

COMPETENCES REQUIRED FOR APPLICANTS TO ATTAIN REGISTRATION AS CLINICAL SCIENTISTS

SPECIALTY :

Audiology



This document comprises a discipline-specific version of the general competence document and provides additional guidance as to how to complete the general document, Appendix 1 of the Guidelines, that you must submit with your application.

Remember that the aim of the process is for the candidate to satisfy the assessor that he or she has the appropriate basic qualifications and length of experience for issue of the Certificate of Attainment, and that the training programme/period of supervised practice has enabled the candidate to achieve the basic level of competence required for registration as a clinical scientist.

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EXPERIENCE:	The candidate should be able to demonstrate that he/she has worked in an environment that has enabled the individual to receive training and gain experience relevant to the competences set out below.	
GENERIC COMPETENCES		SPECIFIC COMPETENCES
1-SCIENTIFIC		Be able to demonstrate the rigorous application of scientific methods in his/her experience to date
Sci1	Understand the science that underpins the specialty (modality) and the broader aspects of medicine and clinical practice.	<ul style="list-style-type: none"> • understand the principles of diagnostic assessment and rehabilitative techniques employed within Audiology • must be able to choose, perform and advise on test selection for individual patients • must understand the principles of diagnostic assessment and range of clinical outcomes • must be able to choose and carry out an appropriate test strategy • must be familiar with the principles of evidence-based investigation and management (EBM) as applied to diagnosis, clinical monitoring and treatment of patients with disorders affecting the auditory and vestibular system • must be familiar with scientific developments in clinical audiology and in other relevant disciplines • must be able to demonstrate breadth of knowledge in order to develop an appropriate approach to clinical assessment • must be familiar with the evidence for, and limitations of, the common procedures used in the diagnosis and management of patients with hearing and / or balance disorders • must have a knowledge of the anatomy and physiology of the auditory and / or vestibular systems including associated dysfunction and disorders • must have a working knowledge of related disciplines
Sci2	Demonstrate a strong base of knowledge appropriate to the specialty and to the investigations and therapeutic options available.	
Sci3	Have experience of searching for knowledge, critical appraisal of information and integration into the knowledge base.	
Sci4	Apply knowledge to problems associated with the routine provision, and development, of the service.	
Sci5	Identify the clinical decision which the test/intervention will inform.	
Sci6	Make judgements on the effectiveness of procedures.	
Sci7	Apply the knowledge base to the specialty (modality) and to the range of procedures/investigations available	
<i>Achievement of:</i>	<ul style="list-style-type: none"> • An understanding of biological and physical sciences underpinning audiological practice • A critical understanding of the use of diagnostic tests and rehabilitative techniques and interpretation of results • An understanding of how audiology integrates with other diagnostic techniques and rehabilitative methods • A critical understanding of scientific methods and evaluation techniques to develop tests to be used routinely in audiological science • Develop research skills and expertise sufficient to support supervised and collaborative research initiatives in audiological science 	
<i>Achieved through:</i>	<ul style="list-style-type: none"> • A structured taught element (e.g. accredited MSc course) <p>and</p> <ul style="list-style-type: none"> • Completion of BAA Certificate of Audiological Competence training scheme plus participation in local research and development and presentation of protocol development and research of a standard suitable for publication (route one) <p>Or</p> <ul style="list-style-type: none"> • Completion of BAA HTS modules in Adult Rehabilitation & ENT Support, paediatric assessment, and balance assessment & rehabilitation, plus BAA HTS module in research skills or participation in local research and development and presentation of protocol development and research of a standard suitable for publication (route one) 	

COMPETENCES REQUIRED FOR APPLICANTS TO ATTAIN STATE REGISTRATION AS CLINICAL SCIENTISTS

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Or

- Completion of supervised clinical training in specialist areas at an equivalent level to HTS modules, and participation in local research and development and presentation of protocol development and research of a standard suitable for publication (route two).

Assessed by:

- BAA CAC or HTS supervisors and examiners
- Registered clinical scientist acting as overall supervisor
- Local line manager

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GENERIC COMPETENCES		SPECIFIC COMPETENCES
	2-CLINICAL	Be able to demonstrate the following relevant to the contribution of his/her specialty to patient care:
Clin1	Understand the requirements of accuracy and precision of a procedure in the context of diagnosis, prognosis, monitoring and treatment and to use that information appropriately.	<ul style="list-style-type: none"> • must have experience-based understanding of all aspects of the diagnostic process, comprising history-taking, the clinical examination, the formulation of differential diagnosis, the role of other service and professionals, and the consequent integration of knowledge relevant to the individual patient • must have experience-based understanding of all aspects of the diagnostic process, comprising history-taking, the clinical examination, the formulation of differential diagnosis and individual management plans, understand the role of other clinical service and professional, and the consequent integration of knowledge relevant to the individual patient • must be able to interpret clinical results and make management decisions for individual patients and evaluate these in light of other clinical information • must be able to ensure own personal views and beliefs do not influence clinical advise • must be able to demonstrate holistic approach to patient management • must be able to assess the needs of patients and customising care as appropriate • must have, from an evidence base, a sufficiently detailed understanding of internal quality control, of standards of practice
Clin2	Provide interpretation of data and a diagnostic (therapeutic) opinion, including any further action to be taken by the individual directly responsible for the care of the patient.	
Clin3	Understand the wider clinical situation relevant to the service users presenting to the specialty.	
Clin4	Develop/devise an investigation strategy taking into account the complete clinical picture.	
Clin5	Understand the clinical applications of the specialty and the consequences of decisions made upon your actions/advise.	
Clin6	Demonstrate awareness of the evidence that underpins the use of the procedures employed by the service.	
<i>Achievement of:</i>	<ul style="list-style-type: none"> • A critical understanding of the test techniques, their limitations and contraindications • A critical understanding of result interpretation and how to make management decisions 	
<i>Achieved through:</i>	<ul style="list-style-type: none"> • A structured taught element (e.g. accredited MSc course) and • Completion of BAA Certificate of Audiological Competence training scheme and further post CAC supervised clinical experience (route one) <p>Or</p> <ul style="list-style-type: none"> • Completion of BAA HTS modules in Adult Rehabilitation & ENT Support, paediatric assessment, and balance assessment & rehabilitation (route one) <p>Or</p> <ul style="list-style-type: none"> • Completion of supervised clinical training in specialist areas at an equivalent level to HTS modules (route two) 	
<i>Assessed by:</i>	<ul style="list-style-type: none"> • BAA CAC or HTS supervisors and examiners • Registered clinical scientist acting as overall supervisor • Local line manager 	

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GENERIC COMPETENCES		SPECIFIC COMPETENCES
	3-TECHNICAL	Be able to demonstrate the following, relevant to the modality or area of specialisation in which he/she wishes to be recognised
Tech1	Understand the principles associated with a range of techniques employed in the modality including the appropriate use of information, communication and digital technologies.	<ul style="list-style-type: none"> • must be able to perform and record audiological techniques being aware of contraindications • must understand the principles of diagnostic assessment and rehabilitative techniques employed in audiology • must have a high level of practical competence in any special techniques relevant to an intended or actual area of specialisation • must be able to demonstrate the an ability to utilise patient management systems and integrated clinical software • must be familiar with the evidence for, and limitations of, the common procedures used in the diagnosis and management of patients with hearing and /or balance disorders • must be aware of recommended procedures and guidelines
Tech2	Have knowledge of the standards of practice expected from these techniques including positioning of patients for safe interventions.	
Tech3	Perform these techniques.	
Tech4	Solve problems that might arise during the routine application of these techniques (troubleshooting).	
Tech5	Understand the principles of quality control and quality assurance.	
Tech6	Use quality control and quality assurance techniques including restorative action when performance deteriorates.	
<i>Achievement of:</i>	<ul style="list-style-type: none"> • A critical understanding of test parameters and how these affect results 	
<i>Achieved through:</i>	<ul style="list-style-type: none"> • A structured taught element (e.g. accredited MSc course) and • Completion of BAA Certificate of Audiological Competence training scheme, further post CAC supervised clinical experience and service development experience (route one) Or • BAA Completion of BAA HTS modules in Adult Rehabilitation & ENT Support, paediatric assessment, and balance assessment & rehabilitation, plus BAA HTS Certificate in service development or further service development experience. (route one) Or • Completion of supervised clinical training in specialist areas at an equivalent level to HTS modules (route two), and further service development experience (route two) 	
<i>Assessed by:</i>	<ul style="list-style-type: none"> • BAA CAC or HTS supervisors and examiners • Registered clinical scientist acting as overall supervisor • Local line manager 	

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GENERIC COMPETENCES		SPECIFIC COMPETENCES
	4-RESEARCH AND DEVELOPMENT	Be able to demonstrate a training in research which should include:
R&D1	Read and critically appraise scientific literature and other sources of information.	<ul style="list-style-type: none"> • must have developed sufficient verbal and written communication skills, data handling ability, and peer-group relationships to present with confidence results of research for critical appraisal by colleagues and reviewers • must have acquired the ability to critically appraise published research or clinical problem in audiology and to assess the importance and feasibility of investigating it further • must be able to identify a meaningful hypothesis or answerable question about the topic or problem, to formulate indications for research aims and objectives by which a plan of investigation may be designed, monitored and appraised • must be able to evaluate whether research/R&D proposals are likely to advance existing knowledge and/or practice • must understand the skills needed to effect audiological research and NHS-related research and development on an audiological topics or problem • must be able to critically appraise research reports and publications
R&D2	Develop the aims and objectives associated with a project.	
R&D3	Develop an experimental protocol to meet the aims and objectives in a way that provides reliable and robust data (i.e. free of bias).	
R&D4	Perform the required experimental work to produce and present the results (including statistical analysis).	
R&D5	Recognise the value of research and critically appraise results in the light of existing knowledge and the hypothesis developed and to formulate further research questions.	
R&D6	Present data and provide a critical appraisal to an audience of peers – both spoken and written.	
<i>Achievement of:</i>	<ul style="list-style-type: none"> • An ability to critically appraise research reports and publications • An ability to formulate research questions and experimental design based on current knowledge • An ability to carry out statistical analysis 	
<i>Achieved through:</i>	<ul style="list-style-type: none"> • A structured taught element (e.g. accredited MSc course) to include a research dissertation and • further significant research activity to include contribution to a peer reviewed journal article or conference presentation or • BAA Certificate in Research Skills 	
<i>Assessed by:</i>	<ul style="list-style-type: none"> • BAA HTS supervisors and examiners (if appropriate) • Registered clinical scientist acting as overall supervisor • Local line manager 	

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	GENERIC COMPETENCES	SPECIFIC COMPETENCES
	5-COMMUNICATION	Be able to communicate in both the written and spoken media to colleagues, peers and patients:
Com1	Assess a situation and act accordingly when representing the specialty.	<ul style="list-style-type: none"> • must be able to communicate personally to colleagues within the discipline, and in other branches of the NHS and allied professions, with clarity of thought, expression, and purpose • must be capable of communicate effectively and sensitively, avoiding jargon, with a range of people of different national, social or cultural heritage in English at level 7 of IELTS but adapt language to patient communication needs • must be able to listen carefully, to check understanding, and to negotiate in difficult issues without triviality or hostility • must understand the importance of effective communication with colleagues and be able to function as an effective member of a multidisciplinary team • understand the importance of providing information to service users in an accessible format in order to facilitate them making informed decisions. This may take the form of a DVD for BSL users • must be able to present scientific, technical, clinical and managerial information effectively, using a range of appropriate media, so as to maximise understanding whilst maintaining economy and essence of time
Com2	Respond to enquiries regarding the service provided when dealing with clinical colleagues.	
Com3	Communicate with service users, carers and relatives, the public and other healthcare professionals appropriately, modifying means of communication depending on circumstance and its audience.	
Com4	Communicate the outcome of problem solving and research and development activities.	
Com5	Present scientific material to peers, colleagues or other healthcare professionals.	
<i>Achievement of:</i>	<ul style="list-style-type: none"> • Development of appropriate oral communication skills with colleagues, patients, relatives and other healthcare professionals • Development of written communication skills in the form of patient reports, service reports and scientific material 	
<i>Achieved through:</i>	<ul style="list-style-type: none"> • A structured taught element (e.g. accredited MSc course) and • Completion of BAA Certificate of Audiological Competence training scheme, further post CAC supervised clinical experience, further significant research activity to include contribution to a peer reviewed journal article or conference presentation and service development experience <p>Or</p> <ul style="list-style-type: none"> • Completion of BAA HTS module in Adult Rehabilitation & ENT Support, paediatric assessment, and balance assessment & rehabilitation, plus BAA HTS Certificate in research skills and BAA HTS Certificate in service development or further post HCCC supervised clinical experience, 	

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further significant research activity to include contribution to a peer reviewed journal article or conference presentation and service development experience.

Or

- Completion of supervised clinical training in specialist areas at an equivalent level to HTS modules and further significant research activity to include contribution to a peer reviewed journal article or conference presentation and service development experience. (route two),

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	6-PROBLEM SOLVING	Be able to deal with the unexpected and thus be able:
PS1	Assess a situation.	<ul style="list-style-type: none"> • must be able to utilise knowledge in order to resolve problems • must be able to initiate and follow through the timely resolution problems with confident action, direction and effective communication • must have sufficient knowledge of the scientific, operational and material basis of these techniques to be able to recognise, solve and minimise problems connected with analytical performance
PS2	Determine the nature and severity of the problem.	
PS3	Call upon the required knowledge and experience to deal with the problem.	
PS4	Initiate resolution of the problem.	
PS5	Demonstrate personal initiative.	
<i>Achievement of:</i>	<ul style="list-style-type: none"> • An understanding of fault finding techniques • Development of skills to enable management of a situation if a problem arises • An understanding of the implications of the problem 	
<i>Achieved through:</i>	<ul style="list-style-type: none"> • A structured taught element (e.g. accredited MSc course) and • Completion of BAA Certificate of Audiological Competence training scheme and further post CAC supervised clinical experience, service development and research (route one) <p>Or</p> <ul style="list-style-type: none"> • Completion of BAA HTS modules in Adult Rehabilitation & ENT Support, paediatric assessment, and balance assessment & rehabilitation, plus BAA Certificate in research skills and BAA Certificate in service development or further post MSc supervised clinical experience, service development and research (route one) <p>Or</p> <ul style="list-style-type: none"> • Completion of supervised clinical training in specialist areas at an equivalent level to HTS modules and further post MSc supervised clinical experience, service development and research.(route two) 	
<i>Assessed by:</i>	<ul style="list-style-type: none"> • BAA CAC or HTS supervisors and examiners • Registered clinical scientist acting as overall supervisor • Local line manager 	

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	GENERIC COMPETENCES	SPECIFIC COMPETENCES
	7-PROFESSIONAL ACCOUNTABILITY	Be able to demonstrate an understanding of management principles and techniques, including the following:
Prof1	Follow the Standards of Proficiency for Clinical Scientists as published by the Health & Care Professions Council. <i>(published September 2023)</i>	<ul style="list-style-type: none"> • must understand the principles of clinical governance and be able to audit, reflect on and review practice • must understand the principles of clinical governance and information governance • must understand the principles of clinical governance and be able to audit, reflect on and review practice • must understand the need for and basic requirements of accreditation schemes appropriate to the modality of audiology • ensure compliance with CPD requirements and maintain records of this • must be able to recognise legal and ethical boundaries of the modality and practice and conduct research within these boundaries • must have acquired a basic understanding of the structure and organization of the department, and relevant financial aspects. • must be able to recognise the limits of his/her knowledge and skills • must participate in an appropriate CPD scheme (after completion of training) • must have acquired a basic knowledge of health and safety requirements appropriate to the discipline • must understand different methods of reviewing practice and their value
Prof2	Take personal responsibility and justify your decisions.	
Prof3	Work within the legal and ethical requirements of the modality, recognise the importance of equality, diversity and inclusion, including these and other ethical aspects of practice and scientific research.	
Prof4	Practice safely and effectively within your abilities and recognise the limits of personal practice and identify when to seek advice.	
Prof5	Manage personal workload, prioritise tasks appropriately and look after your own health and wellbeing, seeking appropriate support where necessary.	
Prof6	Demonstrate competence in the principles of clinical governance including maintaining appropriate records, clinical audit and accreditation requirements relevant to the modality. This includes diversity and inclusion, confidentiality, informed consent and data security.	
Prof7	Contribute effectively to work undertaken as part of a multi-disciplinary team, working in partnership with service users, carers, colleagues and others.	
Prof8	Supervise others as appropriate to area of practice, demonstrating leadership qualities, behaviours and approaches, and engage with appraisals as part of staff management and development.	
Prof9	Understand the need and obligation for career-long self-directed learning, including appropriate use of technology, awareness of emerging technologies and new developments, and the importance of continuing professional development.	
Prof10	Establish and maintain a safe practice environment, adhering to Health and Safety requirements, including infection control, and recognise your role in health promotion and preventing ill health.	

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Prof11	Work within the structure and organisation of the local service and demonstrate awareness of financial accountability, budgetary control and resource management and a general understanding of the way the modality is structured and practised in other locations within the UK.	
<i>Achievement of:</i>	<ul style="list-style-type: none"> • an understanding of the management principles and tools used in the service • the ability to act as a professional and work effectively as part of a team • understanding of the importance and principles of accreditation, audit, confidentiality, data security and safe working practice 	
<i>Achieved through:</i>	<ul style="list-style-type: none"> • A structured taught element (e.g. approved MSc course) and • Completion of BAA Certificate of Audiological Competence training scheme and participation in appropriate training programmes and local courses on general, personnel and financial management, health and safety, audit, etc. participation in local seminars and meetings, attendance at clinical audit meetings and clinical governance committees. Attendance at departmental management meetings, involvement, under supervision, in management within the department, mentoring by an experienced practitioner (route one) <p>Or</p> <ul style="list-style-type: none"> • Completion of BAA HTS modules in Adult Rehabilitation & ENT Support, paediatric assessment, and balance assessment & rehabilitation, plus BAA HTS certificate in service development or participation in appropriate training programmes and local courses on general, personnel and financial management, health and safety, audit, etc. participation in local seminars and meetings, attendance at clinical audit meetings and clinical governance committees. Attendance at departmental management meetings, involvement, under supervision, in management within the department, mentoring by an experienced practitioner (route one). <p>Or</p> <ul style="list-style-type: none"> • Completion of supervised clinical training in specialist areas at an equivalent level to HTS modules and participation in appropriate training programmes and local courses on general, personnel and financial management, health and safety, audit, etc. participation in local seminars and meetings, attendance at clinical audit meetings and clinical governance committees. Attendance at departmental management meetings, involvement, under supervision, in management within the department, mentoring by an experienced practitioner (route two) 	
<i>Assessed by:</i>	<ul style="list-style-type: none"> • BAA Certificate in Service Development supervisors and examiners (if appropriate) • Registered clinical scientist acting as overall supervisor • Local line manager 	