

Position Description | Te whakaturanga ō mahi Health New Zealand | Te Whatu Ora

Title	Audiologist			
Reports to	Team Leader Audiology			
Location	District wide, based in Nelson			
Department	Audiology			
Direct Reports	Nil		Total FTE	
Budget Size	Opex	Nil	Capex	Nil
Delegated Authority	HR	Nil	Finance	Nil
Date	May 2026			
Salary band (indicative)*	Allied Health MECA PSA Core Salary Step 3 to Step 7			

The Health System in Aotearoa is entering a period of transformation as we implement the Pae Ora/Healthy Futures vision of a reformed system where people live longer in good health, have improved quality of life, and there is equity between all groups.

We want to build a healthcare system that works collectively and cohesively around a shared set of values and a culture that enables everyone to bring their best to work and feel proud when they go home to their whānau, friends and community. The reforms are expected to achieve five system shifts. These are:

1. The health system will reinforce Te Tiriti principles and obligations.
2. All people will be able to access a comprehensive range of support in their local communities to help them stay well.
3. Everyone will have equal access to high quality emergency and specialist care when they need it.
4. Digital services will provide more people the care they need in their homes and communities.
5. Health and care workers will be valued and well-trained for the future health system.

Te Mauri o Rongo – The New Zealand Health Charter

The foundation for how we ensure our people are empowered, safe and supported while working to deliver a successful healthcare system, is Te Mauri o Rongo – the New Zealand Health Charter. It guides all of us as we work towards a healthcare system that is more responsive to the needs of, and accessible to all people in Aotearoa New Zealand.

It applies to everyone in our organisation and sits alongside our code of conduct as our guiding document.

Te Mauri o Rongo consists of four pou (pillars) within it, including:

Wairuatanga – working with heart, the strong sense of purpose and commitment to service that health workers bring to their mahi.

Rangatiratanga – as organisations we support our people to lead. We will know our people; we will grow those around us and be accountable with them in contributing to Pae Ora for all.

Whanaungatanga – we are a team, and together a team of teams. Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe.

Te Korowai Āhuru – a cloak which seeks to provide safety and comfort to the workforce.

These values underpin how we relate to each other as we serve our whānau and communities.

Together we will do this by:

- caring for the people
- recognising, supporting and valuing our people and the work we all do
- working together to design and deliver services, and
- defining the competencies and behaviours we expect from everyone.

About the role

The primary purpose of the role is to:

Provide safe and clinically effective assessment and intervention, either within a specific area or across a broad range of areas, with a focus on the development of more in-depth knowledge and skills, with support from more experienced practitioners and leaders.

The position is central to the Audiology department, working collaboratively with Audiology colleagues, other allied health staff, services, and reporting to the Team Leader.

Key Result Area	Expected Outcomes / Performance Indicators
<p>Leadership & Management Te Ārahi me te Whakahaere</p>	<ul style="list-style-type: none"> • Contributes to the development of team goals and service delivery. • Attends and contributes to relevant department, clinical and team meetings, leading and facilitating such meetings as requested. • Assists team leaders and professional leaders in clinical assurance activities as requested. • 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.

	<ul style="list-style-type: none"> • Maintains timely and accurate statistics as required by the department. • Utilises resources (time, equipment,) efficiently and effectively.
<p>Clinical Practice - Te Mahi Haumanu</p>	<ul style="list-style-type: none"> • Takes legal and professional responsibility for managing own caseload of patients / clients with increasing complexity and be able to independently adapt and make decisions regarding appropriate intervention. • Utilises information available to prioritise patients/clients to enable appropriate allocation of referrals and workload with staff in the team. • Carries out comprehensive assessment with patients / clients (and whānau where appropriate) this may include use of standardised assessments to assist in assessment and intervention planning. • Formulates and delivers individualised audiological intervention using comprehensive clinical reasoning skills and in-depth knowledge of treatment approaches. This should, take into account the patient's own goals and those of the wider inter-interdisciplinary team (IDT). • Demonstrates effective communication, to establish a therapeutic relationship and set expectations with patients / clients, whānau and the IDT, inclusive of the wider health team and external agencies as appropriate. This includes relaying complex, sensitive and contentious information. • Assesses the patient/parent's understanding of assessment, interventions and goals and gain informed consent for intervention, taking into account those who lack capacity (e.g., those with cognitive difficulties). • Regularly reassesses and evaluates the patient / client's progress against

identified goals and adjust intervention as situations change.

- Refers on to other services to work with the patient/client towards achievement of longer-term goals.
- Develop comprehensive discharge / transfer plans as appropriate.
- Carries out regular clinical risk assessments for patients/ clients on own caseload and takes action to effectively manage identified risks, seeking support where appropriate.
- Demonstrates an awareness of health inequalities, with evidence of implementing actions within own clinical practice towards reducing these for the patient/client and/or whānau.
- Represents the service and / or individual patients/clients at clinical meetings and case conferences to ensure the delivery of a coordinated multidisciplinary service and to ensure hearing needs are integrated into the overall intervention (where appropriate) including discharge planning.
- Adheres to any applicable recognised best practice for audiology and any relevant clinical policies and practice guidelines.
- Provides advice, teaching and instructions to patients, carers, relatives, and other professionals to promote consistency of support being delivered.
- Responsible for assessment and fitting of equipment funded by Enable NZ.
- Identifies unmet needs of patients and identifies potential solutions to address these needs.
- Undertakes assessments in an organised and systematic way.
- Completes documentation consistent with legal and organisational requirements.
- Demonstrates awareness of local, sub-regional and regional context in relation to provision of health and

	<p>social support and the impact on service provision.</p> <ul style="list-style-type: none"> • Demonstrates provision of culturally safe and bicultural practice with patients and their whānau. • Demonstrates an understanding of the roles of the interdisciplinary and transdisciplinary team. • Applies evidence-based practice. • Participation in peer review. • Participation in multidisciplinary team meetings as required by the role. • Ensures linkages to the wider allied health services.
<p>Teaching & Learning - Ako Atu, Ako Ma</p>	<ul style="list-style-type: none"> • Maintains competency to practice through identification of learning needs and Continuing Professional Development (CPD) activities. This should comply with the New Zealand Audiological Society (NZAS) requirements. • Contributes to training within the team/service. • Supervises, educates, and assesses the performance of audiology students. • Provides interdisciplinary education in direct clinical area, or discipline specific teaching across teams. • Maintains an awareness of current developments in the clinical areas being worked in and make recommendations to changes in practice. • Be involved in the induction and training of newly appointed staff as required. • Provides mentoring and clinical support and / or professional supervision where required. • Demonstrates the ability to critically evaluate research and apply to practice. • Completes mandatory training as applicable for the role. • Participates in an annual performance review and associated clinical assurance activities. • Participates in regular professional supervision in line with the organisation's requirements and/or professional body.

	<ul style="list-style-type: none"> • Attends department in-service training programme.
<p>Service Improvement and Research - Te Whakapai Ratonga me te Rangahau</p>	<ul style="list-style-type: none"> • Broadens research and development skills through participation in local audit and research projects as identified by team leaders, professional leaders, or other AH professionals. • Participates in quality improvement activities to develop and improve service delivery, clinical practice, or professional standards. This may include care pathways / treatment protocols, standards of practice etc. • Develops and /or participates in regional / sub regional professional networks as appropriate to area of work. • Contributes to annual planning process, including identifying gaps in service and participating in work / projects that may result from the planning process. • Practises in a way that utilises resources in the most cost-effective manner, including inter-disciplinary and transdisciplinary practice. • Active participation in department quality and service developments. • Establishes working partnerships with external organisations to promote integrated working. • Participate in workforce redesign programmes (e.g., Calderdale Framework).
<p>Professional Competencies</p>	<ul style="list-style-type: none"> • Maintain own professional registration requirements as directed by the legislation relevant to the incumbent's profession. • You have an up-to-date professional development plan.
<p>Other Duties</p>	<ul style="list-style-type: none"> • Undertaking duties from time to time that may be in addition to those outlined above but which fall within your capabilities and experience. • You respond positively to requests for assistance in own and other areas,

	<p>demonstrating adaptability and willingness.</p> <ul style="list-style-type: none"> You produce work that complies with Health NZ processes and reflects best practice. Live and support the Health NZ values in everything you do.
Professional Development – Self	<ul style="list-style-type: none"> Identifying areas for personal and professional development. Participates in professional supervision in line with the organisation’s requirements and/or professional body. Participates in the organisation performance development process. Training and development goals are identified/agreed with line manager / professional leader. Performance objectives reviewed annually with the line manager / professional leader. Participate in the Health NZ management and Leadership programmes You actively seek feedback and accept constructive criticism.
Te Tiriti o Waitangi	<ul style="list-style-type: none"> Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori. Supports tangata whenua- and mana whenua-led change to deliver mana motuhake and Māori self-determination in the design, delivery and monitoring of health care. Actively supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership.
Equity	<ul style="list-style-type: none"> Commits to helping all people achieve equitable health outcomes. Shows a willingness to personally take a stand for equity. Supports Māori-led and Pacific-led responses.
Innovation & Improvement	<ul style="list-style-type: none"> Is open to new ideas and create a culture where individuals at all levels bring their ideas on how to ‘do it better’ to the table. Models an agile approach – tries new approaches, learns quickly, adapts fast.

	<ul style="list-style-type: none"> • Develops and maintains appropriate external networks to support current knowledge of leading practices.
Collaboration and Relationship Management	<ul style="list-style-type: none"> • Models good team player behaviour, working with colleagues to not allow silo thinking and behaviour at decision making level to get in the way of doing our best and collegially supports others to do the same. • Works with peers in Hauora Māori Service and Pacific Health Business Unit to ensure the voice of and direct aspirations of Māori and Pacific People are reflected in planning and delivery of services.
Health & safety	<ul style="list-style-type: none"> • Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives. • Takes all reasonably practicable steps to eliminate and mitigate risks and hazards in the workplace that could cause harm, placing employee, contractor and others' health, safety, and wellbeing centrally, alongside high-quality patient outcomes. • Leads, champions, and promotes continual improvement in health and wellbeing to create a healthy and safe culture.
Compliance and Risk	<ul style="list-style-type: none"> • Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place. • Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit. • Understands, and operates within, the financial & operational delegations of their role, ensuring peers and team members are also similarly aware.

Matters which must be referred to the TEAM LEADER AUDIOLOGY

- **Clinical:** Complex, atypical, or high-risk cases; clinical uncertainty; deviations from protocols; safeguarding concerns.
- **Patient Safety:** Adverse events, near misses, complaints, or potential medico-legal risks.
- **Service Delivery:** Issues impacting access, capacity, wait times, or clinic operations.

- **Equipment & Resources:** Equipment faults, calibration concerns, or supply shortages affecting care.
- **Professional Practice:** Scope of practice concerns, training needs, or performance issues impacting patient care.
- **Governance:** Policy uncertainty, non-compliance, conflicts of interest, or concerns with documentation, data, and confidentiality.
- **Service Improvement:** Opportunities for quality improvement, audits, or service development.
- **General:** Uses sound clinical judgement and proactively communicates with the Team Leader to support safe, whānau-centred care.

Relationships

External	Internal
<ul style="list-style-type: none"> • MOE AODCs • MoE Early Intervention Specialists • Ko Taku Reo • Speech Language Therapists • Professional Association • SCIP • NGO - Maori Providers • NGO - Community • GP's and Primary care • ACC • Enable • Academic Institutions and students • Peers in other Health NZ districts 	<ul style="list-style-type: none"> • Other Audiology staff • ORL Team • Patients, relatives • Families and whānau • Paediatricians • Newborn Hearing Screeners • Te Waka Hauora • Disability Services • Other Allied Health Staff • Public Health Services • Other Clinical Staff • Clerical Staff

About you – to succeed in this role

You will have

Essential:

Education & Qualifications

- Relevant qualification in Audiology that is recognised and approved by the New Zealand Audiological Society (NZAS).
- Member of NZAS (MNZAS).
- Holds current MNZAS Certificate of Clinical Competency.
- Current full driver's licence.

Experience

- The degree of post-qualification experience and knowledge is variable dependent on the area of responsibility and requirements of the role. For instance, this could range from a new graduate to an experienced clinician with at least 5 years of post-graduate experience.

- Clinical experience in a variety of clinical / disability areas within the hospital and / or community environment as commensurate to the role.

Knowledge and Skills

- Broad understanding of practice areas.
- Experience of working with other professions i.e., experience of multidisciplinary/inter-professional settings.
- Committed to the ideals of research and evidence-based best practice.
- Have a sound knowledge of IT systems and applications.
- A high standard of written and spoken English.

Personal Qualities

- Outstanding interpersonal and communication skills.
- Ability to network, development key relationships and partnership.
- Influencing skills, ability to get others on board and motivate them to reach their potential.
- Possesses the ability to think outside the square as well as to communicate and influence at all levels.
- Innovative, proactive, enthusiastic, flexible, and creative with a positive approach to all situations including problem solving.
- Ability to motivate.
- Ability to work in a supportive and honest manner.
- Demonstrable peer credibility and respect.
- Accepts responsibility for own actions.

Desired:

- Experience in implementing Te Tiriti o Waitangi in action.
- Evidence of ongoing personal educational development (e.g., undertaking further tertiary level education).
- NZAS Paediatric Certification.
- Experience working with children and other complex cases.

You will be able to

Essential:

- Demonstrate an understanding of the significance of and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way in your role.
- With the support of Health NZ, proactively take care of your own health and safety, to ensure a safe and supportive work environment.
- Maximise the quality and contributions of individuals and teams to achieve the organisation's vision, purpose and goals.
- Establish and maintain positive working relationships with people at all levels within the public and private sectors,

related industry and community interest groups and the wider national and international communities.

- Demonstrate a strong drive to deliver and take personal responsibility.
- Demonstrate self-awareness of your impact on people and invests in your own leadership practice to continuously grow and improve.
- Demonstrate the highest standards of personal, professional and institutional behaviour through commitment, loyalty and integrity.

This position description is intended as an insight to the main tasks and responsibilities required in the role and is not intended to be exhaustive. It may be subject to change, in consultation with the job holder.

**The reference to salary band in this position description is for internal benchmarking and role sizing purposes only. The salary band designation does not form a term or condition of employment and may be changed by the employer at any time. In accepting a Health NZ employment agreement you acknowledge and accept this. Changes to the salary band will not affect an employee's current salary or remuneration.*