

Proposed Practice Competencies for Audiologists in Canada

1. Central Role as Audiologist	
1.1 Foundational principles	
a	Apply basic knowledge of biomedical, cognitive, linguistic, pharmaceutical, physical and socio-behavioural sciences relevant to human communication processes, including knowledge of their acoustic, biological, cultural/linguistic, developmental and neurological bases.
b	Apply specialized knowledge of hearing and the auditory system, including knowledge of auditory system anatomy and physiology, auditory system pathophysiology, and psychoacoustics.
c	Apply knowledge of audiologic procedures including behavioural audiological tests, electrophysiological measures, amplification technologies, as well as (re)habilitation practices.
d	Apply knowledge of biomedical, socio-behavioural, pharmaceutical and physical sciences relevant to normal vestibular processes and disorders of the vestibular system.
e	Apply knowledge of delayed and disordered speech and language, as well as other aspects of communication relevant to practice as an audiologist.
f	Apply knowledge of principles of clinical practice, including use of diagnostic and rehabilitation instrumentation, behavioural management, social interaction management and counselling.
g	Use problem-solving and clinical judgment in all aspects of practice.
1.2 Client-centredness	
a	Respect client and client diversity.
b	Engage client to clarify values, beliefs, assumptions, expectations and desires.
c	Establish a shared understanding of client concerns and priorities.
d	Incorporate client perspective of needs, values and goals into service provision.
e	Encourage client to participate in decision-making.
1.3 Assessment	
a	Develop assessment strategy to evaluate auditory function and related aspects of communication.
b	Develop assessment strategy to evaluate vestibular function.
c	Conduct assessments.
d	Include relevant information from other sources.
e	Integrate and interpret findings.
1.4 Intervention planning	
a	Develop a realistic and measurable intervention plan.
b	Determine resources required for service delivery, and identify any limits or constraints.
c	Finalize intervention plan.
1.5 Intervention and (re)habilitation	
a	Implement intervention plan.
b	Provide auditory and communication skills development.
c	Prescribe technology.
d	Dispense technology.
e	Evaluate effectiveness of technology and (re)habilitation services using appropriate verification and validation methods.
f	Modify technology as required.
g	Provide behavioural interventions.
h	Monitor, adapt or redesign intervention plan as required.
i	Determine and arrange appropriate follow-up services.

1.6 Cultural and linguistic sensitivity	
a	Acquire knowledge regarding client culture and language.
b	Recognize impact of cultural differences on meeting client needs.
c	Incorporate knowledge of cultural and linguistic differences into service provision.
d	Develop relationships with caregivers and translators/interpreters that support the needs of the client.
1.7 Population-based programs	
a	Administer screening programs.
b	Administer hearing conservation and prevention programs.
c	Deliver community audiological health programs and activities.
1.8 Limits to practice	
a	Practice within personal limitations and level of expertise.
b	Consult with others as and when required.
c	Identify and recommend alternative services for client whose needs are beyond personal limitations or level of expertise.
d	Limit or discontinue intervention plan when appropriate.
2. Role as Communicator	
2.1 Oral and written communication	
a	Communicate in a respectful manner.
b	Use language appropriate to the communicative situation.
c	Provide relevant information.
d	Listen actively.
e	Be sensitive to non-verbal cues.
f	Employ strategies and aids to minimize communication barriers.
g	Address challenging communication issues.
h	Present effectively in small and large group settings.
i	Recognize the impact of diversity upon relationships.
j	Modify communication to minimize barriers due to diversity.
2.2 Documentation	
a	Maintain clear, accurate, timely and complete client records.
b(1)	Comply with regulatory requirements.
b(2)	Comply with organizational requirements.
c	Ensure timely dissemination of client documentation.
3. Role as Collaborator	
3.1 Collaboration with other professionals	
a	Work with others to provide an integrated approach to client services.
b	Provide audiology expertise in collaborative practice.
c	Interact according to differing roles and responsibilities of team members.
3.2 Relationships with other professionals	
a	Respect personal and professional differences among coworkers.
b	Support positive team dynamics.
c	Manage misunderstandings, limitations and conflicts to enhance collaboration.
4. Role as Advocate	
4.1 Client advocacy	
a	Identify and address client access barriers to services and resources.
b	Advocate for individual clients where appropriate.
c	Engage in promotion and prevention activities.
d	Advocate for resources to enhance service provision where needed.

4.2 Client empowerment	
a	Provide information and tools to assist clients to obtain funding and services for themselves.
b	Provide information and support to promote self-advocacy and societal inclusion.
c	Facilitate opportunities for clients to connect with others experiencing similar challenges.
4.3 Public education	
a	Act on opportunities to communicate the roles of audiologists and the benefits of their services.
b	Advocate for services based on emerging trends and anticipated future needs of clients.
c	Promote the profession as central and integral for clients with or at risk for hearing loss and auditory or vestibular disorders.
5. Role as Scholar	
5.1 Continuous learning	
a	Conduct regular assessment of personal learning needs.
b	Take action to maintain currency and enhance professional competence.
c	Regularly review new knowledge and determine applicability to practice.
d	Select and apply appropriate methods for scholarly inquiry.
e	Integrate new learning into practice.
f	Participate in profession-led learning activities.
g	Recognize and respond to opportunities to contribute to research activities.
5.2 Evidence-based practice	
a	Critically appraise research and other evidence in order to address client, service or practice questions.
b	Integrate relevant evidence into service provision.
c	Evaluate the impact of practice changes.
5.3 Facilitation of the learning of others	
a	Share knowledge related to audiology,
b	Develop and implement responsive teaching strategies appropriate to learner needs.
6. Role as Manager	
6.1 Practice management	
a	Set priorities and manage clinical and administrative activities effectively.
b	Allocate audiology services balancing client needs with available resources.
c	Supervise support personnel.
6.2 Workplace functioning	
a	Engage in human resource management activities consistent with organizational needs.
b	Engage in financial management and resource planning activities consistent with organizational needs.
c	Engage in business management consistent with organizational needs.
d	Participate in quality improvement activities.
7. Role as Professional	
7.1 Professional integrity	
a	Comply with relevant federal and provincial requirements.
b	Comply with regulatory requirements.
c	Comply with professional code(s) of ethics.
d	Recognize and respond to ethical issues encountered in practice.
e	Recognize and respond to situations involving conflict of interest.
f	Recognize and respond to unprofessional behaviours of others in practice.
g	Maintain professional demeanour.
7.2 Professional relationships	
a	Respect the limits of professional privilege and authority.

b	Maintain boundaries in relationships with clients, colleagues and other professionals.
c	Recognize and respond to opportunities to contribute to clinical education.