Portsmouth Hospitals University NHS Trust

Job Description

Title: Newborn Hearing Screener

Band: 3

Staff Group: Healthcare Scientists

Reports to: NHSP Local Manager

Job Summary:

Working as a member of the Newborn Hearing Screening Team within the Audiology department, the post holder will participate in the hearing screening of newborn babies under the supervision of the Newborn Hearing Screening Local Manager. This post involves gathering and accurately recording clinical and test data relevant to the screening process. The post involves direct handling of newborn babies as well as contact with the parents and other medical professionals. Screening takes place on wards and in out-patient clinics; ideally within the first 4 weeks of life. The post holder will be based at Queen Alexandra Hospital, but will also be required to work at out-patient clinics away from the base location.

Other Statistics: The post holder is an independent clinician integral to the smooth running of the Newborn Hearing Screening Service. They will contribute to the delivery of newborn hearing screening for approximately 700 babies per month, upholding the philosophy of care for the local and national screening process. The role involves working collaboratively with a multi-disciplinary team who are involved in the care and management of the newborn population. It will be necessary to communicate clinical information to relevant professionals in appropriate timescales via telephone, email and directly. All staff members have some degree of financial responsibility in their day to day clinical activities. Staff are expected to monitor consumable stock supply and to take responsibility for the safe use and storage of clinic equipment.

Key Responsibilities:

- To perform the role competently without direct supervision.
- Liaise with medical personnel and review pertinent notes to assess whether it is appropriate to approach families.
- Accurately identify which babies require hearing screening and select the tests required for the individual baby at the time of screen based on national protocols. To undertake routine NHSP screening tests in line with policy and to seek advice from the NHSP Local Manager or Deputy when required.
- Prioritise and organise workload and work in a flexible manner to ensure that the maximum number of babies are completed as inpatients.
- Explain the hearing screen and the test procedure to families addressing all queries raised; ensuring that families are able to make fully informed decisions and to give valid informed consent. At times, tact and persuasive skills are required to overcome barriers to understanding. It may be necessary to ascertain whether interpreters are required and to arrange appropriate interpreting facilities.
- To ensure that a calm, sensitive and empathetic approach is taken when dealing with new parents in potentially emotional circumstances.

- To maintain a professional approach to Newborn Hearing Screening when exposed to unpleasant conditions which inevitably arise when working with families shortly after the delivery of a new baby.

- To maintain the mental effort required to undertake numerous routine tests and procedures within a shift. At times, individual routine tests can be lengthy and may require concentration and physical effort to work in a restricted position for a prolonged period of time.

- Effectively and sensitively inform family of results in an honest and accurate manner as per NHSP protocol. This potentially includes imparting negative test results and then discussing the possible causes of this, the necessity for further testing and making the required referral to Audiology. Inform other relevant professionals orally and in writing of screening results and any further action required.

- Through parental interview, and liaison with other professionals, identify factors which may influence the requirement for targeted follow up.

- To accurately record clinical data obtained during the screen onto a complex National Database. Data entry contributes to Key Performance Indicator figures and nationally available records. On occasions it may be necessary to input the screen results for other staff.

- Maintain and calibrate complex medical equipment and report any faults to the NHSP Local Manager or Deputy.

- Assess and maintain consumable stock and literature availability.

- To undertake local and national training to ensure a good understanding of routine NHSP test procedures and accompanying theoretical knowledge. To participate in training to strive to increase personal knowledge and to allow for equipment updates and technical advance and changes to national and local policies.

- If asked, to comment on proposed changes to local policy to facilitate service development. To assist the NHSP Local Manager with data collection for the purpose of audit.

- To demonstrate own duties to other healthcare professionals or new/less experienced staff. To participate in the training of new staff by means of supervision.

- To analyse situations and make judgments as to whether clearly defined protocols have been adhered to. To inform the Local NHSP Manager of any errors or process failures.

- To take professional responsibility for reporting concerns which fall outside the remit of a newborn hearing screener to appropriate Maternity staff.

- Attend meetings as designated by the NHSP Local Manager.

- Any other duties requested by the manager in the general scope of the post.

Other

Job Holders are required to:

- Work positively with colleagues to maintain effective relationships and to work flexibly as part of a team.

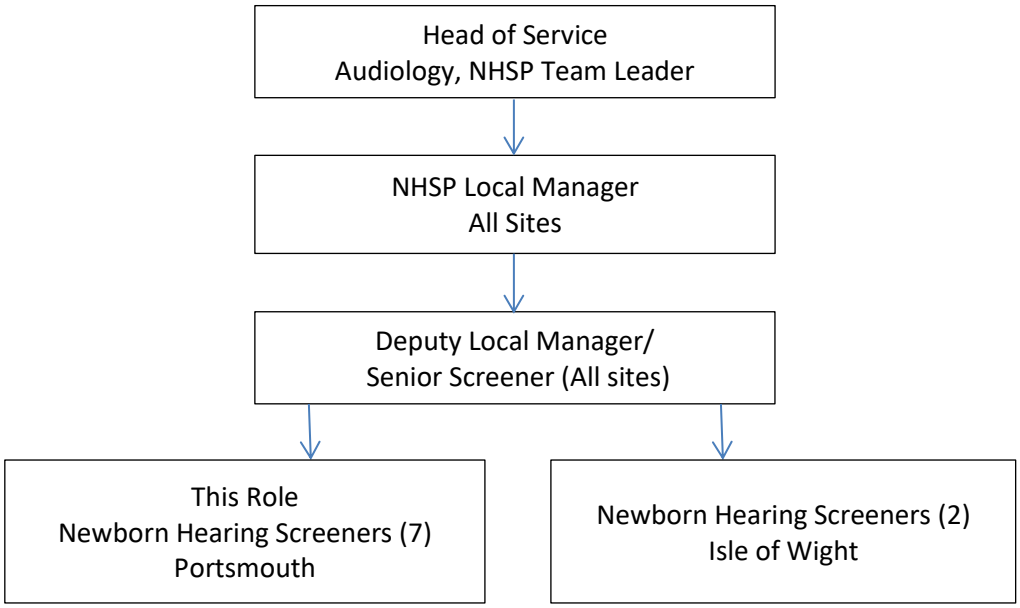
- Facilitate the smooth running of the service by promptly reporting all incidents and accidents to the NHSP Local Manager. Act in such a way at all times that the health and well-being of children and vulnerable adults is safeguarded.

- Familiarisation with and adherence to the Safeguarding Policies of the Trust is an essential requirement for all employees. In addition, all staff are expected to complete essential/mandatory training in this area.

- To promote a professional, welcoming, and caring environment endorsing a family friendly approach to care.
- Ensure that families retain dignity, privacy and individually at all times.
- Adhere to Trust policies and procedures, e.g., Health and Safety at Work, Equal Opportunities, and No Smoking.
- Respect the confidentiality of all matters that they may learn relating to their employment and other members of staff. All staff are expected to respect the requirements of the Data Protection Act 1998.

This job description does not purport to cover all aspects of the job holder's duties but is intended to be indicative of the main areas of responsibility

Organisational Chart



Person Specification

Qualifications and Experience

Essential

- Good general education up to secondary school level, with GCSE English and Maths or equivalent (Grade C or 5)
- Level 3 Health Screener Diploma (Newborn Hearing) or equivalent experience.

Desirable

- Previous NHS experience
- Experience of working with babies

Skills and Knowledge

Essential

- Excellent communication skills, both orally and in writing – to explain screen results and outcomes concisely and sensitively, particularly when under pressure and when overcoming barriers such as language, culture, and emotions.
- Professional, welcoming manner and ability to maintain a caring environment endorsing a family friendly approach to care
- Sensitivity, empathy, and flexibility required as dealing with a vulnerable population at an emotional time
- Decisive and able to work without direct supervision, whilst recognising limitations and when to seek advice
- Ability to organise and prioritise own workload within a team
- Good self-motivation
- Good interpersonal skills
- Good time management skills, able to meet deadlines
- Able to work as part of a team
- IT skills
- A current Driving License

Desirable

- Skill in organising resources and establishing priorities
- Knowledge of NHS structure, systems, and policies

Working Together for Patients with Compassion as One Team Always Improving

Strategic approach (clarity on objectives, clear on expectations)

Relationship building (communicate effectively, be open and willing to help, courtesy, nurtures partnerships)

Personal credibility (visibility, approachable, back bone, courage, resilience, confidence, role model, challenge bad behaviour, manage poor performance, act with honesty and integrity)

Passion to succeed (patient centred, positive attitude, take action, take pride, take responsibility, aspire for excellence)

Harness performance through teams (champion positive change, develop staff, create a culture without fear of retribution, actively listen and value contribution, feedback and empower staff, respect diversity)

Job holders are required to act in such a way that at all times the health and well being of children and vulnerable adults is safeguarded. Familiarisation with and adherence to the Safeguarding Policies of the Trust is an essential requirement for all employees. In addition, all staff are expected to complete essential/mandatory training in this area.

Print Name:

Date:

Signature: