BRITISH ACADEMY OF AUDIOLOGY

JOB TITLE: Adult Audiologist Practitioner/ Adult Healthcare Science (Audiology) Specialist

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) 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 6 Adult Audiologist

Job Summary
The Specialist Audiologist will work as an autonomous practitioner and will be clinically responsible for the provision of specialist audiological assessment and rehabilitation, including leading individual care planning and delivery. The post holder will be expected to work flexibly across the service. The post holder will have specialist knowledge over a range of procedures and practices, underpinned by theoretical knowledge and practical experience. The post holder is expected to update their own professional knowledge. Additionally, the specialist practitioner will lead specific areas of scientific activity as allocated by more senior colleagues. This will include contribution to service development activity, audit, research and delivery of in-house continuing professional development activity and interagency work 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: Audiology Service 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 specialist audiologist routinely undertaking the following tasks
- Provide audiological care to adult patients with complex hearing conditions. This will include assessment of new patients and follow up of patients that have more complex hearing issues. It may incorporate advanced hearing aid fittings, auditory rehabilitation and tinnitus management for adult patients that require specialist interventions
- Undertake full audiological assessment of children and adults, to include complex and non-routine cases. This includes assessment of disability and expectations and carrying out appropriate hearing and auditory function tests. Testing will need to be adapted to suit the individual patient
- Develop, implement, and evaluate individual treatment programs. This will incorporate a multi-agency approach to audiological care and will involve complex hearing conditions
- 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
- 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
- Will be professionally and clinically responsible and accountable for all aspects of their own work, updating knowledge and skills to maintain continuing professional development
- Performs both routine and specialist investigations, interprets results, diagnoses condition, and explains findings to patients, carers, and their GPs
- Have a broad knowledge in general adult audiology whilst having specialist knowledge in auditory rehabilitation, advanced hearing aid fittings, and/or tinnitus.
- Have knowledge on the ability to advise on alternative equipment / environmental aids
- Work independently as an autonomous practitioner to departmental and professional standards, guidelines, and protocols without supervision
- 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 and ensure best practice
- 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 data bases
- Record other relevant results / outcomes in hospital or community notes
- Prepare and deliver 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
- 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
- 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
- Contributing to Health and Safety management to ensure a safe working environment
- Responsibility of a non-clinical area which they will supervise and report to the service lead in an agreed timescale. e.g. stock control

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
- Responsible for highlighting the need for improvement
- Lead in aspects of the service development of part of specialist services
- Lead in service change programmes in line with local and national service development
- Participate actively in service monitoring, evaluation, and audit
- 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
- Provide training and guidance to all grades of junior staff including assistant workers, clerical support, and trainees
- Will supervise audiologists and students as and when required and may 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
- Up to date CPD portfolio with evidence of specialist adult audiology development
- Understanding and competence at specialist level acquired through audiology specific postgraduate training (e.g. M level module) or equivalent level of knowledge
- Registration with Academy of Healthcare Science (AHCS) or Health and Care Professional Council (HCPC)

Desirable

- Post graduate clinical training (e.g. HTS in Adults tinnitus/advanced adult assessment)
- Management qualification
- Clinical educator

Experience

Essential

- Evidence of clinical practice within audiology
- Post BSc clinical experience
- Experience with complex adult patients
- Experience of communicating with hearing impaired patients

Desirable

- Experience of training others

- Experience of service development and audit

Skills and Attributes

Essential

- Knowledge of CQC/UKAS/national quality standards
- Experience of working in a multidisciplinary environment
- Excellent interpersonal and communication skills to include ability to communicate with hearing impaired patients and carers
- Ability to cope with occasional exposure to distressing and emotional circumstances within specialist area. For example, dealing with emotional patients
- Proven time management & organisational skills
- Excellent written communication skills and presentation skills
- Ability to make judgements involving complex facts which require the analysis, interpretation, and comparison of a range of options
- Good level of IT skills to include word processing, use of spreadsheets and databases
- Ability to use own initiative, self-reflective practitioner, and excellent manual dexterity

Desirable

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

Other

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

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