



SENIOR AUDIOLOGIST

INFORMATION FOR CANDIDATES

ABOUT THE TRUST

The Shrewsbury and Telford Hospital NHS Trust (SaTH) is the main provider of acute hospital services for around half a million people in Shropshire, Telford & Wrekin and mid Wales.

Encompassing some of the most picturesque parts of England and Wales, the Trust's catchment stretches from the Cambrian Mountains in the west, to Newport and the fringes of the Black Country in the east.

The main towns include: Bridgnorth, Ludlow, Market Drayton, Oswestry, Shrewsbury and Whitchurch (in Shropshire); Newport, Telford and Wellington (in Telford & Wrekin); and Newtown and Welshpool (in Powys) – all beautiful and unique.

Our main service locations are The Princess Royal Hospital (PRH) in Telford and The Royal Shrewsbury Hospital (RSH) in Shrewsbury which are located 20 minutes drive apart. Together they provide 99% of our activity. Both hospitals provide a wide range of acute hospital services including accident & emergency, outpatients, diagnostics, inpatient medical care and critical care.

We also provide services such as consultant-led outreach clinics at Telford, the Robert Jones and Agnes Hunt Orthopaedic Hospital, Gobowen and the Bridgnorth, Ludlow and Whitchurch Community Hospitals.

We employ more than 6,000 people, and hundreds of colleagues and students from other organisations also work in our hospitals. We benefit from around 1,000 wonderful volunteers, and our main charitable partners are the League of Friends at The Royal Shrewsbury Hospital, Friends of The Princess Royal Hospital, and the Lingen Davies Cancer Appeal which is based at The Royal Shrewsbury Hospital.



OUR VISION AND VALUES

The Shrewsbury and Telford Hospital NHS Trust is an organisation that strives to provide high quality, safe care for our patients in an environment which our staff are proud to work in

Our Vision:

“To provide excellent care for the communities we serve”

Our Values:



OUR VISION

We believe that by adhering to our Vision and working with our Values in mind we can behave in a way which will ensure the right results for the people that matter most – our patients and their families.

OUR VALUES

Our Trust Values provide a guide for our daily lives which we are all expected to uphold, both at work and when we are representing the Trust.

Our Values were developed by staff and our patients, so they represent what is important to us within the organisation and the way we should all behave towards patients, carers, visitors, partners and each other.

You will see our Values throughout the Trust; they are not just words on a page, they represent what we are about here at SaTH. We want patients and their families to say that the care and service they receive from all of us is consistently high-quality, safe, effective, and personalised, so the feelings behind the Values shouldn't come as a surprise to anyone working in the NHS.

The reason why it is important that they are clearly written down is, so we all know what's expected, and none of us are surprised if we are asked to explain any unacceptable behaviour. Ultimately, if we follow our Values, we will provide services that are better for our patients and better for each other.

COLLEAGUE BENEFITS

GENERAL

27 days annual leave entitlement at joining, increasing with length of service, plus 8 bank holidays

Flexible working policies

Generous maternity pay and 2 weeks full pay paternity leave

Colleague recognition scheme and long service awards

Option to buy and sell additional annual leave

Greener travel initiative, including cycle to work scheme and lift share

Childcare information and support available, including onsite nurseries

Discounted bus passes with Arriva

FINANCIAL

Access to various local and national discounts via various external websites

- Blue Light Card
- Health Service
- Discounts NHS

Generous Pension scheme

Access to a financial support booklet

Pre-retirement courses

Free Will writing service

Savings and Loan schemes

HEALTH AND WELLBEING

PSYCHOLOGICAL SUPPORT

- Coaching
- Mental Health First
- Aiders Chaplaincy

PHYSICAL SUPPORT

- Fast track physiotherapy service Free
- eye test vouchers

HEALTHY LIFESTYLES AND EMOTIONAL SUPPORT

- Slimming World referral scheme Staff
- cervical screening service Long Covid support
- Access to wellbeing/rest rooms
- Menopause support including advocates, webinars, toolkits, clinics, and bi-monthly meet ups Men's
- Health - Bi-monthly forums and men's MOT
- Sleep School Wellbeing Support

Discounts with local gyms

LEARNING AND DEVELOPMENT

COACHING AND MENTORING

Opportunities to grow, develop and perform at your best

LEADERSHIP ACADEMY

Leadership and management training for all levels of staff

ACCESS TO ELEARNING COURSES

Many eLearning modules to learn from with access available at home

APPRENTICESHIPS

There are a growing number of apprenticeship opportunities at SaTH across all disciplines

Secondment and acting-up opportunities

Support to complete qualifications such as NVQ, Masters etc. whilst on the job



JOB DESCRIPTION

Job Title	Senior Audiologist
Band	Band 6
Directorate	Surgery, Anaesthetics and Cancer
Accountable to	Head of Audiology
DBS Required?	Yes , Enhanced DBS

JOB OVERVIEW

The Senior Audiologist will be clinically responsible for the provision of routine and more in-depth specialised diagnostic audiological assessments and habilitation including bone conduction hearing implants. The post holder will be expected to work autonomously and flexibly across the service. At all times the post holder is expected to use good clinical and professional judgement which is underpinned by theoretical knowledge and practical experience. The post holder is expected to communicate effectively and work in collaboration with administration, medical, nursing teams, Social Services, Volunteer groups and other colleagues to ensure delivery of co-ordinated multidisciplinary services in line with local and national guidelines and policies. Additionally, the post holder is expected to participate in continuing professional development activities, using reflective practice techniques and undergo local competency assessments and Appraisals to develop their own work performance.

Main Duties and Responsibilities

a. Clinical

Undertake a full audiological assessment and habilitation of adults, using a wide range of techniques to include the use of specialised equipment and methods to local and national guidelines and procedures. These assessments may be performed in a clinical or domiciliary setting.

The post holder will assess complex, non-routine patients. This includes the assessment of the condition, expectations and carrying out appropriate hearing and auditory function tests. Testing will need to be adapted to suit the individual patient, dependent on their intellectual ability.

The post holder is expected to analyse test results and other assessment data to determine differential diagnosis. They will be responsible for developing and implementing appropriate rehabilitation care plans based upon clinical findings, provide a wide range of specialised rehabilitation services for these patients, their families and carers.

Determine the requirement for the involvement of other professionals from non-audiological / medical backgrounds both within the NHS and/or external statutory and non-statutory bodies. Reports are expected to contain recommended courses of action where appropriate.

Develop, arrange and implement individual treatment plans for 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.

The post holder will lead on local clinical service development and make judgments on treatment/intervention types for their area.

The post holder is responsible for accurate keeping of patient records and information, inputting clinical data and reports into the Audiology department's computer database. Some knowledge of computer databases and information technology networked systems is required.

b. Systems and Equipment

Requirements: good computer keyboard skills (expected to use computers for more than 4 hours each day)

The post holder is responsible for accurate keeping of patient records and information, inputting clinical data and reports into the Audiology department's computer database.

The post holder is required to use a wide range of computerised patient management systems and highly complex audiological equipment systems.

The post holder will be expected to be able to carry out front-line diagnostic and trouble-shooting evaluation of such equipment, repair when appropriate and referral to others with greater specialist knowledge when appropriate. A high degree of judgement is implied in this requirement.

c. Communication and Relationship Skills

To communicate in an effective and timely manner, using both written and spoken word in a wide range of situations where barriers to effective communication may exist.

Liaise with a large multi-disciplinary team of professionals within the department and wider service structure to ensure that each patient receives high quality and well-co-ordinated service.

The post holder is expected to work with patients, relatives and carers who may have additional needs, who may have barriers to communication. These situations must be handled in a professional, compassionate and polite manner and will require additional skills.

It is essential that the post holder has an understanding of how people can react differently to health care situations and how best to handle them.

The post holder is expected to participate in day to day training and supervision of junior members of staff, technical officers and visiting trainee Under Graduates, Graduates and Post Graduates

d. Analytical and Judgement Skills

Reporting of findings to a wide range of colleagues, both within the NHS and to external statutory and non-statutory bodies this is often done on a daily basis. Reports are expected to contain recommended courses of action where appropriate.

To be responsible for ensuring the correct operation and use of all audiological equipment and facilities within their jurisdiction e.g. real ear measurements, daily calibration and safety checks

To participate actively in the monitoring, evaluation, audit and research of the service.

The post holder will be responsible for highlighting the need for improvement changes in line with local and national service development.

e. Planning and Organisational Skills

The post holder is expected to apply high levels of concentration for multiple periods, each not exceeding one hour each day. Unpredictable work patterns can be expected within the department's clinical framework.

Comment on service development in staff meetings and audit sessions, treatment/intervention types and equipment procurement for the department.

Accept clinical responsibility for a designated caseload of patients and organise this caseload effectively and efficiently having regard for clinical priorities and departmental resources.

Facilitate and be responsible for service development and resource allocations at main base or a community setting, through effective communication and liaison with local managers to effectively manage clinical caseloads.

Use reflective practice techniques and undergo Clinical Supervision and Appraisal to develop own work performance.

f. Physical, Mental and Emotional demands of this post.

The post holder is expected to have a high degree of manual dexterity and also hand-eye coordination for safe clinical practice. Other requirements are: good computer keyboard skills (expected to use computers for more than 4 hours each day).

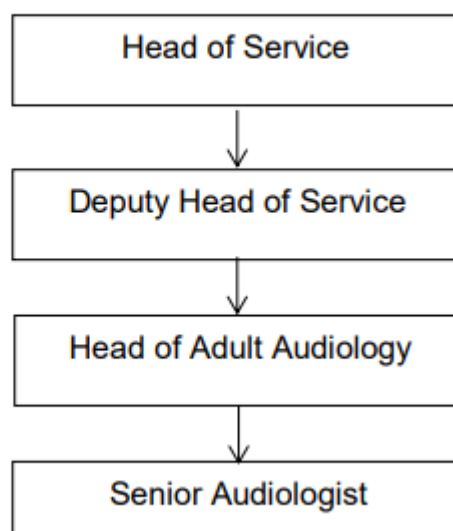
To have the ability to travel.

To be able to lift and move heavy pieces of equipment daily (not more than 20Kg each item or total load). Loads in excess of 20Kg will be moved with appropriate use of lifting and handling equipment. The post holder is also expected to move patients in wheelchairs.

The postholder may find himself or herself exposed to unpleasant body odours, fluids and secretions, such as ear infections, chemicals related to impression material, ear mould material debris from ear Head of Service mould alterations.

It is essential that the post holder has an understanding of how people can react differently to health care settings and how best to handle them

3. Organisational Chart





PERSON SPECIFICATION

The following pages contain a description of the qualifications, skills, experience, knowledge and other attributes a candidate should ideally possess to successfully perform this role.

QUALIFICATIONS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • BSc. In Audiology/ BAAT I and II or equivalent • RCCP or HPC registered • Evidence of Post Qualification courses related to job description specialisms and CPD 	<ul style="list-style-type: none"> • MSc in Audiology/ M level credits in general audiology/specialist areas • Higher Training Scheme modules • Leadership qualification • Good clinical practice (GCP)

EXPERIENCE AND KNOWLEDGE

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Experience with a broad variety of complex, non-routine patients associated to the postholders speciality • Experience of working with statutory bodies and voluntary groups within the field of hearing impairment • Experience with a wide range of assistive devices • Experience with computers and related equipment • In-depth knowledge and experience of working with individuals with a hearing loss and associated conditions related to their specialism • 	<ul style="list-style-type: none"> • Experience of Auditbase administration • Mentoring, Supervising and training students / junior staff • Experience of service development, audit and research

SKILLS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Good communication and counselling skills – clear lip patterns and good interpersonal skills • Good active listening skills • Understand confidentiality • Ability to work in a team and communicate with other professionals • Skills in planning and prioritising own diary and workload and the ability to identify and manage competing demands • Keyboard skills and data entry • Ability to work independently and within a multidisciplinary team • Motivated, enthusiastic and confident • Committed to personal development • Adaptable and able to work under pressure without loss of performance • Mature approach to work • Dependable and reliable • Able to adopt flexible approach to suit needs of individual patients • Able to accept constructive criticism and assertive enough to express own needs 	<ul style="list-style-type: none"> • Ability to pass on skills & knowledge to others (especially trainees) both informally & formally • Presentation skills • Leadership experience • Experience in mental health awareness • Divergent thinker who can also pay attention to detail

OTHER

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none">• Ability to carry equipment to the job• Ability to stoop, bend and work occasionally in difficult clinical home settings• Will travel for course, meetings and undertake further training & qualifications• Commitment to role and flexibility	

GENERAL CONDITIONS

As they undertake their duties, all our people are required to uphold and demonstrate the Trust's core values of: Partnering, Ambitious, Caring and Trusted. Collaboration and partnership are also central to our approach in delivering our fundamental activities of patient care, teaching, and research.

HEALTH & SAFETY

As an employee of the Trust, you have a responsibility to:

- take reasonable care of your own Health and Safety and that of any other person who may be affected by your acts or omissions at work; and
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to; and
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety

INFECTION PREVENTION AND CONTROL (IPC)

The prevention and management of acquired infection is a key priority for the Trust. As an employee of the Trust, you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself; and
- be aware of infection prevention and control policies, practices, and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and colleagues; and
- maintain an up-to-date knowledge of infection prevention and control, policies, practices, and procedures through attendance at annual mandatory updates and ongoing continuing professional development; and
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy)

INFORMATION GOVERNANCE AND CYBER SECURITY

The Trust is committed to compliance with Information Governance standards to ensure that all information is handled legally, securely, efficiently, and effectively. You are required to comply with the Trust's Information Governance policies and standards.

- Confidentiality and Security - Your attention is drawn to the confidential nature of information collected within the NHS. Whilst you are employed by the Trust you will come into contact with confidential information and data relating to the work of the Trust, its patients or employees. You are bound by your conditions of service to respect the confidentiality of any information you may come into contact with which identifies patients, employees or other Trust personnel, or business information of the Trust. You also have a duty to ensure that all confidential information is held securely at all times, both on and off site.
- Disclosure of Information - To ensure that information is only shared with the appropriate people in appropriate circumstances, care must be taken to check the recipient has a legal basis for access to the information before releasing it. Upon leaving the Trust's employment and at any time thereafter you must not take advantage of or disclose confidential information that you learnt in the course of your employment, to protect yourself and the Trust from any possible legal action.
- Information Quality and Records Management - You must ensure that all information handled by you is accurate and kept up-to-date and you must comply with the Trust's recording, monitoring, validation and improvement schemes and processes.

PROFESSIONAL STANDARDS AND PERFORMANCE REVIEW

As an employee of the Trust, you have a responsibility to:

- participate in continuous personal development including, statutory and mandatory training as appropriate for the post; and
- maintain consistently high personal and professional standards and act in accordance with the relevant professional code of conduct; and
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates

SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

We all have a personal and a professional responsibility within the Trust to identify and report abuse.

As an employee of the Trust, you have a responsibility to ensure that:

- you are familiar with and adhere to the Trusts Safeguarding Children procedures and guidelines
- you attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role

SOCIAL RESPONSIBILITY

The Trust is committed to behaving responsibly in the way we manage transport, procurement, our facilities, employment, skills, and our engagement with the local community so that we can make a positive contribution to society. As an employee of the Trust, you have a responsibility to take measures to support our contribution and to reduce the environmental impact of our activities relating to energy and water usage, transport and waste.

CONTINUOUS IMPROVEMENT

The Shrewsbury and Telford Hospital NHS Trust is committed to creating a culture that puts Continuous Improvement at the forefront of our transformational journey and our aim is to empower colleagues at all levels have the confidence, capability, passion, and knowledge, to test changes and make improvements at SaTH and in the communities we serve.

Following a successful five-year partnership with the Virginia Mason Institute in the USA, SaTH continues to further develop and embed the Trust's approach to Continuous Improvement at all levels of the organisation. You will be supported by an Improvement Hub, which will provide the necessary expertise to support you make improvements, while also providing training at various stages of your time at SaTH, as part of your continuing professional development.

EQUAL OPPORTUNITIES AND DIVERSITY

The Shrewsbury and Telford Hospital NHS Trust is striving towards being an equal opportunities employer. No job applicant or colleague will be discriminated against on the grounds of race, colour, nationality, ethnic or national origin, religion or belief, age, sex, marital status or on the grounds of disability or sexual preference.

Selection for training and development and promotion will be on the basis of an individual's ability to meet the requirements of the job.

The Shrewsbury and Telford Hospital NHS Trust the post-holder will have personal responsibility to ensure they do not discriminate, harass, bully, or contribute to the discrimination, harassment or bullying of a colleague or colleagues, or condone discrimination, harassment or bullying by others.

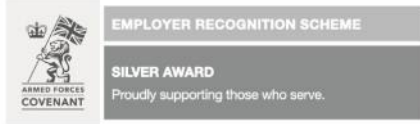
The post-holder is also required to co-operate with measures introduced to ensure equality of opportunity.

NO SMOKING POLICY

The Trust is a no smoking/e-cigarette/vaping organisation except for designated external areas, in accordance with Trust Policy.

MISCELLANEOUS

This job description is an outline of the key tasks and responsibilities of the post and is not intended to be an exhaustive list. The job may change over time to reflect the changing needs of the Trust and its services as well as the personal development.





The Royal Shrewsbury Hospital

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Minicom: 01743 261213

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The Royal Shrewsbury Hospital

Mytton Oak Road

Shrewsbury

SY3 8XQ

Getting to The Royal Shrewsbury Hospital

The Princess Royal Hospital

Telephone: 01952 641222

Minicom: 01952 641222 Ext: 4995

Address:

The Princess Royal Hospital

Apley Castle

Telford

TF1 6TF

Getting to The Princess Royal Hospital