BRITISH ACADEMY OF AUDIOLOGY

CAJE REF	XXX/20XX/XXXX
APPROVED	XX/XX/20XX

JOB TITLE Associate Audiologist (Practitioner)/ Healthcare Science Associate (Practitioner)

Date	Author/Body	Comments/Amendments made

PURPOSE OF DOCUMENT:

This document can be adapted by employing organisations to suit local purposes. However, the core content of this job description has been developed to reflect the standards of Good Scientific Practice defined by the Academy of Healthcare Science (AHCS) for Scientific Practice. Employers adopting the core content of this document can be confident that they are fully utilising the scientific leadership skillset and expertise of a Healthcare Scientist (HCS) functioning at associate in Audiology, to help ensure safe and effective care for the population served. Additionally, employers can be assured that a recruited individual who is on the Associate Healthcare Science Register held by the AHCS has demonstrated the necessary competences to safely provide scientific leadership at this level, commensurate with this job description. It is intended that the job description will be accompanied by other recruitment materials that describe the population served, the profile of the service, and reporting structures for the postholder within the organisation, including for the professional grouping (Healthcare Science).

OUTCOME OF NATIONAL MATCHING

This job description has been matched by NHS employers England national job evaluation group (?) against NHS Employers Healthcare Scientist Consultant profile (healthcare-science-profiles.pdf pages 40-41). It provides an indicative banding level, and organisations should assure themselves with a local job evaluation outcome.

BAND Band 4

Job Summary
The Associate Audiology Practitioner is a clinical post providing basic audiological assessment and hearing aid support service to adult hearing impaired patients. The post holder will work with indirect supervision as a member of the Audiology team within defined regulatory and clinical governance arrangements. The post will involve direct patient care, using a high level of clinical skill in areas of routine adult hearing reassessment, routine aural rehabilitation, hearing aid issues, and to assist the professionally qualified Audiologist with adults who have more complex needs. The post involves a mix of both technical and administrative duties which have clearly defined protocols and procedures. The post holder will apply a skillset that reflects the domains of Good Scientific Practice* (GSP); professional practice, scientific practice, clinical practice, research, development and innovation, and clinical leadership within scope, all applied pro-actively, with the end goal to deliver improved outcomes for the population served. *As described by The Academy of Healthcare Science Key Relationships: Establish and maintain clear lines of communication with a range of people which will enhance effective working relationships. This will include patients, relatives, colleagues, GP practices, hearing aid / mould manufactures and interpreters.

Responsible to		
Reporting:	**Accountable to:**	**Professionally:**

Line Manager	Audiology Service Manager	Audiology Service Manager

Responsibilities and Duties

Key Responsibilities

Professional practice
The post holder will work as an associate practitioner routinely undertaking the following tasks.

- Maintain and perform basic repairs on hearing aids and modification of earmoulds, to include retubing, re-shaping of earmoulds and inserting vents, replacing battery drawers and electroacoustic monitoring of performance, using listening checks and hearing aid test equipment
- Perform Audiometry, in accordance with BSA recommended procedure and departmental policy
- Perform hearing aid fitting and verification, using a selection of NHS hearing instruments and a variety of software programmes, in accordance with departmental policy
- Perform real ear measurements routinely as part of aural rehabilitation, in accordance with departmental policy
- Provide appropriate basic advice on hearing rehabilitation and the management of hearing impairment
- Perform accurate ear impressions using suitable material for adults and older children
- Perform wax removal procedures using techniques outlined in departmental guidelines and protocols
- Always seek professional advice where appropriate endeavouring to adhere to departmental protocols and standards ensuring boundaries of responsibility are fully understood and not breached
- Communicate effectively and work in collaboration with admin, medical, nursing teams and other colleagues to ensure delivery of co-ordinated multidisciplinary service in line with local and national guidelines and policies
- Communicate effectively and professionally with patients / families using language appropriate to the patient's understanding. This may involve using persuasive language to encourage patients to comply with dewaxing and to reassure them

Scientific Practice

- Maintain own scientific practices
- Keep updated on audiological developments

- Responsible for safe use of equipment
- Report problems with equipment and facilities to the person in charge
- Maintain accurate patient records of consultation in line with departmental and Trust/Health Board policy, including recording personally generated test results and patient journal entries on clinical databases
- Record other relevant results / outcomes in hospital or community notes
- Support and actively participate in service change programmes in line with local and national service development
- Participate actively in service monitoring, evaluation and audit as directed by more senior colleagues

Clinical Practice

- Follow policies and suggests changes to policy and procedure affecting own area
- Report all accidents and untoward incidents to the person in charge of the area and complete an incident form in accordance with Trust/Health Board policy
- Be aware of the need for confidentiality both within the written and spoken word and always ensure correct storage of patients' records
- Contribute to the development, application and evaluation of organisational procedures and protocols
- Ensure own adherence to Trust/Health Board, and professional policies, standards, and guidelines

Research, Development, and Innovation

- Support the principles of research and development within the department, becoming actively involved at a level considered appropriate, by the Trust/Health Board and within their role
- Provide support to the Audiologist in any clinical audit/research projects

Clinical Leadership

- Demonstrate on-going personal development through participation in internal and external development opportunities
- Review and reflect on own practice and performance through effective use of professional and operational supervision and appraisal
- Provide training and guidance to junior staff including assistant workers, clerical support, and trainees

Other Responsibilities:

- Undertake any other duties that may be reasonably required
- Demonstrate behaviours in line with Trust/Health Board values

PERSON SPECIFICATION

Qualifications and Knowledge

Essential

- Foundation Degree in Healthcare Science (Audiology), Certificate in Higher Education in Audiological Practice, Apprenticeship qualification or equivalent

Desirable

- Experience of people-centred working & contact with members of the public
- Experience of working within an Audiology department
- Work towards level 4 Healthcare Science (Audiology) apprenticeship/ Level 5 Hearing aid Dispenser Apprenticeship

Experience

Essential

- Understanding of professional guidelines
- Understanding around communication with hearing impaired people

Desirable

- Experience of clinical practice in Audiology, post training

Skills and Attributes

Essential

- Able to communicate with people from a variety of age ranges & abilities
- Ability to use judgment on a range of clinical and non-clinical information such as the accuracy of test results, and the appropriate procedures to use
- Good self-motivational & team working skills
- Effective organisational skills
- Good manual dexterity
- Ability to demonstrate empathy, to motivate and enable and to be sensitive to diverse individual needs
- Ability to manage own caseload and work without direct supervision
- Good time management

Desirable

- Understanding of evidence-based practice and up to date knowledge of relevant literature

Other
Satisfactory Standard/Enhanced DBS clearance including Adults and Children Barred List check (as appropriate)

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