

Medical Specialist Group

Job Description

Job title:	Audiologist
Responsible to:	Medical Specialist Group LLP Chairman
Accountable to:	Medical Director, States of Guernsey Medical Specialist Group LLP Management Board
Location:	The Medical Specialist Group LLP
Hours:	Full time replacement post

The post

The Medical Specialist Group LLP Guernsey is looking to recruit an Audiologist with both paediatric and adult experience, who is qualified and registered to work privately. This post is supported by a second less than full time (LTFT) Audiologist and an Audiology Assistant but confident practice in both paediatric and adult audiology is essential

Why Choose Us?

- A unique opportunity to work within a small, cohesive department with a vision to deliver top quality, holistic patient care.
- We offer a generous remuneration package, including an array of employee benefits.
- Guernsey residents benefit from an independent taxation system, including flat rate 20% income tax.
- Relocate to appreciate a rewarding quality of life within a thriving small community.
- Enjoy shorter commutes and a safe and friendly place to live and raise a family – all within easy reach of the UK.

The Medical Specialist Group LLP

The Medical Specialist Group (MSG) Limited Liability Partnership is contracted to provide a wide range of emergency and elective medical services for the Bailiwick of Guernsey, in partnership with the Health and Social Care Committee (HSC) of the States of Guernsey. It

aims to serve and care for the community through the provision of the highest standard of clinical care. The MSG was founded in 1992 by a group of 19 doctors. Today the service remains owned and run by a passionate team of doctors, currently comprising 50 consultants with a range of professional interests. There are no junior doctors in Guernsey and therefore consultants provide the complete range of inpatient and outpatient care. Tertiary care services are supplied by a variety of Hospitals on the UK Mainland, mainly Southampton University Hospital, usually through contracted services.

The MSG is based at Alexandra House and Mill House, where most managerial and support staff are based. Both buildings have dedicated outpatient facilities and are situated in close proximity to the island's main hospital, the Princess Elizabeth Hospital (PEH).

The team

The successful applicant will join our LTFT Audiologist Steve Ruddock and our Audiology Assistant Deborah Anderson, who work cohesively to deliver high quality patient care to our local community.

Facilities and services

The Audiology department is located within Mill house at the Medical Specialist Group.

Key service areas include:

- Diagnosis and re(habilitation) for children 0-18 years, including children with learning disabilities, challenging behaviour and special needs.
- Neonatal ABRs and paediatric hearing aid fitting and rehabilitation
- Bone Anchored hearing aids.
- Audiology support for ENT Clinics including Tinnitus Therapy.

Programme of Work

This is a full-time position, 36 hours per week.

Clinical duties

Outpatient ENT Service
<ul style="list-style-type: none">• Daily calibration checks.• Otoscopy.• Pure tone audiometry using BSA protocols.• Tympanometry.• Otoacoustic Emissions.• 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

Tinnitus

- To assess tinnitus patients
- To provide rehabilitation and support
- To advise on tinnitus makers/Hearing aids
- Onward referral to appropriate services

Paediatric Assessment (0-18 years)

- Daily calibration checks.
- Otoscopy VRA, performance and play audiometry, Pure Tone Audiometry, tympanometry and speech tests.
- Otoacoustic Emissions
- Acoustic reflex and decays.
- Auditory Brainstem Response using the Interacoustics Eclipse for NHSP referrals and 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.
- Be responsible and accountable for outcomes, onward patient pathway requiring analysis and interpretation of test results.
- Assessing children with complex 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.
- Monitoring patients with syndromes associated with hearing loss.

Paediatric Hearing Aid Fitting and Rehabilitation (NB Adult Hearing Aids are Private in Guernsey and are not part of this post)

- Fit all paediatric age groups with Phonak Hearing aids.
- Fit Bone Conduction devices.
- Offer ongoing rehabilitation service and support to families.
- Order appropriate hearing instruments and ancillary stock as required and work within allocated budgets.
- Fitting hearing aids to manage middle ear effusion using a range of BTE 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 and LTFT Audiologist 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 procedures, 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

- Report 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

- Organise and maintain hearing aid stock.
- Keep a log for routing calibration checks of all audiology equipment.
- Log accurate information on TRAK and Rio

Performance Indicators

- Act consistently within 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 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 interest.

- 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 suggest how they might be addressed.

Applications and visits

Informal enquiries about the post are welcome and can be made via Nathan Collenette (Business Partner – People and Organisation) Nathan.collenette@msg.gg or via our switchboard on 01481 238565.

Applications must be accompanied by a covering letter and CV and sent to recruit@msg.gg

Closing date for applications is 25th April 2025

Short listed candidates are encouraged to visit prior to interview.

Anticipated start date: As soon as available.

To find out more about The Medical Specialist Group LLP visit: www.msg.gg

To find out more about relocating to Guernsey visit: <https://www.locateguernsey.com>

The Medical Specialist Group LLP

Management and organisation structure

The senior office holders consist of the Chairperson, Lead Governance Partner and Lead Finance partner who together with the four Directorate Chairs and 2 consultant Partnership representatives form the Management Board.

There are four Directorates which include Adult Medicine (12 consultants), Anaesthetics (12 FTE Consultants), Surgery (15 Consultants) and Women and Child Health (12 Consultants).

The MSG employs clinical & support staff (88.74FTE) including senior management, surgical assistants, audiologists, nurses and administration staff supporting the directorate structure as well as in finance, IT, corporate and clinical governance, HR, facilities, medical records, reception and typing.

The income for the MSG comes primarily from the healthcare contract with the States (79%). The remaining balance is private earnings.

The Secondary Care Contract

The Medical Specialist Group LLP is a limited liability partnership established on the 1st January 2018 as a conversion from the Medical Specialist Group that previously functioned as a General Partnership for more than 25 years in Guernsey.

The MSG commenced a new contract with the States of Guernsey on the 1st January 2018 for the continued provision of secondary healthcare to the population of the Bailiwick of Guernsey. The Bailiwick of Guernsey has a population of approximately 65,000, which includes 2,000 in Alderney, 100 in Herm and 500 in Sark. The MSG works in close partnership with HSC and services are reviewed regularly. Patients are seen at the MSG premises and the PEH. Outpatient activity takes place mainly at the MSG and inpatient activity occurs at the PEH. Private patient facilities are offered on Victoria Ward at the PEH and at MSG premises.

The Emergency Department at the PEH is fully staffed with 3 Consultant Emergency Doctors and 8 Associate Specialists. The Emergency Department is run by HSC whereby patients are seen, investigated, treated and referred to the appropriate specialist in secondary care. There are 3 main GP practices in Guernsey and 1 in Alderney. GPs will refer patients to secondary care either electively or as an emergency. Secondary care services under the MSG are provided in General Surgery, Urology, Orthopaedics, ENT, Ophthalmology, Adult Medicine, Anaesthetics, Paediatrics and Obstetrics & Gynaecology.

Other secondary healthcare services are provided directly by HSC such as Radiology, Psychiatry, Public Health and Pathology. There is scope for interventional radiology procedures on island.

Specialties such as Haematology, Haematological Oncology, Rheumatology, Microbiology and Dialysis are provided by visiting specialists from UK tertiary centres that have a contract with HSC. There are also inpatient facilities at The Mignot Memorial Hospital in Alderney, which is managed by GPs.

Clinical Governance Requirements

The appointee will be expected to participate in all aspects of clinical governance and best practice standards. These include compliance with policies relating to healthcare associated infection and data protection. The post-holder will participate in regular clinical audit and review of outcomes, and work towards achieving local/national targets.

Both the MSG and HSC are committed to the clinical governance process and have a single Clinical Governance Committee.

A mentor will also be allocated on appointment, to support transition to working and living on island.

General Conditions of Appointment

The appointee will be employed by the MSG under the terms of an Audiologist.

Audiologist posts benefit from 25 days annual leave. It is required that 6 weeks' notice be given for leave (with the exception of compassionate/sick leave), in order to prevent impact on service delivery.

All appointments are subject to the following checks;

- Identity
- Criminal record
- Essential qualifications
- Professional registration
- References
- Occupational health clearance

Satisfactory Occupational Health and Enhanced DBS check with Barred List (Child and Adult Workforce) obtained. Applicants are not entitled to withhold information about convictions (including 'spent' convictions or pending prosecutions) and failure to disclose such convictions could result in dismissal or disciplinary action by the MSG LLP. Any information provided will be completely confidential and considered only in relation to the relevant application.

Pay and benefits

- Generous salary and current local Guernsey income tax flat rate of 20%
- Full relocation package
- Private health insurance for yourself
- Pension scheme delivered by a long-established local pension specialist (up to 5% matched employer contribution)
- Life assurance scheme
- Income protection scheme
- Indemnity insurance cover
- HCPC and RCCP subscription cover

- Free car parking at both the MSG and PEH
- Wellbeing allowance of £300/annum (towards gym/better commute scheme etc)
- Study leave allowance
- 25 days per annum annual leave

Our Vision, Purpose and Values

Our Vision

Internationally recognised as a centre of excellence for clinical care.

Loved by the Guernsey community.

Our purpose and values

The needs of our patients come first, always.

With the patient at the centre of everything we do, we work as a multi-disciplinary team to relieve illness and improve health, providing the best possible care and experience.

We are committed to patient safety and clinical excellence in all we do.

We invest in our people so that we can achieve together the highest standards of clinical care and the best possible outcomes, justifying the trust our patients place in us.

We work as one team and treat each other with respect.

We value and respect each other, and we follow through on our promises. We create a compassionate environment. We follow the golden rule: treat people as we would like to be treated ourselves.

We value partnership.

We are fully integrated into our local community, and we actively seek opportunities to partner with government, other healthcare providers, patient groups, and businesses to improve healthcare and the quality of our patients' lives.

We focus on the long term.

We invest in the future and in our financial security, using our resources efficiently and always innovating to improve the patient experience. We are committed to sustainability and measure our progress in accordance with the UN Sustainable Development Goals.

Person Specification

	Essential Criteria	Desirable Criteria	Where evaluated
Professional Qualifications	<p>MSc in Audiological Science plus CAC: or</p> <p>BSc in Audiology or</p> <p>BTEC qualification in Medical Physics + Physiological Measurement & completed both parts of BAAT I+II</p> <p>OR equivalent</p> <p>Registered with RCCP or HCPC (Clinical Scientist)</p> <p>Evidence of CPD</p> <p>Eligible to work and reside in the UK</p>	<p>Advanced courses in Audiology</p> <p>Leadership or management qualification</p> <p>Deaf awareness qualifications</p> <p>British sign language qualifications</p> <p>BSA or BAA membership</p>	CV
Clinical Experience, Skills and Knowledge	<p>Paediatric Audiologist or Paediatric Clinical Scientist as a Band 7</p> <p>Theoretical & practical knowledge of paediatric audiology, including assessment of children with complex needs</p> <p>5 years post qualification experience in both paediatric and adult audiology</p> <p>Shows knowledge of evidence-informed practice</p>	<p>Band 8a</p> <p>Experience in auditory brainstem response testing (use of Eclipse)</p> <p>>5 years post qualification experience</p> <p>HTS/ M level in Paediatrics Modules.</p> <p>HTS in Tinnitus rehabilitation / or M level module.</p>	CV, interview, references
Quality Improvement, Management and IT	<p>Evidence of participation in quality improvement activities</p>	<p>Ability to lead an effective team</p> <p>Experience of staff line management</p>	CV, interview, references

	<p>Evidence of commitment to good clinical governance</p> <p>Commitment to administrative and managerial responsibility</p>	<p>Knowledge/experience in utilisation of digitalised systems</p>	
Personal Qualities	<p>Ability to communicate in written and spoken English</p> <p>Self-motivated</p> <p>Shows awareness of own limitations</p> <p>Ability to work as part of a cohesive team</p> <p>Ability to lead, take responsibility and make decisions</p> <p>Commitment to continuing education</p> <p>Commitment to developing and improving services</p> <p>Demonstrates empathy and ability to build rapport</p>	<p>Willingness to undertake additional responsibilities</p>	<p>CV, interview, references</p>