

Job Description

Audiologist

Clinical Services

Position Title:	Audiologist
Organisation Unit:	Clinical Services
Location:	Whangarei Hospital, Te Whatu Ora Te Tai Tokerau
Responsible to:	Charge Audiologist, Whangarei Hospital, Te Whatu Ora Te Tai Tokerau
Primary Functions of the Position:	To perform diagnostic assessments and Aural rehabilitative care within the Audiology service team. To manage relationships within the health care setting and within related professions to promote and support whole of whanau care.

Functional Relationships

The Audiologist will develop and maintain excellent relationships with:

Internal	External
<ul style="list-style-type: none"> • Charge Audiologist • Audiology staff including Audiologists and clerical • Otolaryngologists • ENT Clinic staff – nursing and clerical • Paediatricians • Vision/Hearing Screeners • Newborn hearing screening staff • Other Northland DHB staff including relevant support staff, eg. Receptionists, Typists, etc. 	<ul style="list-style-type: none"> • Community Hearing Service Providers, Public and private • Hearing Therapists • GPs • PHO's • New Zealand Audiological Society • Client groups, patients, whanau • MoH- AODC's, SLT's, etc. • NGO's

Key Responsibilities and Expected Outcomes

Te Whatu Ora Te Tai Tokerau has established a set of values by which the organisation will respond, in part, to achieving its goals and objectives through their workforce. The following Values and supporting statements are expected behaviours of each individual employed with Te Whatu Ora Te Tai Tokerau:

Values	Supporting Statement
Tāngata i te tuatahi People First	He whakapapa, he mokopuna, he tamariki, he mātua, he tūpuna. He aha te mea nui. He tāngata, he tāngata, he tāngata Our people are central to all we do
Whakaute (tuku mana) Respect	He whakaaro nui ki ētahi atu We treat others as they would like to be treated
Manaaki Caring	Ko te manaaki – he whāngai, he kākahu, he ropiropi. Akona e te whānau whānui We nurture those around us, and treat all with dignity and compassion
Whakawhitiwhiti Kōrero Communication	Whakawhitiwhiti kōrero i runga te tika, te pono me te We communicate openly, safely and with respect to promote clear understanding aroha
Te Hiranga Excellence	Kia kaha, kia māia, kia manawa nui Our attitude of excellence inspires confidence and innovation

The position of Audiologist encompasses the following major functions or key result areas:

- Te Tiriti o Waitangi
- Provision of Quality Audiological Service
- Performance, Conduct and Professional Development
- Communication and Teamwork
- Equipment management
- Teaching
- Health and Safety
- Privacy & Confidentiality

The outcome requirements of the above key responsibility areas are outlined below:

Key Responsibility Area	Expected Outcomes
Te Tiriti o Waitangi	<ul style="list-style-type: none"> • Contribute to the promotion of the articles and principles of Te Tiriti o Waitangi and the involvement of Māori within the decision-making process for their health and independence, within District Health Board management processes and procedures • Include the articles and principles of Te Tiriti o Waitangi within all aspects of the role and its outcomes • Ensure that consultation and engagement processes include appropriate mechanisms to meet the need of Māori in a culturally appropriate and safe manner • Attend the Northland District Health Board Te Tiriti o Waitangi Training
Provision of Quality Audiological Service:	<ul style="list-style-type: none"> • Assumes clinical responsibility and accountability for clients referred to and seen in Audiology. Performs diagnostic assessments for all age groups accurately and efficiently. Provides evidence based processes for aural rehabilitation to all age groups • Clients are seen in a timely manner • Maintains clinical records and provides reports in relation to assessments • Verbal feedback is given to patients and caregivers as appropriate • Procedures are followed for ordering and issuing hearing aids and other supplies • Patient information is gathered, communicated and stored in accordance with of the Privacy Code
Performance, Conduct and Professional Development	<ul style="list-style-type: none"> • A high standard of professional excellence is maintained within the provision of service objectives • The New Zealand Audiological Society Certificate of Clinical Competence is obtained or maintained • A commitment to ongoing improvement of professional knowledge and skills, including attendance at and contribution to in-service education and other training programs • Practices within the Ethical and Professional Conduct guidelines outlined in the Code or Ethics document of the New Zealand Audiological Society • Participates in annual performance appraisal
Communication and Teamwork	<ul style="list-style-type: none"> • Assists Charge audiologist and audiology staff to liaise with staff from other services, professions and voluntary organisations • Maintains a high level of clear and effective communication within the Audiology team, and with other professionals, to maximize outcomes for clients and maintain excellent relations with colleagues
Equipment Care	<ul style="list-style-type: none"> • Calibration checks performed • Faults reported and repairs arranged

Key Responsibility Area	Expected Outcomes
Teaching	<ul style="list-style-type: none"> Assists with training of Audiology and other students providing supervision as appropriate Assists other professional groups, eg GP's, Vision and Hearing testers, to gain up to date knowledge of Audiological clinical practice through informal advice as well as formal written and verbal presentations as required
Health & Safety	<ul style="list-style-type: none"> Observe and promote safe work practices, rules and instructions relating to work, and be pro-active in hazard management Willingly co-operate in the achievement of all health and safety goals and initiatives by: <ul style="list-style-type: none"> Practicing and observing safe work methods; The use of safety equipment; Reporting unsafe conditions or equipment; and Reporting and documenting all accidents or incidents
Privacy and Confidentiality	<ul style="list-style-type: none"> Undertake all duties and responsibilities in accordance with the Privacy Act 2020, Health Information Privacy Code 2020, and Privacy Policies and Procedures of Te Whatu Ora Te Tai Tokerau Complete mandatory induction training on Privacy responsibilities

Variation of Duties

Duties and responsibilities described above should not be construed as a complete and exhaustive list as it is not the intention to limit in any way the scope or functions of the position. Duties and responsibilities may be amended from time to time, in consultation with the employee, to meet any changing conditions and service requirements.

Person Specification

Education and Qualifications

Essential	Desirable
<ul style="list-style-type: none"> Masters Degree in Audiology Membership or eligibility for membership of the New Zealand Audiological Society 	<ul style="list-style-type: none"> Certificate of Clinical Competence from the new Zealand Audiological Society NZAS Paediatric Certificates

Experience

Essential	Desirable
<ul style="list-style-type: none"> Graduate Audiologist minimum 	<ul style="list-style-type: none"> Experience in paediatric audiology

Awareness and Understanding of

Essential	Desirable
<ul style="list-style-type: none">• Te Tiriti o Waitangi and its application to the health setting• Privacy Act (2020) and Health Information Privacy Code (2020)• Health and Safety at Work Act 2015	<ul style="list-style-type: none">• Health and Disability Commissioner (Code of Health and Disability Services Consumers' Rights) Regulations (1996)• New Zealand Council of Healthcare Standards

Skills & Personal Attributes

Skills
<ul style="list-style-type: none">• Ability to relate well to children and families• Exceptional skills in diagnostic and rehabilitation Audiology• Ability to research and implement evidence-based clinical practice

Personal Attributes
<ul style="list-style-type: none">• Commitment to developing clinical skills and knowledge• Commitment to contributing to a supportive team environment• Ability to communicate well with a wide variety of individuals• Appreciation of the importance of Manaakitanga in the care of the people in our region

Performance Development Review

An initial review of performance will be conducted after three months, with an annual review thereafter.

An individual Development Plan will be developed to reflect the contribution this position is expected to make towards achieving the team's objectives and measures. Key result areas will be developed and agreed at this time.

Authorised by:

Signature:

Date:

Acceptance

Acceptance of the position implies acceptance of this position description.

Position Title

Signature of
employee:

Date: