BRITISH ACADEMY OF AUDIOLOGY

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APPROVED	XX/XX/20XX

JOB TITLE Paediatric Audiologist/ Paediatric Healthcare Science (Audiology) Specialist
BAA Document Control:

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 Higher 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 practitioner 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 Audiological Science Paediatrics Practitioner 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 6

Job Summary
The Specialist Audiologist in Paediatrics will work as an autonomous practitioner to deliver expertise in the specialist assessment and diagnosis of hearing problems. They will be responsible for the development, implementation and evaluation of routine and specialist individual treatment plans. The post holder will have a firm knowledge of routine audiology assessments and treatment plans whilst having enhanced knowledge within the field of paediatric audiology, where they will undertake more complex tests. They will assist higher grade Audiologists and Consultants in highly complex diagnostic clinics As has responsibility for supporting the development and 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. They will work pro-actively to build strong cross-professional relationships within and beyond the organisation in pursuit of their objectives. *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, School nurse, Health visitors, Speech and Language Specialists, Teachers of the Deaf, interpreters, Ear, nose and throat Specialists

Responsible to		
Reporting: Team lead in Paediatrics	**Accountable: Audiology Service Manager**	**Professionally: Audiology Service Manager**

Responsibilities and Duties

Professional practice

The post holder will work as an independent clinical specialist audiologist routinely undertaking the following tasks.

- Determine the assessment and rehabilitative needs of hearing impaired, pre-lingually deaf and deafened patients through the assessment of their communication skills, social needs, and education needs
- Develop, implement, and evaluate individual treatment programs. This will incorporate a multi-agency approach to audiological care, will involve complex hearing conditions, and include the frequency of follow up visits required for each patient according to the complexity of the case in a person-centred way
- 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
- Select, programme, and evaluate hearing aids for infants, children, and adults to include the provision of specialised audiological and related services. Techniques will need to be adapted to suit the individual
- 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
- Will be professionally and clinically responsible and accountable for all aspects of their own work, updating knowledge and skills to maintain continuing professional development
- Perform both routine and specialist investigations, interpret results, diagnose condition, and explain findings to patients, carers, and their GPs.
- Work within a multidisciplinary team staff involved in the assessment and rehabilitation process provided for hearing impaired children, including medical staff, teachers of the deaf and social workers
- Work independently as an autonomous practitioner to departmental and professional standards, guidelines, and protocols
- 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
- Liaise with other agencies including Education Services and Social Services for the provision of assistive listening devices, and Lip-reading services.
- Liaise with a large multidisciplinary team of professionals within the department and wider service structure to ensure that each patient receives a high quality and well-co-ordinated service which satisfies the Patient Charter Standards, national professional standards, and the Children's Act
- Provide planned advice, teaching and instruction to relatives, carers, and other professionals to promote the understanding of the aims of audiological intervention and ensure a co-ordinated approach to patient care
- Liaise with other Audiology Staff, ENT Staff, GP's, Medical Staff, Hearing Aid Manufacturers, Teachers of the Deaf, Social Services, local, national charities, and other appropriate professionals

- Scientific Practice

- Maintain own scientific practices and ensure best practice
- Keep updated on audiological developments
- 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 clinical observations and test results, maintaining database entries of clinical findings
- Prepare audiological reports containing findings on assessment and review, with recommendations and advice based on clinical observations, assessment and knowledge for other professional colleagues and patients
- Maintain comprehensive and accurate records of assessment and treatment in line with legal and departmental policy and communicate results to appropriate disciplines and agencies in the form of reports and letters
- 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
- Undertake the measurement and evaluation of their own work using evidence-based practice, outcome measures, and participation in clinical audits

- 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
- Responsibility of a non-clinical area which they will supervise and report to the service lead in an agreed timescale. e.g. stock control
- Contributing to Health and Safety management to ensure a safe working environment
- Accounting for items of stock used during patient management, adhering to local policies and procedures

- 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
- Contributing to innovation and service design around a continual service improvement philosophy, audits, undertaking quality control measures
- Lead in service change programmes in line with local and national service development
- Will lead in the service development of part of specialist services
- May participate in research and will participate in audit whilst using evidence-based practice to underpin and aid the development of service improvement strategies

- Clinical Leadership
- Keep abreast of developments within the field of Audiology and share information with colleagues
- 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
- Supervise audiologists and students as and when required and will be responsible for development reviews of lower grade staff.
- Supporting the training of degree level and post-graduate students on placement in the department
- Supporting work experience placements within the department
- Will both directly and indirectly supervise audiologists and students
- May have a role as a clinical educator, and will contribute to the provision of training of Audiologists, students, and other key stakeholders
- Participate in the teaching and training of staff and volunteers both in and external to the Trust/Health board
- Providing leadership to junior members of staff as a positive role model

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

PERSON SPECIFICATION

Qualifications and Knowledge

Essential

- BSc Audiology or equivalent
- Registration with an appropriate registration body AHCS or HCPC.
- Understanding and competence at specialist level acquired through audiology specific postgraduate training (e.g. M level module) or equivalent level of knowledge
- Up to date CPD portfolio with evidence of paediatric audiology development

Desirable

- Post graduate clinical training e.g. HTS paediatrics
- Management qualification
- Clinical educator

Experience

Essential

- Evidence of clinical practice within audiology
- Post BSc clinical experience in paediatrics hearing aid aids and habilitation
- Experience of communicating with hearing impaired patients
- Experience of working in a multidisciplinary environment
- An understanding of systems in health and social care that are wider than their immediate role

Desirable

- Experience of training others
- Experience of service development and audit
- Knowledge of CQC/UKAS accreditation or relevant quality standards

Skills and Attributes

Essential

- Excellent communication skills to communicate information on test results to patients and parents using persuasion, reassurance, tact, and sensitivity – to support when overcoming patient's emotional resistance to hearing aids and when sharing the news of a newly diagnosed hearing loss with parents, children and young adults
- Excellent interpersonal skills
- Ability to cope with occasional exposure to distressing and emotional circumstances within specialist area
- Proven time management & organisational skills
- Excellent written communication skills and presentation skills
- Ability to use own initiative, manage & prioritise own workload
- Self-reflective practitioner
- Good level of IT skills to include word processing, use of spreadsheets and databases

Desirable

- Counselling, mentoring, supervisory and team leading skills
- Evidence of leadership experience

Other
Satisfactory Standard/Enhanced DBS clearance including Adults and Children Barred List check (as appropriate) Membership of relevant bodies e.g., British Academy of Audiology (BAA), British Society of Audiology (BSA)

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