

**COMPETENCES REQUIRED FOR APPLICANTS  
TO ATTAIN STATE 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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**Audiology**

<b>EXPERIENCE:</b>	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.	
<b>GENERIC COMPETENCES</b>		<b>SPECIFIC COMPETENCES</b>
	<b>1-SCIENTIFIC</b>	Be able to demonstrate the rigorous application of scientific methods in his/her experience to date
Sci1	<ul style="list-style-type: none"> <li>• understanding the science that underpins the specialty (modality) and the broader aspects of medicine and clinical practice</li> </ul>	<ul style="list-style-type: none"> <li>• understand the principles of diagnostic assessment and rehabilitative techniques employed within Audiology</li> <li>• must be able to choose, perform and advise on test selection for individual patients</li> <li>• must understand the principles of diagnostic assessment and range of clinical outcomes</li> <li>• must be able to choose and carry out an appropriate test strategy</li> <li>• 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</li> <li>• must be familiar with scientific developments in clinical audiology and in other relevant disciplines</li> <li>• must be able to demonstrate breadth of knowledge in order to develop an appropriate approach to clinical assessment</li> <li>• must be familiar with the evidence for, and limitations of, the common procedures used in the diagnosis and management of patients with hearing and balance disorders</li> <li>• must have a knowledge of the anatomy and physiology of the auditory and vestibular systems including associated dysfunction and disorders</li> <li>• must have a working knowledge of related disciplines</li> </ul>
Sci2	<ul style="list-style-type: none"> <li>• demonstrating a strong base of knowledge appropriate to the specialty and to the investigations and therapeutic options available</li> </ul>	
Sci3	<ul style="list-style-type: none"> <li>• experience of searching for knowledge, critical appraisal of information and integration into the knowledge base</li> </ul>	
Sci4	<ul style="list-style-type: none"> <li>• ability to apply knowledge to problems associated with the routine provision, and development, of the service</li> </ul>	
Sci5	<ul style="list-style-type: none"> <li>• ability to identify the clinical decision which the test/intervention will inform</li> </ul>	
Sci6	<ul style="list-style-type: none"> <li>• ability to make judgements on the effectiveness of procedures</li> </ul>	
Sci7	<ul style="list-style-type: none"> <li>• application of the knowledge base to the specialty (modality) and to the range of procedures/investigations available</li> </ul>	
<i>Achievement of:</i>	<ul style="list-style-type: none"> <li>• An understanding of biological and physical sciences underpinning audiological practice</li> <li>• A critical understanding of the use of diagnostic tests and rehabilitative techniques and interpretation of results</li> <li>• An understanding of how audiology integrates with other diagnostic techniques and rehabilitative methods</li> <li>• A critical understanding of scientific methods and evaluation techniques to develop tests to be used routinely in audiological science</li> <li>• Develop research skills and expertise sufficient to support supervised and collaborative research initiatives in audiological science</li> </ul>	
<i>Achieved through:</i>	<ul style="list-style-type: none"> <li>• A structured taught element (e.g. accredited MSc course) and</li> <li>• 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</li> </ul> <p>Or</p> <ul style="list-style-type: none"> <li>• Completion of BAA HCCC in Adult Rehabilitation &amp; ENT Support, HCCC in paediatric assessment, HCCC in balance assessment &amp;</li> </ul>	

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rehabilitation, plus BAA Certificate in research skills

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

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<b>GENERIC COMPETENCES</b>		<b>SPECIFIC COMPETENCES</b>
	<b>2-CLINICAL</b>	Be able to demonstrate the following relevant to the contribution of his/her specialty to patient care:
Clin1	<ul style="list-style-type: none"> <li>to 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</li> </ul>	<ul style="list-style-type: none"> <li>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</li> <li>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</li> <li>must be able to interpret clinical results and make management decisions for individual patients and evaluate these in light of other clinical information</li> <li>must be able to ensure own personal views and beliefs do not influence clinical advise</li> <li>must be able to demonstrate holistic approach to patient management</li> <li>must be able to assess the needs of patients and customising care as appropriate</li> <li>must have, from an evidence base, a sufficiently detailed understanding of internal quality control, of standards of practice</li> </ul>
Clin2	<ul style="list-style-type: none"> <li>ability to 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</li> </ul>	
Clin3	<ul style="list-style-type: none"> <li>understanding of the wider clinical situation relevant to the patients presenting to his/her specialty</li> </ul>	
Clin4	<ul style="list-style-type: none"> <li>ability to develop/devise an investigation strategy taking into account the complete clinical picture</li> </ul>	
Clin5	<ul style="list-style-type: none"> <li>understanding of the clinical applications of his/her specialty and the consequences of decisions made upon his/her actions/advise</li> </ul>	
Clin6	<ul style="list-style-type: none"> <li>awareness of the evidence base that underpins the use of the procedures employed by the service</li> </ul>	
<i>Achievement of:</i>	<ul style="list-style-type: none"> <li>A critical understanding of the test techniques, their limitations and contraindications</li> <li>A critical understanding of result interpretation and how to make management decisions</li> </ul>	
<i>Achieved through:</i>	<ul style="list-style-type: none"> <li>A structured taught element (e.g. accredited MSc course) and</li> <li>Completion of BAA Certificate of Audiological Competence training scheme and further post CAC supervised clinical experience</li> <li>Or</li> <li>Completion of BAA HCCC in Adult Rehabilitation &amp; ENT Support, HCCC in paediatric assessment, plus HCCC in balance assessment &amp; rehabilitation</li> </ul>	
<i>Assessed by:</i>	<ul style="list-style-type: none"> <li>BAA CAC or HTS supervisors and examiners</li> <li>Registered clinical scientist acting as overall supervisor</li> <li>Local line manager</li> </ul>	

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

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<b>GENERIC COMPETENCES</b>		<b>SPECIFIC COMPETENCES</b>
	<b>4-RESEARCH AND DEVELOPMENT</b>	Be able to demonstrate a training in research which should include:
R&D1	<ul style="list-style-type: none"> <li>ability to read and critically appraise the literature</li> </ul>	<ul style="list-style-type: none"> <li>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</li> <li>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</li> <li>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</li> <li>must be able to evaluate whether research/R&amp;D proposals are likely to advance existing knowledge and/or practice</li> <li>must understand the skills needed to effect audiological research and NHS-related research and development on an audiological topics or problem</li> <li>must be able to critically appraise research reports and publications</li> </ul>
R&D2	<ul style="list-style-type: none"> <li>ability to develop the aims and objectives associated with a project</li> </ul>	
R&D3	<ul style="list-style-type: none"> <li>ability to develop an experimental protocol to meet the aims and objectives in a way that provides reliable and robust data (i.e. free of bias)</li> </ul>	
R&D4	<ul style="list-style-type: none"> <li>ability to perform the required experimental work ability to produce and present the results (including statistical analysis)</li> </ul>	
R&D5	<ul style="list-style-type: none"> <li>recognise the value of research and has the ability to critically appraise results in the light of existing knowledge and the hypothesis developed and to formulate further research questions</li> </ul>	
R&D6	<ul style="list-style-type: none"> <li>ability to present data and provide a critical appraisal to an audience of peers – both spoken and written</li> </ul>	
<i>Achievement of:</i>	<ul style="list-style-type: none"> <li>An ability to critically appraise research reports and publications</li> <li>An ability to formulate research questions and experimental design based on current knowledge</li> <li>An ability to carry out statistical analysis</li> </ul>	
<i>Achieved through:</i>	<ul style="list-style-type: none"> <li>A structured taught element (e.g. accredited MSc course) to include a research dissertation and</li> <li>further significant research activity to include contribution to a peer reviewed journal article or conference presentation</li> </ul> <p>or</p> <ul style="list-style-type: none"> <li>BAA Certificate in Research Skills</li> </ul>	
<i>Assessed by:</i>	<ul style="list-style-type: none"> <li>BAA HTS supervisors and examiners (if appropriate)</li> <li>Registered clinical scientist acting as overall supervisor</li> <li>Local line manager</li> </ul>	

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<b>GENERIC COMPETENCES</b>		<b>SPECIFIC COMPETENCES</b>
	<b>5-COMMUNICATION</b>	Be able to communicate in both the written and spoken media to colleagues, peers and patients:
Com1	<ul style="list-style-type: none"> <li>ability to assess a situation and act accordingly when representing the specialty</li> </ul>	<ul style="list-style-type: none"> <li>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</li> <li>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</li> <li>must be able to listen carefully, to check understanding, and to negotiate in difficult issues without triviality or hostility</li> <li>must understand the importance of effective communication with colleagues and be able to function as an effective member of a multidisciplinary team</li> <li>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</li> <li>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</li> </ul>
Com2	<ul style="list-style-type: none"> <li>ability to respond to enquiries regarding the service provided when dealing with clinical colleagues</li> </ul>	
Com3	<ul style="list-style-type: none"> <li>ability to communicate with patients, carers and relatives, the public and other healthcare professionals as appropriate</li> </ul>	
Com4	<ul style="list-style-type: none"> <li>ability to communicate the outcome of problem solving and research and development activities</li> </ul>	
Com5	<ul style="list-style-type: none"> <li>evidence of presentation of scientific material at meetings and in the literature</li> </ul>	
<i>Achievement of:</i>	<ul style="list-style-type: none"> <li>Development of appropriate oral communication skills with colleagues, patients, relatives and other healthcare professionals</li> <li>Development of written communication skills in the form of patient reports, service reports and scientific material</li> </ul>	
<i>Achieved through:</i>	<ul style="list-style-type: none"> <li>A structured taught element (e.g. accredited MSc course) and</li> <li>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</li> </ul> <p>Or</p> <ul style="list-style-type: none"> <li>Completion of BAA HCCC in Adult Rehabilitation &amp; ENT Support, HCCC in paediatric assessment, HCCC in balance assessment &amp; rehabilitation, plus BAA Certificate in research skills and BAA Certificate in service development</li> </ul>	

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<b>GENERIC COMPETENCES</b>		<b>SPECIFIC COMPETENCES</b>
	<b>6-PROBLEM SOLVING</b>	Be able to deal with the unexpected and thus be able:
PS1	<ul style="list-style-type: none"> <li>to assess a situation</li> </ul>	<ul style="list-style-type: none"> <li>must be able to utilise knowledge in order to resolve problems</li> <li>must be able to initiate and follow through the timely resolution problems with confident action, direction and effective communication</li> <li>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</li> </ul>
PS2	<ul style="list-style-type: none"> <li>determine the nature and severity of the problem</li> </ul>	
PS3	<ul style="list-style-type: none"> <li>call upon the required knowledge and experience to deal with the problem</li> </ul>	
PS4	<ul style="list-style-type: none"> <li>initiate resolution of the problem</li> </ul>	
PS5	<ul style="list-style-type: none"> <li>demonstrate personal initiative</li> </ul>	
<i>Achievement of:</i>	<ul style="list-style-type: none"> <li>An understanding of fault finding techniques</li> <li>Development of skills to enable management of a situation if a problem arises</li> <li>An understanding of the implications of the problem</li> </ul>	
<i>Achieved through:</i>	<ul style="list-style-type: none"> <li>A structured taught element (e.g. accredited MSc course) and</li> <li>Completion of BAA Certificate of Audiological Competence training scheme and further post CAC supervised clinical experience, service development and research</li> </ul> <p>Or</p> <ul style="list-style-type: none"> <li>Completion of BAA HCCC in Adult Rehabilitation &amp; ENT Support, HCCC in paediatric assessment, HCCC in balance assessment &amp; rehabilitation, plus BAA Certificate in research skills and BAA Certificate in service development</li> </ul>	
<i>Assessed by:</i>	<ul style="list-style-type: none"> <li>BAA CAC or HTS supervisors and examiners</li> <li>Registered clinical scientist acting as overall supervisor</li> <li>Local line manager</li> </ul>	

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<b>GENERIC COMPETENCES</b>		<b>SPECIFIC COMPETENCES</b>
	<b>7-PROFESSIONAL ACCOUNTABILITY</b>	Be able to demonstrate an understanding of management principles and techniques, including the following:
Prof1	<ul style="list-style-type: none"> <li>• Has read, understands and follows the Standards of Proficiency for Clinical Scientists and published by the Health Professions Council</li> </ul>	<ul style="list-style-type: none"> <li>• must understand the principles of clinical governance and be able to audit, reflect on and review practice</li> <li>• must understand the principles of clinical governance and information governance</li> <li>• must understand the principles of clinical governance and be able to audit, reflect on and review practice</li> <li>• must understand the need for and basic requirements of accreditation schemes appropriate to the modality of audiology</li> <li>• ensure compliance with CPD requirements and maintain records of this</li> <li>• must be able to recognise legal and ethical boundaries of the modality and practice and conduct research within these boundaries</li> <li>• must have acquired a basic understanding of the structure and organization of the department, and relevant financial aspects.</li> <li>• must be able to recognise the limits of his/her knowledge and skills</li> <li>• must participate in an appropriate CPD scheme (after completion of training)</li> <li>• must have acquired a basic knowledge of health and safety requirements appropriate to the discipline</li> <li>• must understand different methods of reviewing practice and their value</li> </ul>
Prof2	<ul style="list-style-type: none"> <li>• To be personally responsible for and must be able to justify their decisions</li> </ul>	
Prof3	<ul style="list-style-type: none"> <li>• Understanding of the legal and ethical requirements of the modality, and the ethical aspects of scientific research.</li> </ul>	
Prof4	<ul style="list-style-type: none"> <li>• Understands the need to practice safely and effectively within their abilities and can recognise the limits of personal practice and identify when to seek advice.</li> </ul>	
Prof5	<ul style="list-style-type: none"> <li>• Ability to manage personal workload and prioritize tasks appropriately.</li> </ul>	
Prof6	<ul style="list-style-type: none"> <li>• Can demonstrate competence in the principles of clinical governance including clinical audit, accreditation requirements relevant to the modality. This will include the importance of equality and diversity, confidentiality, informed consent and data security</li> </ul>	
Prof7	<ul style="list-style-type: none"> <li>• Ability to contribute effectively to work undertaken as part of a multi-disciplinary team</li> </ul>	
Prof8	<ul style="list-style-type: none"> <li>• Ability to supervise others as appropriate to area of practice. Understanding of the role of appraisal in staff management and development.</li> </ul>	
Prof9	<ul style="list-style-type: none"> <li>• Understanding of the need and obligation for career-long self-directed learning and the importance of continuing professional development.</li> </ul>	
Prof10	<ul style="list-style-type: none"> <li>• Understanding of the need for, and ability to establish and maintain, a safe practice environment. Understanding of the requirements and obligations of Health and Safety including infection control</li> </ul>	
Prof11	<ul style="list-style-type: none"> <li>• Understanding of the structure and organization of the department and how it fits into the local clinical setting, General understanding of the way the modality is structured and practised in other locations within the UK. Basic understanding of the importance of financial accountability, budgetary control and resource management.</li> </ul>	

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<i>Achievement of:</i>	<ul style="list-style-type: none"> <li>• an understanding of the management principles and tools used in the service</li> <li>• the ability to act as a professional and work effectively as part of a team</li> <li>• understanding of the importance and principles of accreditation, audit, confidentiality, data security and safe working practice</li> </ul>
<i>Achieved through:</i>	<ul style="list-style-type: none"> <li>• A structured taught element (e.g. approved MSc course)</li> </ul> <p>and</p> <ul style="list-style-type: none"> <li>• 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</li> </ul> <p>Or</p> <ul style="list-style-type: none"> <li>• Completion of BAA HCCC in Adult Rehabilitation &amp; ENT Support, HCCC in paediatric assessment, HCCC in balance assessment &amp; rehabilitation, plus BAA certificate in service development</li> </ul>
<i>Assessed by:</i>	<ul style="list-style-type: none"> <li>• BAA Certificate in Service Development supervisors and examiners (if appropriate)</li> <li>• Registered clinical scientist acting as overall supervisor</li> <li>• Local line manager</li> </ul>