handling, cleaning and disinfection of ear canal impressions and earmoulds. They will accept responsibility for the care and functioning of their complex, expensive programmable audiometric equipment. This will include frequent transfer of equipment weighing up to 10Kg.

**2.1 Diagnostic Audiology:** at ENT clinics throughout East Dorset the Post Holder will work autonomously to British Academy of Audiology standards to provide rapid and accurate assessments of patients from age four years upwards with complex conductive, sensorineural or non-organic hearing losses using tests from the full range of the British Society of Audiology Recommended Procedures. They will provide accurate and timely reports of their findings to consultant ENT staff and advise where appropriate on further audiological investigations or treatment.

**2.2 Adult Rehabilitation;** at clinics throughout East Dorset and at domiciliary visits. The Post Holder will work autonomously and where necessary alone in unpredictable environments to provide Hearing Assessments, Hearing Aid Fittings, Follow-Ups and Repair Services for adult patients with moderate to severe hearing problems. Understand that severe hearing loss can cause frustration and be prepared to cope with verbally aggressive people.

**2.3.1 At Hearing Assessment** they will assess the patient's hearing loss using tests from the full range of the British Society of Audiology Recommended Procedures via programmeable audiometric test equipment, for the care and functioning of which they will accept responsibility. They will also assess the patient's hearing disability and handicap using patient centred interview techniques and interactive questionnaires / formal outcome measurement tools. They will discuss the results with the patient and agree a careplan. Where appropriate they take silicone impressions of the patient's ear canals for hearing aid earmoulds. Finally they will complete a report for the referring physician making recommendations for further investigations where appropriate

**2.3.2 Hearing Aid Fitting** they will select and program digital hearing aid(s) to appropriate prescription targets, using Real Ear Measurements (ear canal probe microphone) to validate prescription targets are met and modify hearing aid program(s) and / or earmould ergonomics and acoustics where required. Instruct the patient on hearing aid handling and listening skills using teaching techniques appropriate to the needs and abilities of the patient.

**2.3.3 Hearing Aid Follow-Up** they will review changes in hearing problems by patient centred interview and interactive questionnaire / formal outcome measure tool. Where necessary modify hearing aid program(s) and earmould ergonomics and acoustics. Review and where necessary reinforce, handling and listening skills. Finally review the remaining problems and agree a careplan with the patient. This may include referral on to Specialist Audiologists or outside agencies.

**2.3.4 Hearing Aid Repair Service** contacts they will assess the patient's presenting and associated problems as well as their ear canal health and their hearing aid function. Where necessary reprogramme, repair or replace the hearing aid or take impressions for new earmoulds . Then review the remaining problems with the patient and agree a careplan with them. This may include repairs to hearing aids of older children and referral on to Specialist Audiologists or outside agencies.

### **3 Training, supervision and professional development**

**3.1** The post holder will provide clinical supervision for colleagues for clinical support and development as well as for new staff clinical induction and as part of junior staff training when new clinical procedures or technologies are introduced. You will also participate in clinical supervision sessions provided by others.

**3.1.1** You will participate in Personal Development Reviews and comply with the Trust's Integrated Governance Protocols and Risk, Confidentiality, Equal Opportunities and Health and Safety Policies. Where appropriate they will attend mandatory training sessions

**3.1.2** You will be required to assist senior colleagues with specialist service tasks and perform those tasks under supervision. Where appropriate they will be capable of developing their skills and knowledge to undertake formal specialist training.

**3.1.3** The post holder is expected to maintain their own Registration.

**3.1.4** A personal development plan will be agreed with the post holder in order to develop the skills and knowledge required to carry out the responsibilities set out in the job description.

### **4 Research and Development** The Post Holder will contribute to research and development within the Service in the following areas:

**4.1** Local clinical research

**4.2** Local Clinical Audit for any area of the service but particularly Evidence Based Practice

## **SECTION B: TERMS AND CONDITIONS OF SERVICE**

1. Dorset HealthCare has a range of clinical, operational, financial, health & safety, risk management, human resource, equality & diversity and other policies, procedures and guidance, copies of which can be found on the Trust Intranet or obtained from the line manager or Human Resources Department. The post holder is expected to be aware of all policies, procedures and guidance which applies to them and to observe their provisions at all times.
2. Employment in this post is subject to a Disclosure & Barring Service criminal records Disclosure. The post holder may be required to undertake a Disclosure application at any time during employment.
3. Staff are not permitted to smoke on Dorset HealthCare premises, either inside or outside, or inside Trust vehicles.
4. Staff are expected to undertake all mandatory training and refresher training appropriate to their role. This may include preventative management of violence and aggression (PMVA) and/or breakaway techniques, and cardio-pulmonary resuscitation (CPR). If in doubt as to which mandatory training applies to this post, advice should be sought from the line manager.
5. All staff who are required to handle food and drink other than for their own consumption must comply with the Food Safety and Hygiene (England) Regulations 2013.
6. Dorset HealthCare is committed to promoting the welfare of children and vulnerable adults. Staff are expected to be aware of, and comply, with their roles and responsibilities in relation to safeguarding vulnerable groups.
7. Staff are expected to observe the highest standards of care and conduct and to engage constructively with managers, colleagues, patients/service users/carers and others in the course of their duties.

## **SECTION C: CORE ATTRIBUTES AND BEHAVIOURS**

Staff are expected to adhere to and demonstrate Dorset HealthCare's Core values and behaviours at all times.

### **Values**

Our values underpin all that we do and provide a sense of direction to people, teams and the Trust overall.

1. **Respect and dignity**  
We value each person as an individual, respect their aspirations and commitments in life, and seek to understand their priorities, needs, abilities and limits. We take what others have to say seriously. We are honest about our point of view and what we can and cannot do.
2. **Commitment to quality of care**  
We earn the trust placed in us by insisting on quality and striving to get the basics right every time: safety, confidentiality, professional and managerial integrity, accountability, dependable service and good communication. We welcome feedback, learn from our mistakes and build on our successes.

3. **Compassion and kindness**

We respond with humanity and kindness to each person's pain, distress, anxiety or need. We search for the things we can do, however small, to give comfort and relieve suffering. We find time for those we serve and work alongside. We do not wait to be asked, because we care.

4. **Improving lives**

We strive to improve health and wellbeing and people's experiences of the NHS. We value excellence and professionalism wherever we find it – in the everyday things that make people's lives better as much as in clinical practice, service improvements and innovation.

5. **Working together for patients**

We put patients first in everything we do, by reaching out to staff, patients, carers, families, communities, and professionals outside the NHS. We put the needs of patients and communities before organisational boundaries.

6. **Everyone counts**

We use our resources for the benefit of the whole community and make sure nobody is excluded or left behind. We accept that some people need more help, that difficult decisions have to be taken – and that when we waste resources we waste others' opportunities. We recognise that we all have a part to play in making ourselves and our communities healthier.

## **Behaviours**

Our behaviours provide a guide to how we can bring our values to life and constantly remind us that how we do things is as important as what we do and achieve.

7. **Positive**

Embracing change and feedback, utilising constructive feedback to make improvements and promoting achievements of the Trust and others.

8. **Proactive**

Challenging unacceptable behaviour, showcasing learning and innovation, actively encouraging ideas and involvement from others.

9. **Supportive**

Being attentive, encouraging and helping others, giving and receiving feedback to enable people, teams and services to develop.

10. **Respectful**

Empowering people to voice their opinion, introducing yourself and ensuring language is professional and inclusive.

11. **Reliable and trustworthy**

Being open and transparent, acknowledging errors, being honest about limitations and not over-promising.

## **SECTION D: CHANGES**

This document represents a description of the job, and the skills, knowledge, experience and attributes required, at the date of issue.

Dorset HealthCare will periodically review this job description and person specification to ensure that it continues to meet service needs and will involve the post holder/s in the review process with the aim of reaching agreement on any reasonable changes which may be required. In the event that agreement is not achieved, Dorset HealthCare reserves the right to insist on reasonable changes following consultation with the post holder.



