BRITISH ACADEMY OF AUDIOLOGY

JOB TITLE: Adult Audiologist (Practitioner)/ Adult Healthcare Scientist (Audiology)

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

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 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 5

Job Summary
The Audiologist is a clinical post providing audiological diagnostic and hearing aid rehabilitation service to patients with hearing loss and other audiological conditions both on the acute hospital site and at peripheral clinics without supervision. This will involve leading individual care planning and delivery as an independent practitioner under the indirect supervision of more senior colleagues. Additionally, the post has a responsibility to support the ongoing development and values of the Audiology service to promote best practice and excellence. They will contribute to specific areas of scientific activity including contribution to service development activity and audit. 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, 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 manufacturers, interpreters, ENT staff, and other professionals.

Responsible to		
Reporting: Line Manager	**Accountable to:** Audiology Service Manager	**Professionally:** Audiology Service Manager

Responsibilities and Duties
Key Responsibilities Professional practice The post holder will work as an independent clinical audiologist routinely undertaking the following tasks.

- Routine audiological assessment of patients leading to medical intervention /monitoring and/or hearing aid management. This will involve leading individual care planning and delivery as an independent practitioner, under the indirect supervision of more senior colleagues
- Responsible for decisions regarding appropriate hearing aid rehabilitation management for individual patients with the appropriate selection, programming, and evaluation of current issue hearing aids with instruction on use appropriate to the individual patient's needs and abilities. This will include verification of hearing aid fittings using Real Ear Measurements
- Responsible for the appropriate onward referral of patients dependent on clinical findings, working within own scope of practice and seeking advice / guidance from specialist staff where appropriate
- Provide advice on general hearing rehabilitation, limitations and expectations of hearing amplification and access to additional resources to support patients with hearing loss
- Collect patient reported outcomes measures and use these for evaluation and problem solving of individual patients' hearing aid requirements, making onward referral for further investigation / rehabilitation as required
- Perform wax removal procedures using techniques outlined in departmental guidelines and protocols
- Identify patients with complex needs, seeking advice / guidance from senior staff to ensure appropriate referral for specialist assessment and rehabilitation
- 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

Scientific Practice

- Maintain own scientific practices
- Keep updated on audiological developments
- Responsible for safe use of equipment
- Report problems with equipment and facilities to senior colleagues
- 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
- Prepares and delivers standard reports regarding patient management, to be distributed to ENT consultants, GP's, associated healthcare professionals
- Responsible for highlighting the need for improvement
- Support and actively participate in service change programmes in line with local and national service development
- Participate actively in service monitoring, evaluation, and audit

Clinical Practice

- Ensure own adherence to Trust/Health Board, and professional policies, standards and guidelines 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
- Responsibility to ensure attendance to clinic and maximisation of clinical capacity re appointment of patients and escalation to senior staff
- Request requisitioning of some minor stock items

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 service leads in any clinical audit/research projects, including data gathering

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 all grades of junior staff including assistant workers, clerical support, and trainees

Other Responsibilities:

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

PERSON SPECIFICATION

Qualifications and Knowledge

- BSc Audiology or equivalent
- Registration as a Clinical Physiologist or Clinical Scientist with AHCS or HCPC

Experience

Essential

- Understanding of professional guidelines
- Evidence of clinical practice within Audiology
- Experience of communicating with hearing impaired people

Desirable

- Experience training others
- Experience of audit and service development

Skills and Attributes

Essential

- Excellent interpersonal and communication skills, including the ability to communicate with hearing impaired people, patients with dementia and complex needs
- Excellent written, organisational and time management skills
- Ability to make judgements involving complex facts requiring analysis, interpretation, and comparison of a range of options
- Able to work independently as well as in a team
- Good level of ICT skills, including word processing, spreadsheets, and databases

Desirable

- Evidence of more advanced IT skills

Other

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

Membership of relevant bodies e.g., British Academy of Audiology (BAA), British Society of Audiology (BSA)