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Building *Nunavut* Together
Nunavut liuqatigiingniq
Bâtir le *Nunavut* ensemble

GOVERNMENT OF NUNAVUT EMPLOYMENT OPPORTUNITY

Title: Hearing Instrument Practitioner
Department: Health
Community: Iqaluit
Reference Number: CASUAL-HIP
Type of Employment: Casual, Short Term

Salary: \$40.39/hour, 37.5 hour/week
Northern Allowance: \$ 7.70/hour
Union Status: Nunavut Employees Union
Housing: Subsidized Staff Housing is Available
Closing date: Open Until Filled

This is a Highly Sensitive Position and a satisfactory Criminal Record Check, along with a clear Vulnerable Sector Check is required.

This employment opportunity is open to all applicants.

Reporting to the Manager Rehabilitation Services, this position is part of the rehabilitation team in the Department of Health. The Hearing Instrument Practitioner will test peripheral hearing for the purpose of selecting, fitting, and dispensing hearing aids and other assistive listening devices. The position works to ensure that the patient realizes and maintains maximum audiological functioning. The position works with adults with existing hearing aids in the Qikiqtaaluk region, in accordance with:

- Rehabilitation Services, Department of Health
- Rehabilitation Services – Audiology policies and procedures
- The Code of Ethics of the Speech-Language Audiology Canada (SAC)
- The Code of Ethics of the Canadian Hearing Instrument Practitioners Society

Under clinical direction from the Audiologist, the Hearing Instrument Practitioner (HIP) applies specialized knowledge to perform basic audiometric testing and recommend assistive hearing devices; as well as conduct minor hearing aid repairs in accordance with HIP practices. Types of care delivered to the patient may include but not be limited to; hearing aid prescription and fitting, troubleshooting, and maintaining hearing aids, designing and implementing rehabilitation strategies, consultation regarding noise exposure, etc. The focus of the intervention is to maximize and maintain the patient's ability to communicate effectively in home, social or professional settings as well as to improve quality of life. This position will work alongside the Audiology Assistant for service provision for Nunavummiut. They may also work with the ENT Specialist clinic if appropriate.

The incumbent will have knowledge of and experience with testing, fitting and recommending hearing aids to adult patients in a manner that is respectful and considerate of cultural diversities.

The ideal candidate will have completed a diploma in Hearing Instrument Practitioner services and have passed the International Licensing Exam for Hearing Healthcare Professionals. The incumbent must be registered with a provincial licensing body

The Official Languages of Nunavut are Inuktitut, Inuinnaqtun, English and French. Fluency in more than one of Nunavut's official languages is an asset. Knowledge of Inuit language, communities, culture, land and Inuit Qaujimagatuqangit would be considered an asset.

Equivalencies that consist of an acceptable combination of education and experience may be considered.

An eligibility list may be created to fill future vacancies

If you are interested in applying for this job, please email your cover letter and resume to kchoi@gov.nu.ca. Please include the REFERENCE # in the subject line of your email.

- The Government of Nunavut is committed to creating a more representative workforce so it can better understand and serve the needs of Nunavummiut. Priority will be given to Nunavut Inuit.
- Candidates must clearly identify their eligibility in order to receive priority consideration under the Nunavut Priority Hiring Policy.
- Employment in some positions requires an acceptable criminal record check. Possession of a criminal record will not necessarily disqualify candidates from further consideration.
- Eligibility list may be created to fill future vacancies.
- Job descriptions may be obtained by fax, email or on the website.
- Only those candidates selected for an interview will be contacted.

CONTACT: Katherine Choi, Acting Manager of Iqaluit Rehabilitation Services
Phone: (867) 975-8600 x 7413
Email: kchoi@gov.nu.ca



1. IDENTIFICATION

Position No.	Job Title	Supervisor’s Position	
CASUAL	Hearing Instrument Practitioner	Manager Rehabilitation Services	
Department	Division/Region	Community	Location
Health	Rehabilitation Services - Audiology	Iqaluit	Iqaluit
Financial coding:			

2. PURPOSE

Main reason why the position exists, within what context and what the overall result is

The Hearing Instrument Practitioner is a licensed health professional who is part of the rehabilitation team in the Department of Health and reports to the Manager Rehabilitation Services. The Practitioner will test peripheral hearing for the purpose of selecting, fitting, and dispensing hearing aids and other assistive listening devices. The position works to ensure that the patient realizes and maintains maximum audiological functioning. The position works with adults with existing hearing aids in the Qikiqtaaluk region, in accordance with:

- Rehabilitation Services, Department of Health
- Rehabilitation Services – Audiology policies and procedures
- The Code of Ethics of the Speech-Language Audiology Canada (SAC)
- The Code of Ethics of the Canadian Hearing Instrument Practitioners Society

3. SCOPE

Describe in what way the position contributes to and impacts on the organization.

Audiology services functions under Iqaluit Rehabilitation Services and provides care to all the Baffin Region. Under clinical direction from the Audiologist, the Hearing Instrument Practitioner (HIP) applies specialized knowledge to perform basic audiometric testing and recommend assistive hearing devices; as well as conduct minor hearing aid repairs in accordance with HIP practices. Types of care delivered to the patient may include but not be limited to; hearing aid prescription and fitting, troubleshooting, and maintaining hearing aids, designing and implementing rehabilitation strategies, consultation regarding noise exposure, etc. The focus of the intervention is to maximize and maintain the patient’s ability to communicate effectively in home, social or professional settings as well as to improve quality of life. This position will work alongside the Audiology Assistant for service provision for Nunavummiut. They may also work with the ENT Specialist clinic if appropriate.



4. RESPONSIBILITIES

Describe major responsibilities and target accomplishments expected of the position.

Performs basic audiometric testing on adults to provide information on hearing and middle ear status to medical practitioners.

- Performs case history interview to obtain basic data on client pertinent medical history, communication difficulties;
- Performs speech and pure tone air conduction threshold tests and impedance screening;
- Determines if further bone conduction threshold testing is required and performing this test;
- Performs speech discrimination testing;
- Determines if masking is required and using appropriate levels of masking to obtain masked results where necessary;
- Refers to Audiologist cases that fall outside of the scope of practice of a Hearing Instrument Practitioner (i.e. developmentally delayed patients that require testing techniques normally used for children or patients who are cochlear implant candidates);
- Interprets basic test results using to determine probable type of loss and recommendations for further assessment by Audiologist;
- Informs clients of basic results in straightforward cases or referring to following criteria set by the Audiologist;
- Composes/prints reports of audiometric results and recommendations for physicians, teacher, etc. where necessary;
- Records relevant information re: testing and recommendations made on the client's file;
- Evaluating the program annually for effectiveness and submitting monthly progress reports including year-end statistics;
- Consults with and/or presents the results to the Audiologist in cases which meet referral criteria, or which are unusual;
- Work collaboratively with the Audiology Assistant and the Community Therapy Assistant for service provision;
- Responsible to receive referrals to their service and to maintain the waitlist.

Orders hearing aids and hearing aid repairs to provide clients with hearing aid services.

- Takes ear mold impressions for new hearing aids, replacement ear molds, and swim plugs or noise plugs;
- Fills out hearing aid order forms and requisition forms for hearing aids and accessories;
- Completes appropriate application forms for funding of clients' hearing aids/repairs where applicable;
- Packages ear mold impressions for new orders or malfunctioning hearing aids for mail-out;
- Sends new hearing aid/accessory orders or repaired hearing aids to appropriate satellite clinic or contacting client for pick-up (not including new hearing aids which require an appointment for a fitting);
- Responds to and addresses customer complaints about the hearing aid or repairs needed. (This requires assessment of the hearing aid, troubleshooting for possible problems, and technical testing of the aid, making minor repairs or adjustments, deciding if the aid needs to be sent out for repair);
- Selects and sets loaner hearing aids;
- Records pertinent information regarding hearing aid complaint, action taken, etc. on the client's chart and electronic medical record;
- Provides real ear verification of hearing aids where appropriate;
- Processes amplification devices in need of repair;
- Provides client education;
- Recommends audiological follow-up as necessary and making referrals to the appropriate professionals;
- Provides detailed reports to the referral source in involved health care personnel;



- Exchanges information with other members of the health care team;
- Liaisons with itinerant otolaryngologist and other specialists;
- Advocates for hearing impaired people;
- Participates in the Continuous Quality Improvement Program in the region;
- Work collaboratively with the Audiology Assistant and the Community Therapy Assistant for service provision;
- Responsible to receive referrals to their service and to maintain the waitlist.

5. KNOWLEDGE, SKILLS AND ABILITIES

Describe the level of knowledge, experience and abilities that are required for satisfactory job performance.

Contextual Knowledge

- Knowledge of cognitive and functional development and impairment related to audiology including anatomy, physiology and pathology in a variety of age groups;
- Methods and techniques of diagnostic audiology for adults;
- Methods and techniques of prescribing and fitting digital hearing aids utilizing NOAH software;
- Methods and techniques of adult learning;
- Applicable legislation, policies and procedures including knowledge of ATIPP and privacy best practices;
- Inuit culture and societal values.

Skills and Abilities

- Ability to case-manage and provide comprehensive care to patients of all ages in a manner that is respectful and considerate of their cultural diversities;
- Self-reliant and motivated;
- Effective verbal and written communication skills;
- Ability to work co-operatively with other members of the health care team;
- Ability to apply therapeutic processes (assessment, planning, implementation and evaluation) to ensure that the patients' physical, emotional, psychosocial, educational and day-to-day living needs are met;
- Ability to educate patients, their families (where applicable) and other health care professionals on appropriate self-care methods and techniques;
- Computer skills including the ability to use Microsoft Office, Meditech and internet research.

The above knowledge, skills and abilities are typically acquired through;

- A diploma in Hearing Instrument Practitioner services;
- Two years of experience providing Hearing Instrument Practitioner services;
- Must have passed the International Licensing Exam for Hearing Healthcare Professionals and must be registered with a provincial licensing body;
- The ability to communicate in more than one of Nunavut's official languages is an asset.

This is a Highly Sensitive Position. Vulnerable Sector and Criminal Records checks are required.



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7. CERTIFICATION

<hr/> <p>Employee Signature</p> <hr/>	<hr/> <p>Supervisor Title</p> <hr/>
<hr/> <p>Printed Name</p> <hr/>	<hr/> <p>Supervisor Signature</p> <hr/>
<hr/> <p>Date I certify that I have read and understand the responsibilities assigned to this position.</p>	<hr/> <p>Date I certify that this job description is an accurate description of the responsibilities assigned to the position.</p>
<hr/> <p>Deputy Head Signature</p> <hr/>	
<hr/> <p>Date I approve the delegation of the responsibilities outlined herein within the context of the Attached organizational structure.</p>	