

<b>Health New Zealand</b> Te Whatu Ora	<b>POSITION TITLE</b>	<b>Audiologist – Kaimātai Taringa</b>		
	<b>DIRECTORATE</b>	Community Women and Children	<b>DEPARTMENT</b>	Audiology
	<b>REPORTING TO (operationally)</b>	Charge Audiologist	<b>REPORTING TO (professionally)</b>	Charge Audiologist
<b>DIRECTORATE RESPONSIBILITIES &amp; DIRECT REPORTS</b>	This role covers inpatients in Health New Zealand - Te Whatu Ora, Te Matau a Māui, Hawke’s Bay			
<b>PURPOSE OF THE POSITION</b>	<ul style="list-style-type: none"> <li>An audiologist provides safe and clinically effective patients / clients/tangata whaiora assessment, intervention and advice, within a specific clinical area with a development of more in depth knowledge and skills.</li> <li>To ensure and prioritise a focus on patient safety and quality relating to care and processes within the audiology department.</li> <li>Delivery of organisational KPI’s including relevant MOH target, financial budgets and service plans.</li> <li>To recognise, support and contribute to the delivery of the Hawkes Bay Health sector vision, values and behaviours.</li> </ul> <p>Services carried out include:</p> <ul style="list-style-type: none"> <li>The full range of diagnostic hearing tests for all age groups;</li> <li>Hearing screening of babies at risk for hearing loss;</li> <li>Regular assessment and management of all children with permanent hearing loss;</li> <li>Adult rehabilitative Audiology, including the provision of hearing aids, repairs and hearing assessments;</li> <li>Audiometric support to Otorhinolaryngology (ORL) clinics;</li> <li>Pre-operative ORL assessments.</li> </ul>			
<b>KEY DELIVERABLES</b>	<b>Clinical Practice- Te Mahi Haumanu</b> <ul style="list-style-type: none"> <li>Takes professional and organisational responsibility for managing a waitlist of patients / clients/tangata whaiora with increasing complexity and be able to independently adapt and make decisions regarding audiology intervention.</li> <li>Utilises information available to prioritise patients / clients/tangata whaiora accepted into the service.</li> <li>Carries out comprehensive assessment with patients / clients/tangata whaiora and their whānau. This may include standardised and non-standardised assessments and clinical observations to assist in assessment and intervention planning.</li> <li>Formulates and delivers individualised audiology intervention using comprehensive clinical reasoning skills and in depth knowledge of treatment approaches. This is in partnership with the patients / clients/tangata whaiora, their whānau and the clinical advice of the wider inter professional team (IPP) or multidisciplinary team (MDT).</li> <li>Demonstrates effective communication and utilises relationship centred practice to establish a therapeutic relationship and develop agreed goals with the patients / clients/tangata whaiora, their whānau, including the wider health team and external agencies. This includes relaying complex, sensitive and contentious information.</li> <li>Takes into account the impacts of cognitive and mental health on the ability to gain informed consent for intervention.</li> <li>Regularly reassess and evaluates the patients / clients/tangata whaiora progress (as appropriate) against identified goals and adjust intervention as situations change.</li> <li>Refers on to other services to work with the patients /clients/tangata whaiora towards achievement of longer-term goals</li> <li>Develops comprehensive discharge/transfer plans with the patients / clients/tangata whaiora and their whānau.</li> <li>Carries out regular clinical risk assessments with patients /clients/tangata whaiora on own caseload and takes action to effectively manage identified risks, seeking support where appropriate.</li> <li>Provides advice, teaching and coaching to patients/clients/tangata whaiora, their whānau and other professionals to promote consistency of support being offered.</li> <li>Demonstrates an awareness of health inequities, with evidence of implementing actions within own clinical practice towards reducing these for the patient/ clients/tangata whaiora, and their whānau.</li> <li>Demonstrates provision of culturally safe practice and a confident approach to partnership, protection and participation with patients / clients/tangata whaiora and their whānau</li> <li>Represents the service and / or individual patients / clients/tangata whaiora at clinical meetings and case conferences to ensure the delivery of an integrated approach to intervention and to ensure</li> </ul>			

	<p>nutrition and dietetics is integrated into the overall intervention (where appropriate) including discharge planning.</p> <ul style="list-style-type: none"> <li>• Completes documentation consistent with legal, professional and organisational requirements.</li> <li>• Adheres to applicable recognised evidence-based research and best practice for dietetics and any relevant clinical policies and practice guidelines.</li> <li>• Maintains up to date knowledge and</li> <li>• Demonstrates awareness of local, sub-regional and regional context in relation to provision of health and social support and the impact on service provision.</li> <li>• Identifies unmet needs of patients/clients/tangata whaiora and their whānau and identifies potential solutions to address these needs.</li> <li>• Demonstrates an understanding of the roles and contributions of the interprofessional team (IPP) and multidisciplinary team (MDT).</li> <li>• Works in other areas as identified or following a reasonable request in order to support the organisation in managing safe patients / clients/tangata whaiora care and maintaining service delivery.</li> </ul>
KEY DELIVERABLES	<b>Teaching &amp; Learning - Ako Atu, Ako Mai</b> <ul style="list-style-type: none"> <li>• Maintains competency to practice through identification of learning needs and Continuing Competency (CC) activities. This must comply with professional registration requirements.</li> <li>• Contributes to training within the team/service.</li> <li>• Supervises, coaches, educates and assesses the performance of audiology students.</li> <li>• Provides interprofessional education in direct clinical area, or discipline specific teaching across teams and services.</li> <li>• Demonstrates the ability to critically evaluate research and apply to practice.</li> <li>• Maintains an awareness of current evidence-based practice developments in the clinical areas being worked in and make recommendations and implements changes in practice.</li> <li>• Involved in the induction and training of newly appointed staff as required.</li> <li>• Completes mandatory training as applicable for the role.</li> <li>• Participates positively in an annual performance review and associated clinical assurance activities.</li> <li>• Participates in regular professional supervision in line with the organisation's requirements and professional body.</li> <li>• Provides mentoring and clinical support and / or professional supervision where required.</li> <li>• Role models Hawke's Bay Sector values and behaviours.</li> </ul>
	<b>Leadership &amp; Management - Te Ārahi me te Whakahaere</b> <ul style="list-style-type: none"> <li>• Attends and contributes to relevant department, clinical and team meetings, leading and facilitating such meetings as requested.</li> <li>• Assists team leaders and professional leaders in clinical assurance activities</li> <li>• Directs and delegates work to allied health assistants and support staff as required in the role, ensuring that delegated tasks, documentation and communication is carried out.</li> </ul>
KEY DELIVERABLES	<b>Service Improvement &amp; Research - Te Whakapai Ratonga me te Rangahau</b> <ul style="list-style-type: none"> <li>• Broadens research and development skills through participation in local audit and research projects as identified by colleagues, professional leaders or Advanced or Expert AH professionals.</li> <li>• Participates and leads quality improvement activities to develop and improve service delivery, clinical practice or professional standards.</li> <li>• Develops and /or participates in regional and national professional networks as appropriate to area of work.</li> <li>• Establishes working partnerships with external organisations to promote integrated working.</li> <li>• Contributes to annual planning process, including identifying gaps in service and participating in work activities that may result from the planning process.</li> <li>• Practises in a way that utilises resources (including staffing) in the most cost-effective manner</li> <li>• Awareness of and complies with all legislative and contractual requirements as applicable to the role (e.g., Health and safety in Employment Act 1992, Privacy Act 1993, Vulnerable Children's Act 2014, Privacy Act, ACC service specifications etc.)</li> </ul>
HEALTH & SAFETY RESPONSIBILITIES	<p>Health NZ - Hawke's Bay is committed to maintaining and promoting the health &amp; safety of all its staff, contractors, volunteers and patients. In this role, your duties are:</p> <ul style="list-style-type: none"> <li>• Not to do anything that puts your own H&amp;S at risk</li> <li>• Not to do anything that puts others H&amp;S at risk</li> <li>• To follow all health and safety policies and procedures</li> <li>• To follow all reasonable health and safety instructions</li> </ul>

	(You have the right to cease work if you believe that you, or others, are at risk of serious harm).	
<b>KEY WORKING RELATIONSHIPS</b>	<b>INTERNAL</b> <ul style="list-style-type: none"> <li>• Allied Health Professionals, Professional Leader &amp; Director of Allied Health</li> <li>• Te Wāhanga Hauora Māori Health NZ - Hawke's Bay</li> <li>• Other teams relevant to supporting the Tangata Whaiora and whānau journey</li> </ul>	<b>EXTERNAL</b> <ul style="list-style-type: none"> <li>• Client /patient/ tangata whaiora and their whānau</li> <li>• Community Services and Agencies</li> <li>• All other Health Providers, including PHO, GPs</li> </ul>
<b>DELEGATION AND DECISION</b>	Responsible for the audiology care and management of patients referred and accepted to the service and allocated case load	
<b>HOURS OF WORK</b>	32 hours per fortnight	
<b>EMPLOYMENT AGREEMENT &amp; SALARY</b>	In accordance with Public, Allied and Technical Health Employee's Single Employer Collective Agreement (SECA) according to qualifications and experience pro-rated for hours worked.	
<b>DATE</b>	February 2025	
<b>EXPENDITURE &amp; BUDGET ACCOUNTABILITY</b>	N/A	
<b>SCOPE &amp; COMPLEXITY</b>	<ul style="list-style-type: none"> <li>• Ensure smooth and effective pathway for tamariki / rangatahi / whānau /kaumata/kuia referred to the service to ensure barriers to services are reduced</li> <li>• Competent engaging and addressing cultural needs of the consumer and whānau</li> <li>• A strong emphasis on improving services &amp; reducing inequities for Māori whānau, hapū and iwi</li> <li>• Active participation in service area decision making including initiatives to strengthen interventions and engagement practices with Māori, (whānau, hapū and iwi) and integrating Māori models of healthcare</li> <li>• Supports a holistic approach within a progressive service to better enable collaborative relationships and integrated pathways</li> <li>• Responsible for the audiology care of patients referred and aware of patients 'at risk 'and referring to the appropriate clinician.</li> <li>• Able to solve routine problems and initiate seeking assistance to solve complex issues as they arise.</li> <li>• Working in a busy environment requiring robust organisation skills, time management and efficient communication skills.</li> <li>• Support and supervision will be available for newly trained staff and those wishing to develop their skillsets.</li> </ul>	

## ESSENTIAL CRITERIA

### Qualifications

- Masters degree in audiology, or equivalent.
- NZAS Registered Audiologist with current annual practicing certificate or willing to work towards registration.

### Experience

- Clinical experience applicable to role.

### Business / Technical Skills

- Proficiency in Microsoft Office, Word, i.e. (Outlook, Excel, PowerPoint, Internet resources and e-mail).

### Key Attributes

- Effective communication skills
- Ability to build rapport and constructive and effective relationships
- Positive attitude with problem solving focus
- Ability to contribute positively to the interprofessional /multidisciplinary team.
- Self-motivated in developing clinical and professional practice.
- Focus on delivering high quality intervention for the client/patient and whānau.

### Effectively Engaging with Māori

- Demonstrates the ability to engage effectively and respectfully with Māori consumers (patients/families/whanau) and staff
- Demonstrates knowledge and understanding of local tikanga and Māori culture sufficiently to be able to respond appropriately to Māori
- Demonstrates ability to apply the Treaty of Waitangi within the Service.
- Shows commitment to, and demonstrates the behaviours of the health sector.

### Physical requirements for role: -

Due to the physical nature of this role the following physical requirements are essential:

Agility	<ul style="list-style-type: none"> <li>Able to kneel</li> <li>Able to squat</li> <li>Able to raise arms above head</li> <li>Able to reach arms out in front</li> </ul>
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### Vaccination status for role:

Vaccinations as per the current employee immunisation policy including annual influenza vaccinations

## DESIRABLE CRITERIA

- 2 or more years of clinical experience.
- Clean current full NZ driver's license.
- Paediatric certification in ABR, VRA and rehabilitation.
- Leadership experience



## Our Vision and Values

*Te hauora o te Matau-a-Māui: Healthy Hawke's Bay*

Excellent health services working in partnership to improve the health and wellbeing of our people and to reduce health inequities within our community.



### HE KAUANUANU RESPECT

Showing **respect** for each other, our staff, patients and consumers. This means I actively seek to understand what matters to you.

### ĀKINA IMPROVEMENT

Continuous **improvement** in everything we do. This means that I actively seek to improve my service.

### RARANGA TE TIRA PARTNERSHIP

Working together in **partnership** across the community. This means I will work with you and your whānau on what matters to you.

### TAUWHIRO CARE

Delivering high quality **care** to patients and consumers. This means I show empathy and treat you with care, compassion and dignity.