



Healthy kids, healthy communities

Compassion

Excellence

Collaboration

Accountability

Equity

Respect

Senior Audiologist

Position details

Position Number:	00013445
Classification:	HSO Level P2
Agreement:	Health Salaried Officers Agreement
Directorate:	Operations - Service Unit 5 - Allied Health
Department:	Newborn Hearing Screening
Location:	Perth Children's Hospital, QEII Campus, Nedlands

Reporting relationships

This position reports to:

00014396	Coordinator	HSO Level G8
----------	-------------	--------------

Positions under direct supervision:

Nil

Key Responsibility

- Practices as a Senior Audiologist and ensures practice is in accordance with the Audiology Society of Australia Code of Ethics and policies and guidelines. Provides Audiology services to patients/families using advanced Audiology clinical practice skills. Acts as an Audiology clinical consultant/resource to Audiologists and other health professionals. Plans, implements and evaluates patient safety and quality of care.

About our health service

The Child and Adolescent Health Service (CAHS) is a comprehensive service that supports and treats children from around Western Australia, and is committed to programs that promote lifelong health in children and adolescents.

CAHS is made up of four service streams:

- **Neonatology:** Neonatology provides state-wide tertiary neonatal services to the sickest newborn babies and infants in Western Australia.
- **Community Health:** a comprehensive range of community based early identification and intervention services, as well as health promotion, to children and families in the Perth metropolitan area. Services are provided in a variety of settings including at home, local community health centres, child and parent centres and schools.
- **Child and Adolescent Mental Health Services (CAMHS):** provide mental health services to infants, children, young people and their families across the Perth metropolitan area. Services include community based programs, inpatient care at Perth Children's Hospital and specialised services for children with complex mental health conditions across the State.
- **Perth Children's Hospital (PCH):** is the specialist State-wide paediatric hospital and trauma centre for Western Australia, caring for children up to the age of 16. PCH is also a centre of excellence for teaching and research, partnering in major paediatric research and education initiatives led by the Telethon Kids Institute (TKI) and the State's universities.

Our vision

Healthy kids, healthy communities

Our vision of 'healthy kids, healthy communities' sees that children and young people get the best start in life through health promotion, early identification and intervention and patient centred, family-focused care.

Our objectives



Care for children, young people and families



Provide high-value healthcare



Collaborate with our key support partners



Value and respect our people



Promote teaching, training and research

Our values drive us

CAHS promotes a values based workplace culture and all employees are expected to translate our values into action by providing high quality care through:

Compassion

I treat others with empathy and kindness

Excellence

I take pride in what I do, strive to learn and ensure exceptional service every time

Collaboration

I work together with others to learn and continuously improve our service

Accountability

I take responsibility for my actions and do what I say I will

Equity

I am inclusive, respect diversity and aim to overcome disadvantage

Respect

I value others and treat others as I wish to be treated

Summary of accountabilities

1. Clinical

- Provide evidence based Audiology services to patients/clients within the clinical specialty area/s including the clinical triage of incoming referrals, using expert clinical knowledge to identify appropriate clinical pathways.
- In consultation with Coordinator, Newborn Hearing Screening Department, ensure prioritisation and delegation of Audiology duties within the Newborn Hearing Screening Program.
- Participate in clinical review meetings and case conferences as appropriate.
- Provide advanced Audiology clinical consultation to Audiologists and other health professionals.
- Identify opportunities and participate in quality improvement activities in consultation with the Coordinator, Newborn Hearing Screening Department to systematically evaluate service delivery and meet customer needs.
- Educate patients/carers in post-screening management and organise referrals to other services, as appropriate.
- Support and liaise with patients, carers, colleagues, medical, nursing, allied health, support staff, external agencies and the private sector to provide coordinated multidisciplinary care.
- Ensure maintenance of appropriate clinical documentation and clinical information systems across the Newborn Hearing Screening program.
- Participate in service meetings as required to meet organisational and service objectives.
- Participate in ongoing evaluation of clinical practice.

2. Administration/Management

- Responsible for the development and implementation of best practice for the Newborn Hearing Screening Program.
- Develop and review protocols to ensure that they reflect best practice in infant hearing screening and diagnostic follow-up.
- Responsible for the implementation and continued evaluation of key performance indicators for in state-wide newborn hearing screening.
- Liaise and develop functional networks and working relations with relevant internal and external agencies and health services.
- Manage Newborn Hearing Screening Program database including the processing of referrals and creating continuous statistical picture of the status of the program.
- Contribute to the formulation and implementation of policy and procedures which ensure the achievement of the Hospital, professional and departmental objectives and standards.

3. Education/Training

- Engage in continuing professional development/education and ensures continuous eligibility for membership in the Audiological Society of Australia as per Essential Criterion 1.
- Ensure professional support, clinical orientation and direction is provided to new staff as set by the Coordinator, Newborn Hearing Screening Department.

- Provide clinical support for screeners and administrative staff through trouble shooting, training and regular meetings.
- Develop and participate in evidence based clinical research activities, where applicable, as directed by the Coordinator, Newborn Hearing Screening Department.
- Undertake annual performance development review.
- Participate in continuous processes to monitor, evaluate and develop services and performance.
- Support a culture of continuous professional development and research.

4. CAHS governance, integrity, safety and quality requirements

- Commits to undertake the duties of the role in accordance with the WA Health Code of Conduct; the CAHS Vision and Values; and CAHS commitment to protecting children and promoting their safety.
- Maintains a safe work environment by taking reasonable care for own health and safety and that of others.
- Ensures as far as practicable, the provision of a safe working environment in consultation with employees under their supervision.
- Undertakes duties to an agreed performance standard to support safe, high-quality health care with a focus on continual improvement, efficiency, effectiveness and sustainability.
- Directly or indirectly supports the delivery of safe patient care and the consumers' experience ensuring services are family centred.
- Contributes to continuous quality improvement activities by identifying, facilitating or participating in practices in accordance with the requirements of the National Safety and Quality Health Service (NSQHS) Standards, health service strategic direction and the WA Public Sector.
- Completes mandatory and core requirement training as relevant to the role and service.
- Performs duties in accordance with WA Public Sector, WA Health, CAHS and other specific service policies and procedures and applicable legislative obligations under *Public Sector Management Act (WA) 1994*, *Health Services Act (WA) 2016*, *Occupational Safety and Health Act (WA) 1984*, *Disability Services Act (WA) 1993* and the *Equal Opportunity Act (WA) 1984*.
- Actively contributes to the development of the health service by undertaking other duties as directed including additional tasks or projects in line with continual improvement, collaboration and sustainable health initiatives.

Work related requirements

The following criteria should be considered in the context of the CAHS Vision, Objectives and Values.

Essential selection criteria

1. Tertiary qualification in Audiology and eligible for full membership of the Audiological Society of Australia (ASA).
2. Demonstrated relevant clinical Audiology experience including the clinical triage of infants at risk of permanent childhood hearing impairment, using expert clinical knowledge to identify appropriate clinical pathways.
3. Advanced knowledge in paediatric assessment, treatment and evaluation of auditory disorders.
4. Demonstrated ability to apply evidence based and quality improvement principles using Audiological knowledge to patient management at an advanced practice level.
5. Demonstrated ability in applying time management and organisational skills.
6. Demonstrated high level interpersonal, written and verbal communication skills including the ability to manage data systems and the ability to work effectively in a multidisciplinary team.
7. Ability to supervise and support Audiology staff.
8. Current knowledge of legislative obligations for Equal Opportunity, Disability Services and Occupational Safety and Health, and how these impact on employment and service delivery.

Desirable selection criteria

1. Completion or progress towards a relevant postgraduate qualification/advanced training.
2. Experience in a tertiary hospital or similar setting.

Appointment to this position is subject to the following:

- Evidence of eligibility for or current full membership of the Audiological Society of Australia (ASA) must be provided prior to commencement.
- Working with Children (WWC) Check, compulsory check for people who carry out child-related work in Western Australia.
- Provision of the minimum identity proofing requirements in line with the standards set by the National Security Strategy.
- Successful criminal record screening clearance.
- Successful pre-employment integrity check.
- Successful pre-employment health assessment.

Certification

Created on	Last Reviewed	HSS Registered
Insert date	17/03/2022	17/03/2022

I verify that the details in this document are an accurate reflection of the requirements of the position.

Manager / Supervisor

Signature or HE Number

Date

As an Occupant of this position, I have noted the statement of duties, responsibilities and other requirements as detailed in this document.

Occupant Name

Signature or HE Number

Date