

Job Class Profile: Audiologist I**Pay Level: CG-41 Point Band: 950-993**

Factor	Knowledge	Interpersonal Skills	Physical Effort	Concentration	Complexity	Accountability & Decision Making	Impact	Development and Leadership	Environmental Working Conditions	Total Points
Rating	7	5	3	6	6	5	5	4	4	
Points	327	83	19	29	180	108	103	86	43	978

JOB SUMMARY

The Audiologist I is responsible for identifying the nature, extent and impact of hearing loss and other related auditory/vestibular dysfunctions; providing and/or facilitating rehabilitative treatment for in-patients, out-patients and community based clients of all ages; and educating clients and the community on hearing loss prevention.

Key and Periodic Activities

- Assesses the nature, extent and impact of auditory/vestibular dysfunction of the client.
- Reviews referral and related client information; takes a case history; instructs client on procedures and selects and performs a battery of behavioural and objective tests; interprets test results; writes reports, prepares referrals and may provide hearing aids or other assistive listening devices. This process is conducted in excess of 60% of a Clinician's time.
- Provides rehabilitation for auditory disorders, including a variety of hearing loss types such as tinnitus and other related ear and balance problems which cannot be surgically resolved.
- Manages the ongoing cases of hearing loss and related dysfunction by setting a schedule for reoccurring appointments and procedures for the client
- Conducts prevention counselling and provides advice to clients on prevention techniques of hearing loss.
- Attends continuing education seminars and conferences to maintain clinical certification credit hours for audiology.
- Participates in professional development and may serve on committees. The committee work can often involve discussion, development, input to policies and procedures, development of programs, evaluation of quality review, and collaboration with other professionals, etc.
- Supports audiology research initiatives and participate in projects aimed to increase the knowledge of hearing and balance disorders.
- Performs administrative duties such as statistics, correspondence and scheduling appointments.
- Gives presentations and other public relations activities to increase public awareness.

SKILL**Knowledge**

General and Specific Knowledge:

- Various types of auditory assessment techniques such as Otoacoustic Emissions (OAE).
- Specialized areas such as diagnostics and rehabilitation.
- Current hearing assistive technology and programming software.
- Hearing aid mechanics.
- Eligibility and requirements of the provincial hearing aid program.
- Current knowledge of research in best practices.

Formal Education and/or Certification(s):

- Minimum: Masters Degree in Science (Audiology) which includes a minimum of 350 hours of clinical practice under direct supervision of a qualified Audiologist; certification with the Canadian Association of Speech Language Pathologists and Audiologists (CASLPA). Work is also performed in accordance with Provincial Legislation and Regulations.

Years of Experience:

- Minimum: Most graduates have already completed two separate field practicums which provide experience prior to recruitment. Up to 2 years experience is required to be competent in the position.

Competencies:

- Client care and focus.
- Adaptability to a changing environment.
- Follow guidelines and processes to assess hearing loss.
- Develop creative solutions to problems.
- Design and develop a specific program for clients.
- Operation and repair of diagnostic equipment.

Interpersonal Skills

- A wide range of interpersonal skills are used such as listening and asking questions of the client to assess issues; instructing and teaching the client on proper use of hearing aids; providing care, comfort and nurturing when delivering test results such as when advising of a child diagnosis of permanent hearing loss; gaining the co-operation of others to complete work and develop care plans; providing expert advice and counselling, conducting formal interviews to obtain comprehensive history for diagnostic assessment and rehabilitation strategies and dealing with upset or angry people when explaining eligibility for various programs.
- Must be clear and concise in communicating as work is performed with a population that has communication impairments.
- Communications occur with employees and managers within the immediate work areas, other employees of the department, clients, and caregivers and Ear, Nose and Throat (ENT) specialists to identify, measure, and describe patient hearing loss. May also communicate with external stakeholders (i.e. private companies selling hearing aids, and with hearing aid technical support to stay current with new technology), teachers of deaf and hard of hearing children and Speech Language Pathologists regarding continuum of care. Clients cover the full age spectrum from premature infants to the elderly.

EFFORT

Physical Effort
<ul style="list-style-type: none"> — Work demands do not result in fatigue requiring periods of rest. There are, however, some situations which require physical exertion. — Occasionally required to move equipment up to 25 lbs. and physical effort is required to open/close heavy doors to the sound booth many times during each patient assessment as well as to move/position clients in wheelchairs, and to physically hold children in place to perform tests. — Most physical effort is regularly required when assessing and treating clients and include using hand tools and other equipment that require accurate and precise movements (i.e. removing ear wax, inserting probes, cleaning small parts of hearing aids), controlled movement when testing newborns and kneeling to test children at their height level, standing or sitting to test clients, bending or being awkwardly positioned to examine or insert devices in children or clients with limited mobility, and kneeling or crouching to accurately insert ear mold impressions. — Rapid responses are required to correct the dangerously high volume levels when testing, to place earphones on clients and to initiate or restart testing.
Concentration
<ul style="list-style-type: none"> — Visual concentration is required when conducting ear exams with or without the otoscope; observing client for visual cues to indicate a variety of phenomena such as awareness of sound, lack of understanding, change in perception, inclination of exaggerate hearing loss; monitor output level of signal presentation on computer monitor and; monitor waveform of electro-physiologic tests. — Auditory concentration includes performing listening checks on hearing aids to complete performance evaluation; listening to a client's description of history and symptoms; listening for client feedback on hearing aid performance (translating client perceptions into measurable and adjustable parameters), and listening to detect speech concerns during speech testing. — Other sensory demands may be required such as touch to ensure there are no rough or damaged areas which could cause discomfort to the client and smell to detect ear infection. — Higher than normal levels of attentiveness are required whenever assessing, treating and fitting client hearing aids as the audiologist is working directly in a client's ear and can cause injury or lifetime damage. Repetition requiring alertness is experienced when conducting a hearing assessment of speech perception which requires repeated trials. — Concentration effort may include accurate control and steadiness when using a drill to make fine modifications of ear mold shapes and vent; very controlled movements are required when inserting otoscope and probes into client's ear, and when extracting ear wax so client's ears are not damaged. — Time pressures to get assessments completed in a very tight session timeline and when preparing reports for other service providers are experienced. — There is a need for exact results and precision when testing hearing to optimize client treatment, ensure physicians carry out correct medical procedures, and ensuring measurements result in perfect fitting size hearing aids.
Complexity
<ul style="list-style-type: none"> — Performs a wide variety of activities that are different/unrelated and require the use of a broad

range of skill and diversity of knowledge.

- Problems are complex as they relate to hearing loss or impairment, requiring considerable analysis for each individual in order to define the problem, analyze the available options for a solution(s) that will maximize hearing quality for each client. Solutions are often diverse involving a wide range of presenting conditions.
- This profession has an increasing number of tools to aid in identification and localization of hearing loss and significantly increased treatment options. There are best practice guidelines, current research and protocol literature that exist to assist in solving problems as well as a national code of ethics.

RESPONSIBILITY

Accountability and Decision-Making

- Work tasks and activities are somewhat prescribed or controlled.
- Generally works independently with caseload management and has full responsibility for assessment techniques and determining appropriate treatments based on diagnosis.
- Formal approval must be given to communicate with media, hire staff and organize new services not specific to audiology.
- Exercises independent judgement in determining the most appropriate choice of amplification and prescribing the most suitable assistive listening devices to maximize client benefits. There is also significant autonomy in developing and delivering public education sessions. Independently refers clients to other health professionals, determines selection of test battery, appropriate adaptation of test techniques and approach, rehabilitation management plan, which hearing devices to use, and whether to consult other areas of the organization or community.

Impact

- Work tasks and activities are somewhat prescribed or controlled.
- Impacts are felt within the immediate work area, department, and on clients and external stakeholders.
- Positive impacts occur when clients receive the care they need, receive the proper hearing device and receive knowledge to improve quality of life.
- The most significant impact of errors or mistakes are on the client's ear and hearing capacity and steps are taken to mitigate any long term injury or damage within seconds of discovering the error. There is a requirement to follow incident reporting protocols. There can be detrimental impacts if hearing loss within a newborn is not detected, retesting does not occur until the child is school aged and the child will have missed the critical period of language learning. These errors would normally be detected by a parent or public health nurse.

Development and Leadership of Others

- Responsible for supervision of a small size work group (1 to 4 employees).
- Assumes a team lead role in providing leadership in hearing education and consultation with Speech Language Pathologists, itinerant teachers, etc., providing leadership in the world of hearing loss to families and care-givers, trains Nurses to perform OAE testing on babies, and takes on project leader roles in areas such as Universal Newborn Hearing Screening, and Speech and Hearing Month promotional activities.

WORKING CONDITIONS**Environmental Working Conditions**

- May be required to wear safety goggles, gloves and gowns when performing certain procedures and are required to follow universal safety precautions.
- There is moderate likelihood of incurring minor cuts, bruises, abrasions however the likelihood of any illness or injury beyond this level of severity is limited.
- Constantly exposed to glare from equipment monitors when they are in use; is regularly exposed to awkward or confined workspaces when working with clients to get accurate test results, and bodily fluids (ear wax, blood, saliva), and is occasionally exposed to unusual/distracting noise, dirt or filth, sharp objects (blades), glues and solvents, and electric shocks.