

Job Purpose

The Medical Specialist Group LLP Guernsey is looking to recruit an Audiologist with both Adult and Paediatric experience who is qualified and registered to work privately. This is currently a lone clinician post (supported by an Audiology Assistant) and as such candidates should be confident in both paediatric and adult audiology.

Key Result Areas

- To provide diagnostic and (re) habilitation to children 0-18 years, including children with learning disabilities, challenging behaviour and special needs.
- To be competent and experienced with neonatal ABRs and paediatric hearing aid fitting and habilitation.
- Have experience with bone vibration hearing aids.
- To assist in the day to day running of the Paediatric Audiology Service.
- To provide audiology support for ENT Clinics
- To carry out CPD working towards the high levels of clinical professional competence.
- Following national guidelines as well as understanding local protocols.
- Making sure all equipment is maintained, calibrated and stock levels are maintained.

Outpatient ENT Service

- Daily calibration checks
- Otoscopy
- Pure tone audiometry, including air conduction and bone conduction, using masking where appropriate
- Tympanometry
- Acoustic reflex and decays
- Auditory Brainstem Response (sometimes in theatre)
- Otoacoustic Emissions
- Provision of Tinnitus advice and support (regular Tinnitus Clinic)
- Trials of Bone Anchored Hearing Devices for adults referred from ENT
- Information and support for those considering auditory implantation
- Order of custom-made swim moulds
- Occasional testing of inpatients on hospital wards

Paediatric Assessment (0-18 years)

- Daily calibration checks
- Otoscopy, ABR, VRA, performance and play audiometry, PTA incl masking, tympanometry and speech tests
- Acoustic reflex and decays
- Auditory Brainstem Response (sometimes in theatre)

- Appropriate medical history, age/development tests, explain results to parents and carers, formulating management plans and communication to relevant health and medical professionals involved in the patients care
- Provide diagnostic ABR and OAEs for referrals from the Newborn Hearing Screening Programme
- Be responsible and accountable for outcomes, onward patient pathway requiring analysis and interpretation of test results
- Assessing children with special and sensory needs
- Work closely with other paediatric services such as the Sensory Support Service, the Paediatric Department, Speech and Language therapy etc
- Train the Health Visitors and School Nurses to provide audiological screening
- Be responsible and accountable for onward pathways of patients
- Provide assessment for those with syndromes or complex needs
- Monitoring those with syndromes associated with hearing loss

Hearing Aid Fitting and Habilitation

- Fit all paediatric age groups
- Including Bone Vibrating devices
- Offer ongoing rehabilitation service and support to families
- Order appropriate hearing instruments and ancillary stock as required and work within allocated budgets
- carry out basic hearing aid repairs and/or arrange return to manufacturer for repair
- Fitting temporary hearing aids to manage middle ear effusion using a range of BTA, RIC or BCHA hearing aids

Managerial/Leadership

- To be independently professional, responsible and legally accountable for all aspects of own work, including the management of patients for the allocated caseload
- Represent the audiology service at meetings and working groups as appropriate
- Be responsible for the correct operation and use of all audiological equipment and facilities including annual calibration
- Maintain the resources of the department including stock taking, ordering of equipment and maintenance of existing equipment when required
- Oversight of the work of the Audiology Assistant including training progression and updates
- Organise the annual calibration of all audiometric equipment
- Undertake the development, implementation and audit of protocols, procedures, guidelines and patient information relevant to the audiology service
- Be responsible for clinical governance, safety and overall performance of the audiology department
- Be responsible for audit, quality assurance and risk management of the audiology service

- Promote close working relationships with professionals referring into the service helping to raise awareness of the audiology department and give assistance with audiology training to other professionals (e.g. school nurses, health visitors etc) as required
- Lead, manage and motivate staff, hold 1:1 meetings and conduct staff development interviews with your reporting staff
- Be responsible for all elements of staff performance management including disciplinary, capability, absence and other MSG policies

Professional Responsibility

- Be conversant with and adhere to the relevant governing body's code of Professional Conduct and local policies
- Keep updated with relevant change to The Medical Specialist Group LLP, Health Services Department and Princess Elizabeth Hospital policies and procedures
- Attend relevant compulsory training programmes on an annual basis, e.g. Fire Lectures, Moving and Handling sessions, Basic Life Support
- Ensure adherence to the quality standards included in the Contract with the States of Guernsey
- Identify own training and development needs and be responsible for maintaining CPD
- Be responsible for initiating, building and maintaining an off-island attachment link with a suitable audiology centre in order to keep up to date with best practice, ensure standards are being maintained and build working relationships to allow for consultation on difficult cases

Communication

- Liaise, communicate and co-ordinate effectively with other relevant agencies, professionals and members of the multidisciplinary team e.g. Speech & Language Therapy Department, Education Department, Health Visitors, School Nurses, Paediatricians, GPs and ENT Consultants demonstrating sensitivity to cultural and language differences
- Communicate effectively with patients/clients and their significant others, taking into account their cultural background, cognitive functioning and language differences
- Provide understandable explanations to patients and parents/children of complex test procedure, results, implications and rehabilitative strategies. On occasion inform patients that their child has a permanent hearing loss in an empathetic way
- Provide appropriate detailed reports to medical clinicians and other health/education professionals including the analysis and interpretation of clinical tests, recommendations and advice regarding patient management ensuring written communications complies with organisational and professional standards

Health & Safety

- Reports accidents and untoward incidents to appropriate personnel and complete relevant documentation
- Follow and undertake safe moving and handling policies, procedures and guidelines, including location and effective use of equipment
- Participate in the risk management strategies by accurately completing the necessary patient documentation and forms
- In all areas of practice, promote a safe environment for patients, relatives, visitors and staff in accordance with The Medical Specialist Group's Health and Safety policy and Health and Safety at Work (General) Guernsey 1987

Admin

- Deal with phone calls regarding hearing aids repairs and organise appropriate times for the repairs
- Organise and maintain hearing aid stock
- Keep a log for routine calibration checks of all audiology equipment
- Pack and post items as required (earmoulds, repairs, information)
- Ordering of consumables and equipment and liaise with accounts for paperwork
- Arrange annual calibration of equipment
- Log accurate information on TRAK and Rio

Other Duties

- Any other duties appropriate to the post

Performance Indicators

- Act consistently with legislation, policies and procedures and other quality approaches and alert others to the need for improvements in quality
- Prioritise own workload and organise own work to meet these priorities and reduce risks to quality
- Works within the limits of own competence and levels of responsibility and accountability in the work team and organisation
- Works as an effective and responsible team member and prioritises own workload and organises own work to meet these priorities and reduce risks to quality
- Obtain full, relevant information on specific aspects of services and projects for which they are responsible and how they relate to other parts of the service
- Works effectively in own team and as part of the whole organisation
- Prioritises, organises and carries out own work effectively
- Monitors the quality of work in own area and alerts others to quality issues
- Communicates in a manner that is consistent with relevant legislation, policies and procedures

- Evaluates the currency and sufficiency of own knowledge and practice for the post and identifies own development needs and interests
- Uses and maintains resources efficiently and effectively and encourages others to do so
- Discusses with line manager/team the changes that need to be made in own practice and the reasons for them
- Alerts the line manager/team when direction, policies and strategies are adversely affecting users of services or the public
- Reports actual or potential problems that may put health, safety and security at risk and suggests how they might be addressed
- Identifies and assesses the potential risks involved in work activities and processes for self and others
- Identifies how best to manage the risk reports actual or potential problems that may put health, safety and security at risk and suggests how they might be addressed

Competencies

- **Person Centred**
 - Works with patients/users to develop the service
 - Uses patients/users views to inform the provision of treatment and care
 - Liaises with pressure groups, action groups and shares findings
 - Implements governance systems that ensure care is person-centred
 - Develops a culture through leadership whereby patients' and clients' experiences, views and knowledge are obtained, valued and used through leadership
- **Evidence Based Practice**
 - Ensure that appropriate and evidence-based standards, benchmarks, protocols, clinical guidelines and procedures are in place to ensure quality of person-centred health care
 - Evaluates the implications of policy for service provision
 - Develops a culture of evidence-based practice at individual, team and service level through fostering a culture of inquiry and critique
- **Leadership**
 - Demonstrates ability to build, develop and manage effective relationships across teams and the service
 - Uses team building skills to achieve effective teams across the service
 - Creates and sustains support mechanisms within clinical settings
 - Uses internal and external networks to inform and lead practice
- **Training and Development**
 - Ownership for own training and development, in line with the Continuing Education Policy
- **Required Qualifications and Experience**
 - Paediatric Audiologist or Clinical Scientist (Audiology) career level 6/7
 - BSc (Hons) Audiology with Masters (or equivalent) with evidence of M level study and continuous professional development

- Registered with the Registration Council for Clinical Physiologists (RCCP) and the Health & Care Professions Council (HCPC)
- 3 years post qualification experience