

## Principal Audiologist

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|--------------------|-----------------------------|----------------------------|
| <b>Department:</b> | Health & Community Services |                            |
| <b>Section:</b>    | Surgical Care Group         |                            |
| <b>Reports to:</b> | Head of Audiology           |                            |
| <b>JE Ref:</b>     | HCS958.1                    |                            |
| <b>Grade:</b>      | CS11                        | <b>JE Date:</b> 21/03/2024 |

### Job purpose

A Principal Audiologist has significant clinical experience and performs a range of advanced scientific, clinical, and technical Audiological procedures. They are experienced in working with patients with learning difficulties, mental health conditions and cognitive decline e.g.dementia. They are also accountable for the day to day running of the Hearing Resource Centre (HRC) Satellite centre and assist with the smooth running of the Audiology department in general.

### Job specific outcomes

1. Independently manage a variety of adult patients, including those with complex needs with pre-hearing assessment medical history questions, perform hearing test and provide post assessment management. Developing and delivering an individual management plan of care, in consultation with patients and relevant others (significant others) based on individual patient needs and wishes and accepted good practice. IMPs are also developed and delivered for learning difficulty/dementia cases in liaison with carers.
2. Support Ear, Nose and Throat clinics as required to provide accurate diagnostic hearing tests, tympanometry and OAEs for patients aged 3+, using BSA protocols.
3. Assess or reassess, fit and verify, and review hearing aid provision. Manage repairs for patients aged 3 and over. Take ear impressions and fit ear moulds for patients aged 7 months and over. May conduct home visit assessments. Liaise with other services (e.g. memory clinic) and create reports as necessary.
4. Participate in formal departmental audit, outcome measures, patient satisfaction questionnaires and such-like and analyse subsequent data to improve departmental processes and the effectiveness of interventions.
5. Perform a range of non-standard/complex clinical investigations, procedures or processes to deliver patient care according to an agreed IMP e.g. diagnostic OAEs, speech audiometry, advanced speech testing.
6. Develop interventions and rehabilitation programmes based upon autonomous clinical opinion. Adult rehabilitation may involve an element of balance and/or tinnitus rehabilitation. Complex medical history taking may be required with motivational counselling and onward referral to external agencies for additional help and support.

7. Monitor the day-to-day running of a satellite centre (HRC/EQ). Oversee room/library use and liaise with volunteers to attend to reception desk duties. Devise and implement change to improve service provision. Monitor health and safety. Co-ordinate the link worker training course (training other healthcare professionals to understand the basic communication needs of dDeaf and hard of hearing people). Manage the group room timetable, liaising with other services)
8. Participate in departmental and technical meetings. Attend appropriate courses and conferences on-island and off-island, participate in annual performance review and appraisal to continually improve and develop in line with personal and departmental objectives.
9. Provide training/support and mentorship to internal and external trainee audiologists, students and staff, which may include training them in the specialist area. Sign-off student competencies in the individual record of clinical practice (IRCP). As well as train colleagues in specialist areas if the department requires this e.g. balance testing, brainstem evoked audiometry and ABR diagnostic assessments.
10. Liaise with other professionals (e.g. memory service), external agencies and specialist tertiary services. Be accountable for own actions and for the actions of those they direct and/or supervise.
11. Manage, advise and support audiology staff through direct line management and clinical supervision to ensure that staff receive the support they need to deliver their roles to the best of their abilities. As well as ensure HR policies, procedures and documentation are completed, including absence management and performance management.
12. Act as an advocate for patients providing them with information and directing them to the relevant support services where appropriate. As well as be responsible for the safeguarding and welfare of patients within their care and contact, whilst being aware of and complying with all relevant policies and procedures.
13. Work closely with colleagues across the Health & Community Services to deliver and implement initiatives aimed at improving service delivery processes and performance. As well as collaborate with the Head of Audiology to identify and define relevant KPIs that align with service objectives and patient needs.
14. Exhibit professional behaviour and attitude, being a positive role model for colleagues, patients, and their families. Act in a manner which illustrates respect for privacy, dignity, and confidentiality.

### **Statutory responsibilities**

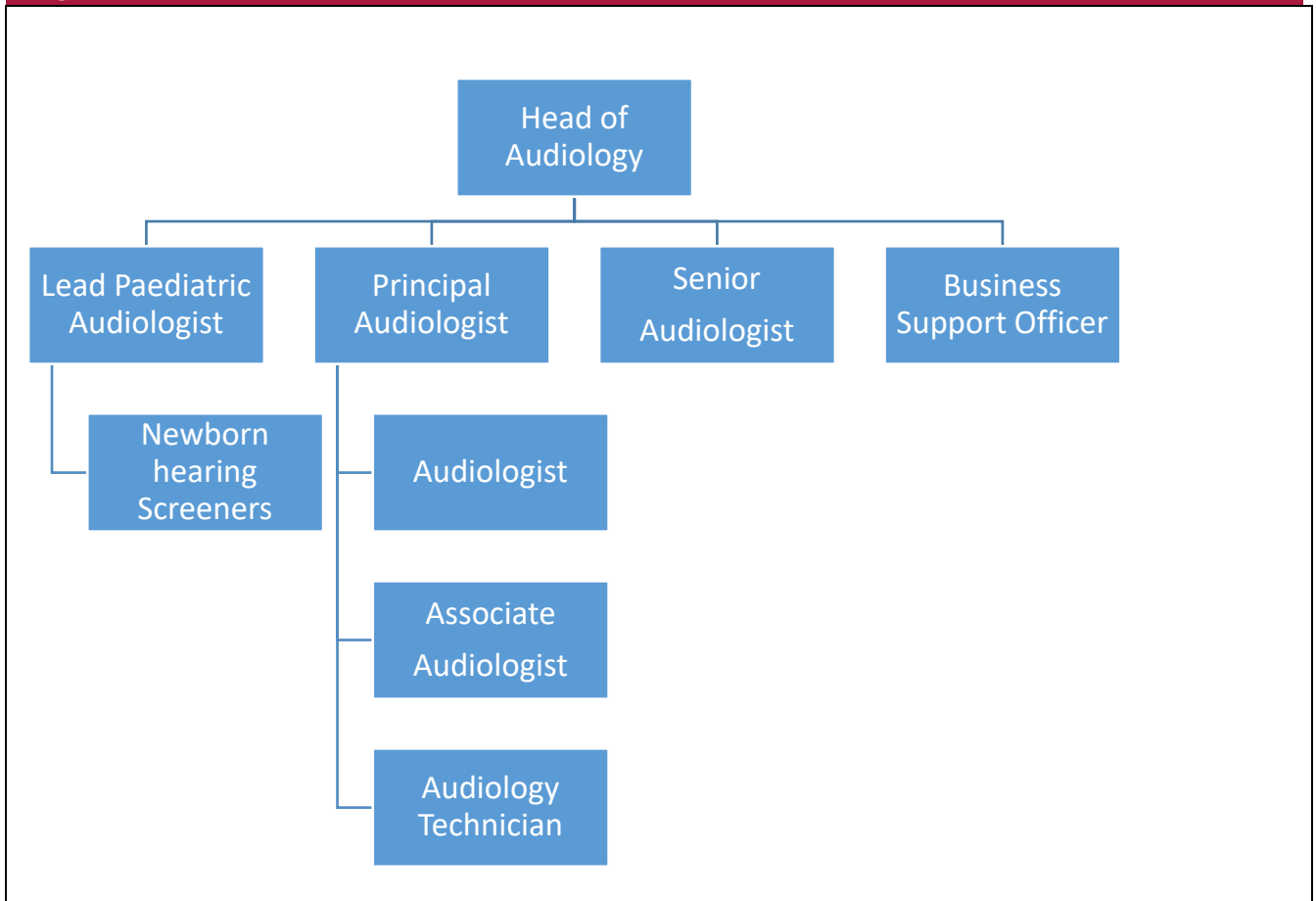
Active engagement, participation and compliance with any other statutory responsibilities applicable to the role, as amended from time to time. This role is politically restricted. The jobholder is not permitted to undertake political activity involving standing for election to the States or as a Parish Constable, or publicly supporting someone who is standing for election or playing a public part in any political manner.

## Organisational structure

### Government Departments



## Organisation chart



## Person Specification

### Specific to the role

| ATTRIBUTES                           | ESSENTIAL   | DESIRABLE   |
|--------------------------------------|---|---|
| <b>Qualifications</b>                | <p>BSc in Audiology/ MSc Audiology/GDip Audiology, PGDip Audiology/ BSc in Healthcare Science (Audiology) or equivalent.</p> <p>Registration with RCCP/AHCS and/or HCPC</p> <p>Registration with BAA and/or BSA.</p>  | <p>Master's level modules/training</p> <p>Master's degree in Audiology</p> <p>BSL Level one.</p> <p>Deaf Awareness Certificate.</p> |
| <b>Knowledge</b>                     | <p>Competent at conducting audiological assessments and devising rehabilitation plans in alignment with evidence-based practice and BSA guidelines for patients with and without complex needs.</p> <p>Clinical and specialist expertise underpinned by theoretical knowledge and experience, acquired through structured development with qualified specialists.</p>   | <p>Significant specialist knowledge acquired over a number of years.</p>  |
| <b>Technical / Work-based Skills</b> | <p>The ability to communicate with deafened adults and have deaf awareness. Computer and keyboard skills. Manipulation of tools/drill/grinder to adjust ear moulds and to perform repairs. Connection and programming of various hearing aids, applying real-ear-measurements when required. Making ear impressions with skill and accuracy.</p> <p>Competent at choosing and implementing a wide range of testing and rehabilitation</p> |   |

|                                  |   |   |
|----------------------------------|---|---|
|                                  | methods for patients with complex needs.  |   |
| <b>General Skills/Attributes</b> | <p>Effective communication skills to explain results, understand client needs and jointly develop an individual management plan.</p> <p>Organisational skills for solving practical problems when managing day-to-day satellite centre services and when deputising for the Chief Audiologist</p> |   |
| <b>Experience</b>                | <p>Proven competence via the BSc or MSc practical placement plus significant hospital-based placement or equivalent</p> <p>Experience in a specialist field with proven competence allowing for some autonomous working.</p>  | <p>Significant general and specialist experience acquired over a number of years and proven maintenance of CPD.</p> |

### Personal Attributes

Appointees to this role will be required to adhere to and perform their duties in line with the standards identified in the States of Jersey tier 4 core accountabilities attributes and behaviour indicators.