

JOB DESCRIPTION

Job Title: **Audiologist -Auditory Implants**

Grade: Band 7 Agenda for change. Full time 37.5 hours/week

Division: **Head and Neck**

Accountable To: **Head of Audiology**

Reports To: **Co-ordinators adult cochlear implant and bone conduction devices**

JOB SUMMARY

The post holder works within the Audiology Department and Richard Ramsden Centre for Hearing Implants, Manchester Royal Infirmary. The Department provides a comprehensive hearing and balance service to patients of all ages. and a regional and supra-regional cochlear implant, auditory brainstem implant, bone anchored hearing aid and middle ear implant service to adults and children. We are the largest cochlear implant service in the UK. The department is located within a purpose built facility with state of the art equipment and is unique in providing all the services available within audiology under one management structure and within one hospital Trust. We have UKAS accreditation for adult and paediatric services.

The post holder will be work as part of the adult auditory implant team with (depending on experience) significant input to both the adult cochlear implant service and the adult bone conduction device service (including transcutaneous and percutaneous devices)

The post holder independently performs complex diagnostic tests of hearing, applies scientific knowledge in the evaluation of results and makes specialist clinical decisions concerning the patient's management. Information, specialist advice and support are provided to patients, their family and carers.

The post holder will have special interest and experience of independent working in cochlear implantation and/or bone conduction devices for adults.

Main Duties and Responsibilities:

Clinical

- 1.** Be accountable to the Head of Service for own professional actions when dealing with patients.
- 2.** Perform otoscopic examination of the ear canal to assess the condition of the external ear and eardrum. Recognise contra-indications to further treatment (eg perforation, ear discharge, blood, and/or excessive wax) and refer to the appropriate professional when necessary e.g. ENT staff, GP, Nurse Practitioner or physiotherapists.
- 3.** Assess the hearing of adults using a range of diagnostic tests, including:- Pure Tone Audiometry, Sound Field Audiometry, Acoustic Admittance Measurements, Acoustic Reflex Measurements, Speech Audiometry and Speech perception testing and otoacoustic emission.
- 4.** Independently convey and discuss results of hearing assessments with the patient and advise and counsel appropriately detailing a suitable care plan.
- 5.** Obtain ear impressions on adults for the purpose of ear moulds or custom made earplugs.
- 6.** Select appropriate hearing aid(s) for individuals using computerised Patient Management System. Make modifications to the ear mould, considering hearing aid specifications and outcome measures to suit individual patient needs.
- 7.** Programme and fit the selected digital hearing aid using specialised computer software.
- 8.** Verify selection and fitting of hearing aid using Real Ear Measurements
- 9.** Record validated outcome measures, with the patient, to obtain a qualitative assessment of hearing disability and handicap eg. Glasgow Hearing Aid Benefit Profile Questionnaires or COSI
- 10.** Using drill, buffer and grinding equipment, modify patient's ear moulds to facilitate comfort of fit and/or modify to change acoustic parameters.
- 11.** Regularly review patient's progress with the hearing aid and analyse need for modification of hearing aid programme and/or further rehabilitation, advice and counselling.
- 12.** Independently analyse and interpret diagnostic test results to formulate an individualised treatment plan and recognise when medical history or test results require onward referral to ENT Medical Staff
- 13.** Undertake home visits to provide an auditory implant services.
- 14.** Undertake visits to in-patients who require auditory implant services
- 15.** Provide highly specialised assessment, advice and information for Adults referred to the Cochlear Implant Programme or to the Bone Conduction Devices clinic. Counsel and advise patients regarding their care pathway.
- 16.** Provide specialist hearing aid services to patients with complex or severe to profound hearing losses.
- 17.** Provide highly specialised assessment, advice and information for Adults seen within the Manchester neurofibromatosis type 2 (NF2) clinic regarding auditory brainstem implants
- 18.** Attend the NF2 MDT

19. Provide specialist hearing aid services to patients with complex or severe to profound hearing losses.
- 20.
21. Check the technical performance of cochlear implants and bone conduction devices, troubleshoot problems or faults and manage as required.
22. Perform initial activation of cochlear implant systems in adults and longer term programming of implant devices.
23. Perform initial activation of bone conduction systems in adults and longer term programming of devices.
24. Perform initial activation of Auditory brainstem implant systems in adults and longer term programming of implant devices
25. Provide regular assessment post implantation for adults with auditory implants including speech discrimination assessments
26. Fit and evaluate outcomes of bimodal or CROS fitting of hearing devices with cochlear implant users
27. Attend cochlear implant and bone conduction MDT meetings
28. Attend the operating theatre and perform specialised cochlear implant tests during surgery. Tests to include auditory brainstem responses from electrical stimulation pre-operatively and also intra-operative tests during the insertion of a cochlear or auditory brainstem Implant

Communication

29. Liaise with other Audiology Staff, ENT Staff, GP's, Medical Staff, Hearing Aid/ bone conduction/cochlear implant Manufacturers, Social Services Staff etc, providing written diagnostic results and advice.
30. Obtain rapport with adults with hearing loss to ensure effective communication and compliance with test procedures .
31. Communicate results of diagnostic tests to patients, relatives and carers, overcoming barriers to acceptance of hearing loss, and difficulties in understanding arising from the hearing loss, using reassurance and motivation
32. Communicate effectively with patients, relatives and carers to instruct on the safe use and operation of hearing aids, bone conduction and cochlear implant systems. Provide effective communication with the help of written instruction or interpreters where necessary.
33. Counsel patients in the rehabilitation aspects of adapting to hearing aids, bone conduction devices and cochlear implants. Provide realistic expectations of the benefits and limitations of the devices. Provide motivation for hearing aid/ bone conduction device/cochlear implant use, in accordance with patient's lifestyle.
34. Advise on the use and availability of environmental aids to improve a patient's quality of life and demonstrate the use of such equipment eg telephone, referring to appropriate agencies when required.
35. Represent the service at local, regional, national and international meetings.

Policy

- 36.** Ensure data protection is observed at all times in accordance with Trust policy.
- 37.** Adhere to departmental and professional standards and protocols without supervision.
- 38.** Use specialist knowledge to inform departmental policy developments as appropriate.
- 39.** Develop and review a comprehensive set of audiological guidelines used within the service, ensuring they meet quality standards and evidence based practice
- 40.** Ensure that patients waiting times do not exceed the times specified locally and nationally.
- 41.** Ensure all patient information conforms to National, recognised and Trust standards.
- 42.** In conjunction with the Head of Audiology and implant coordinators, ensure processes are in place to enable accurate and timely reporting of waiting times, activity and other key performance indicators as required for the service.
- 43.** In conjunction with the Head of Audiology and implant coordinators, responsible for pro-active monitoring performance against targets and Key performance indicators, planning actions required and ensuring timely implementation to ensure targets are not breached.
- 44.** Monitor the clinical effectiveness of the service by building an evidence base to report to commissioners and other interested parties

Clinical Governance, Research and Audit

- 45.** Establish audit and clinical governance procedures for monitoring the service pathways.
- 46.** Maintain evidence based practice and promote its application within the department and the services it offers.
- 47.** Use outcome measures to ensure clinical effectiveness of interventions.
- 48.** Keep up to date with the latest techniques and developments in the field; attend regular courses and meetings in order to achieve this, and regularly read recently published research. Incorporate the knowledge obtained into own clinical practice.
- 49.** Lead and participate in research programmes within the department; contribute to organizing the department's involvement in multi-centre research projects.
- 50.** Write scientific papers for publication in peer reviewed journals
- 51.** Present research orally or in poster format at relevant national and international conferences and meetings.
- 52.** Register, lead and present clinical audit in defined areas

Management

- 53.** Plan and prioritise own workload.
- 54.** Be involved in service development, planning and performance monitoring for adult implant services
- 55.** Be responsible for planning the long term management of patients, in collaboration with the Head of Service and Programme co-ordinators.
- 56.** Use computerised patient management system to plan appointments, sometimes liaising with other hospital staff and outside agencies.
- 57.** Assist service co-ordinators and Head of Audiology in the maintenance of UKAS accreditation

Education and Development

- 58.** Regularly attend training courses
- 59.** Update knowledge and skills to maintain individual continuing professional development (CPD) by keeping abreast of developments with the specialised auditory implant field and incorporate them into their own practice.
- 60.** Maintain a record of CPD activity as a requirement of professional registration.
- 61.** Perform duties toward training and supervision of PTP and STP students, as a clinical educator/mentor.
- 62.** Prepare and deliver lectures to PTP and STP students.

Administrative and IT

- 63.** Record test results and other observations in the patient's notes, and on the computerised patient management system (EPIC/Auditbase) . Produce accurate, informative reports for other professionals.
- 64.** Design databases and spreadsheets for the recording of patient results using Microsoft Excel.
- 65.** Update national registries on hearing implants as required
- 66.** Order stock and maintain stock control utilising the computerised patient management system.

Health and Safety/Working Conditions

- 67.** Safely use specialist equipment.
- 68.** Ensure that all equipment is appropriately treated in accordance with infection control procedures.
- 69.** Ensure patient data are protected.

- 70.** Make ongoing risk assessments when faced with non-standard working conditions, e.g. home/bedside visits.
- 71.** Report all accidents, incidents, near misses or omissions to manager in accordance with Trust policy.
- 72.** Effectively manage distressed or verbally aggressive patients on an occasional basis

Additional Information:

This is not an exhaustive list of duties and responsibilities, and the post holder may be required to undertake other duties which fall within the grade of the job, in discussion with the manager.

This job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the post holder.

The duties of the post may be varied from time to time in response to changing circumstances. This job description does not form part of the contract of employment.

Person Specification

Attribute	Essential	Desirable	How Identified
Knowledge Requirements	Auditory implantation in adults. (either Cochlear implants or bone conduction) Specialist hearing aid assessment and fitting	Evoked potentials and recording auditory brainstem responses and /or cortical evoked responses Assessment of speech discrimination with implantable hearing devices	Application and interview
Qualifications Academic/ Professional	MSc Audiology or equivalent BAA Higher Training Scheme Certificate of Clinical Competence or equivalent. Registration with HCPC or RCCP	Qualification in training or leadership British Sign Language level 1	Application form
Experience	Experience in auditory implant assessment and programming Knowledge and understanding of professional policies and procedures Post qualification experience with Complex hearing losses and non-routine hearing aid assessment and fitting Experience of communicating and counselling profoundly deaf adults Experience of hearing assessment in adults with severe/profound hearing losses	Evoked potentials assessments Experience of leading service developments Significant experience of working in an NHS setting (or equivalent) Experience of initiating audit projects and working to UKAS accreditation standards Experience with training and developing junior staff Experience of managing stock control systems Experience of presentation at meetings/Conferences Publication of research in peer reviewed journals Database management and	Application form and interview

		experience of Microsoft excel,	
Personal attributes	Excellent communication skills to enable building good rapports with colleagues and patients Good leadership skills Teaching and training skills Good IT skills		Application and interview
Personal circumstances	Flexible working for occasional out of hours work		Application and interview