



**NEW ZEALAND AUDIOLOGICAL SOCIETY  
MEMBERSHIP QUALIFICATIONS &  
PATHWAY  
POLICY & PROCEDURE**

**August 2023**

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## 1 Purpose of the policy

The NZAS Membership Qualifications and Pathway Policies and Procedures describes the requirements for all classes of membership and the pathway for becoming a member of the NZAS.

### 1.1 Changes to membership policy

The NZAS constitution states that consultation with membership is required when setting and approving the Membership Qualifications and Pathway Policies and Procedures. The Consultation Policy outlines the principles for such consultation. Changes to the requirements set out in the constitution are made by remit and voted on by eligible voters at the Society's Annual General Meeting.

## 2 Classes of Membership as outlined in the NZAS Constitution

### 2.1 Provisional Audiologist Members

A person may apply to be a Provisional Audiologist Member if they have:

- a. Completed the requirements of, and are eligible to graduate with, a qualification that has been verified and deemed to be academically equivalent to a master's degree in audiology that has been endorsed by the Executive Council
  - i. Persons who have submitted their thesis but are awaiting their results may also apply to be accepted as a provisional audiologist member on the understanding that they notify the Society:
    - i. immediately upon receiving their results and confirmation that they have attained their master's degree in audiology.
    - ii. if they fail to attain their master's degree in audiology. In this instance their provisional audiologist membership of the Society will be immediately ended.
- b. Meet English language requirements, and
- c. Are in good standing and repute.

### 2.2 Provisional Audiometrist Members

A person may apply to be a Provisional Audiometrist Member if they have attained:

- a. A TAFE Diploma (Australia) in Audiometry, or
- b. Are registered with the Health and Care Professions Council (HCPC) as a Hearing Aid Dispenser (United Kingdom), or
- c. Have a qualification that has been verified and deemed by the Executive Council to be, at a minimum, academically equivalent to the TAFE Diploma or HCPC Hearing Aid Dispenser registration.
- d. Meet English language requirements, and
- e. Are in good standing and repute.

## 2.3 Audiologist Members (“Audiologist MNZAS”)

A person may apply to be an Audiologist Member if they:

- a. Meet the requirements of a provisional audiologist in paragraph 2.1 (a) and
- b. Are a provisional audiologist member of the Society, and
- c. Have had the equivalent of eleven (11) months full time (supervised) employment as a provisional audiologist, and
- d. Have demonstrated their clinical competence as required in the Membership Qualifications and Pathway Policy and Procedure and the [Audiologist Scope of Practice](#).

## 2.4 Audiometrist Members (“Audiometrist MNZAS”)

A person may apply to be an Audiometrist Member if they:

- a. Are a provisional audiometrist member of the Society, and
- b. Have had a minimum of two (2) years full-time supervised experience as an audiometrist, and
- c. Have demonstrated their clinical competence as required in the Membership Qualifications and Pathway Policy and Procedures and the [Audiometrist Scope of Practice](#).

## 2.5 Honorary Members

A person (whether a current member or not) who has achieved notable professional or scientific achievement in the field of audiology or related fields may be invited by the Executive Council to become an honorary member. The Executive Council may not invite any person to become an honorary member unless the number of current honorary members is less than 1% of the total membership. Appointment of an honorary member is by unanimous decision of the Executive Council.

## 2.6 Student Members

A person may apply to be a Student Member if they are enrolled in a course of study in the field of audiology or audiometry.

## 2.7 Associate Members

A person may apply to be an Associate Member if they:

- a. Hold at least a master’s degree or its equivalent in a field relevant to audiology, and
- b. Are contributing to the field of audiology in New Zealand, and
- c. Are likely to enhance the Society’s ability to fulfil its purposes, and
- d. Are not practicing clinical audiology.

## 3 Audiologist Membership

### 3.1 Student Audiologist

A student audiologist is enrolled in a formally recognised qualification in audiology.

When completing clinical practicum requirements or work experience, a student must be supervised at all times by a MNZAS audiologist. It is expected that the supervision will be direct (at-the-elbow) supervision until the supervising MNZAS audiologist deems that a sufficient level of competence has been obtained. Hereafter, the supervision may be indirect but the supervising MNZAS audiologist must be available on site at all times and must review all test results (diagnostic and rehabilitation-related) while the client remains within the clinic.

The supervising audiologist maintains overall responsibility for the student audiologist's client assessment, interpretation, clinical decision making and documentation (including reports).

Additional supervision to that outlined in this document may be required consistent with the requirements for successful completion of the audiology qualification concerned.

### 3.1 Audiologist Membership Application Pathways

To be eligible for NZAS audiologist membership, the NZAS require candidates to have attained either a New Zealand Master of Audiology (MAud) (currently run by the University of Canterbury and the University of Auckland) or at a minimum a master's level qualification deemed to be equivalent to the New Zealand endorsed MAud programmes. (See the Provisional Member Application Handbook for full details)

Graduates of the New Zealand Master of Audiology programmes apply for provisional membership through the 'Standard Pathway'. A MNZAS audiometrist who subsequently completes a New Zealand Masters of Audiology would complete a modified version of the Standard Pathway.

Master of Audiology in Australia and Canada, and an Audiology Doctorate from the United States are deemed to be equivalent to the New Zealand programmes and applicants apply under the "Overseas Recognition Pathway".

Audiologists from all other countries apply for provisional membership under the "Rest of the World Pathway" and will be required to demonstrate equivalency of their qualifications with the New Zealand MAud. When determining qualification equivalency, the NZAS will review coursework and clinical practice hours completed as part of the study programme.

All applicants who completed their audiology qualifications overseas must have their qualifications reviewed by the New Zealand Qualifications Authority or Double Check to confirm they are valid and equivalent.

Applicants for provisional membership must meet the English language requirements (see Section 9 for further details).

Applications for provisional audiologist membership is through nomination by at least two MNZAS members who must have personal knowledge of the applicant. The Executive Council may forego this requirement if it is not practical, particularly applications from overseas applicants.

The name of each applicant for provisional audiologist membership and their two nominees will be circulated to the membership, who will have 10 working days to lodge in writing any objections to the applicant.

If no objection is lodged the applicant is declared a provisional audiologist member (see Section 8 for further details re lodging an objection).

See [becoming an Audiologist member](#) for audiologist membership applications forms and the explanatory Provisional Member Application Handbook.

## 3.2 Audiologist Certificate of Clinical Competence requirements

To progress from a provisional audiologist member to a MNZAS audiologist, candidates are required to successfully complete a Certificate of Clinical Competence (CCC) Programme. The Audiologist CCC Handbook provides details to supplement these CCC requirements, including definitions and descriptions of direct supervision, indirect supervision, online tele-supervision and on-site monitoring. There are three pathways to obtain the NZAS CCC and become a MNZAS audiologist:

### 3.2.1 Standard pathway (Standard)

This pathway is to be completed by:

- New Zealand graduates of the NZAS endorsed Master of Audiology programmes from the University of Auckland and the University of Canterbury
- Audiologists on the 'Rest of the World Pathway' (who qualified from countries other than Australia, Canada or the United States of America)
- Audiologists on the 'Overseas Recognition Pathway' (who qualified in Canada, Australia or the United States of America) and who do not hold a current certificate of clinical competence or practising licence from one of these countries.
- Audiometrist MNZAS who have completed the requirements of the NZ Master of Audiology and do not meet the requirements for the 'Audiometrist MNZAS to Audiologist Pathway' (See 3.2.3)

The programme for a provisional audiologist (Standard Pathway) includes:

- a. Supervision by a MNZAS audiologist who has completed training in supervision.

- b. Supervision as a provisional audiologist for a minimum of 11 months in full-time employment ( $\geq 30$  hours/week). The supervision period extends if the candidate is employed part-time.
  - 1. First four months – At least 76 hours of direct clinical observation with a minimum of 6 hours direct clinical observation of a variety of activities per fortnight, preferably carried out on a weekly basis (ie. minimum 3 hours supervision every week). A minimum 50% of direct clinical observation must be face-to-face supervision (FTFS) with the remainder allowed to be online tele-supervision (OTS).
- c. After four months – There must be a minimum of 3 hours on-site monitoring of a variety of activities documented per fortnight. This must include a minimum of 3 hours of FTFS direct clinical observation per quarter. Candidates must complete a logbook of their clinical work fortnightly which is signed by their supervisor and submitted quarterly to NZAS. Logbooks must be completed and submitted before sitting the OSCE.
- d. For NZ-trained audiologists, confirmation that they have been awarded their Master of Audiology degree.
- e. Completion of the CCC syllabus (supervision checklists and self-directed learning modules)
- f. Submission of a chart for assessment by NZAS examiners
- g. Successful completion of the Objective structured clinical examination (OSCE)

There is a three-year time limit for provisional audiologists to complete the CCC process. If a candidate does not obtain their CCC within this time limit, they will be required to re-commence the Standard Pathway to obtain their CCC. There can be no extension beyond the three-year time limit except in exceptional circumstances.

### 3.2.2 Fast-Track Pathway

This pathway is for audiologists who have applied under the “Overseas Recognition Pathway” (qualified in Australia, Canada, or the United States of America) and who hold a current certificate of clinical competence or practising licence from one of these countries.

The programme for a provisional audiologist (Fast-Track) includes:

- a. Supervision by a MNZAS audiologist who has completed training in supervision.
- b. Supervision for a minimum of 76 hours, within the first 4 months of work. A minimum 50% of direct clinical observation must be face-to-face supervision (FTFS) with the remainder allowed to be online tele-supervision (OTS). NZAS encourages that the preferred method for this supervision period is face-to-face supervision.
- c. Supervision continues until such time as the candidate successfully completes the OSCE. After the first four months, a minimum of 3 hours of direct clinical observation is required per quarter.



- d. Candidates must complete a logbook of their clinical work each fortnight which is signed by their supervisor and submitted quarterly to NZAS. Logbooks must be completed and submitted before sitting the OSCE.
- e. Completion of the Professional Practice self-directed learning module
- f. Successful completion of the OSCE (Objective structured clinical examination)

There is a 12-month time limit for provisional audiologists on the Fast-Track pathway to successfully obtain their CCC. If a candidate does not obtain their CCC within this time limit, they will be required to complete the Standard Pathway to obtain their CCC. There can be no extension to the Fast-Track pathway beyond the 12-month time limit except in extreme circumstances. Please note that if a fast-track candidate receives a result of 'not attained' for **three or more** stations at their OSCE, then the candidate will be required to complete the standard pathway (11 months supervision) before applying to re-sit.

### 3.2.3 Audiometrist MNZAS to Audiologist Pathway

This pathway is to be completed by an Audiometrist MNZAS who has completed the requirements for the Master of Audiology from either the University of Auckland or the University of Canterbury and has:

- Completed the requirements of the NZAS Certificate of Clinical Competence for audiometrist membership, and
- Practiced as a clinical audiometrist with direct patient contact for at least 750 hours in the last three (3) years.

The programme for the Audiometrist MNZAS to Provisional Audiologist pathway includes:

- Supervision by a MNZAS audiologist who has completed training in supervision.
- Supervision in the form of on-site monitoring for a minimum of 3 hours per fortnight for a minimum of 11 months of fulltime equivalent practice. At a minimum this will include three hours of direct clinical observation per quarter.
- Candidates must complete a logbook of their clinical work each fortnight which is signed by their supervisor and submitted quarterly to NZAS. Logbooks must be completed and submitted before sitting the OSCE.
- Complete self-directed learning modules
- Successful completion of station 4 of the OSCE

A member may only hold one class of membership at a time and therefore once approved as a provisional audiologist member they cannot continue to practice as an Audiometrist MNZAS.

Candidates who cannot meet the above criteria will be required to complete the CCC Standard Pathway.

### 3.2.4 Conferring Audiologist MNZAS membership

Following successful completion of the requirements, the candidate's name and the two nominees will be circulated to the membership who have 10 working days to lodge, in writing, any objections to the person's membership.

If no objections are received the applicant is conferred as an Audiologist Member of NZAS (Audiologist MNZAS) and receive their Annual Practising Certificate (APC).

(See Section 8 for further details regarding lodging an objection).

For full details of the CCC requirements, roles and responsibilities see the [Audiologist CCC Information Booklet](#).

## 3.3 Audiologist Membership Requirements and Entitlements

Audiologist MNZAS maintain their membership and annual practicing certificate by adhering to the following requirements.

- a. Must abide by the NZAS Code of Ethics, NZAS constitution and member policies
- b. Work within the NZAS Audiologist Scope of Practice and the NZAS Professional Practice Standards
- c. Meet the NZAS CEP requirements as outlined in the CEP Policy and Procedures
- d. Payment of annual membership fee

As a member they

- e. Can use the honorific Audiologist MNZAS. Use of the honorific MNZAS must always reference the membership type.
- f. Are entitled to any benefits of membership such as the Bulletin, member newsletters and other communications, and member rates for the annual conference.
- g. Can stand for positions on the Executive Council
- h. May be a member of a NZAS committee.
- i. Can vote for the Executive Council and on the business of the Society.

## 4 Audiometrist Membership

### 4.1 Student Audiometrist

A student audiometrist is enrolled in a programme to achieve a formally recognised qualification in audiometry.

Any clinical practice undertaken by a student audiometrist must be supervised by a MNZAS audiologist. Supervision will initially comprise of a minimum of 40 hours direct supervision in audiometric testing and 40 hours direct supervision in hearing aid fitting and management.

The student audiometrist must demonstrate competence as determined by the formal training course and consistent with all components of the Scope of Practice for Audiometrists before a student audiometrist is permitted to work without direct supervision.

The student audiometrist remains under indirect supervision of a MNZAS audiologist who must be available on site at all times and must review all test results (diagnostic and rehabilitation-related) while the client remains within the clinic.

The supervising audiologist maintains overall responsibility for the student audiometrist's client assessment, interpretation, clinical decision making and documentation (including reports).

Additional supervision to that outlined in this document may be required consistent with the requirements for successful completion of the audiometry qualification concerned.

Support provided by an MNZAS audiometrist to the student audiometrist must be consistent with the standards of the student's formal training programme and is additional to any supervision, oversight and supervision hours specified in this document which is provided by a MNZAS audiologist.

## 4.2 Audiometrist Application Pathway

To be eligible for NZAS audiometrist membership, the NZAS require candidates to have attained:

- a TAFE Diploma in Audiometry or
- are registered with the Health and Care Professions Council (HCPC) as a Hearing Aid Dispenser (United Kingdom) or
- have a qualification that has been verified and deemed by the Executive Council to be, at a minimum, academically equivalent to the TAFE Diploma or HCPC Hearing Aid Dispenser registration

Applicants for provisional audiometrist membership must meet English language requirements (see Section 9 for further details).

Application for provisional audiometrist membership is by nomination by at least two MNZAS members who must have personal knowledge of the applicant. The Executive Council may forego this requirement if it is not practical, particularly applications from overseas.

The name of each applicant who meets the qualification requirements for provisional audiometrist membership and their two nominees will be circulated to the membership who will have 10 working days to lodge, in writing, any objections to the applicant.

If no objection is lodged the applicant is declared a provisional audiometrist member (see Section 8 for further details re lodging an objection).

### **4.3 Audiometrist Certificate of Clinical Competence Requirements**

A provisional audiometrist member is required to successfully complete the requirements of the Audiometrist Certificate of Clinical Competence (CCC) programme to become an Audiometrist MNZAS member. This includes the following requirements for provisional audiometrist members in fulltime employment ( $\geq 30$  hours/week). The Audiometrist CCC Handbook provides details to supplement these CCC requirements, including definitions and descriptions of direct supervision, indirect supervision, online tele-supervision and on-site monitoring.

#### **4.3.1 Provisional Audiometrist with less than two years clinical practice**

- a. Supervision by a MNZAS Audiologist who has completed training in supervision
- b. Supervision as a provisional Audiometrist for a minimum of 24 months, including:
  - I. Direct supervision – minimum of 3 hours per week with a MNZAS Audiologist. Online tele-supervision (OTS) is possible for a maximum of 3 hours per month if needed.
  - II. Indirect supervision (approved supervisor on-site and available to provide oversight)
    - i. For first 12 months, the supervisor must be available on-site for a minimum of 3 days per week and through online tele-supervision (OTS) at all other times.
    - ii. After 12 months, if deemed appropriate, the supervisor will be on-site for a minimum of 2 days per week and through OTS at all other times (up to 3 days per week) for consultation as required.
    - iii. After 18 months, if deemed appropriate, the supervisor/s will be on-site 1 day per week and be available through OTS at all other times (up to 4 days per week) for consultation.
- c. Candidates complete a supervision logbook fortnightly, including attendance of the supervisor, which is signed by their supervisor and submitted quarterly to NZAS. Logbooks must be completed and submitted before sitting the OSCE.
- d. Completion of the supervision checklists
- e. Submission of a chart for assessment by NZAS examiners
- f. Successful completion of the Professional Practice module
- g. Successful completion of Audiometrist Bridging course
- h. Successful completion of the OSCE (Objective Structured Clinical Examination)

#### **4.3.2 Provisional Audiometrists with more than two years post qualification clinical practice**

All of the requirements above (4.3.1) apply, with the exception of on-site supervision requirements. Based on having more than two years (post qualification) clinical experience and subject to the supervisor's assessment

of competency to work with less immediate supervision, the supervisor may be off-site for up to four days per week within the first twelve months, provided that when they are off-site, they are available at all times, for consultation remotely as required. Note, on-site availability applies pro-rata for provisional members working less than full time. In any week, the supervisor shall be onsite for at least one of every five hours that the provisional member works.

Direct supervision of three hours a week must continue to be met.

### **4.3.3 Conferring Audiometrist MNZAS Membership**

Following successful completion of the requirements, the candidate's name and the two nominees will be circulated to the membership who have 10 working days to lodge, in writing, any objections to the person's membership.

If no objections are received the applicant is conferred as an Audiometrist Member of NZAS (Audiometrist MNZAS) and receive their Annual Practising Certificate (APC).

(See Section 8 for further details regarding lodging an objection).

For full details of the CCC requirements, roles and responsibilities see the [Provisional Audiometrist CCC Handbook](#).

## **4.4 Audiometrist Membership Requirements and Entitlements**

Audiometrist MNZAS maintain their membership and annual practicing certificate by adhering to the following requirements.

- a. Must abide by the NZAS Code of Ethics, NZAS constitution and member policies
- b. Work within the NZAS Audiometrist Scope of Practice and the NZAS Professional Practice Standards
- c. Must have attended at least three hours of support and mentoring sessions quarterly as outlined in the NZAS Audiometrist Handbook
- d. Meet the NZAS CEP requirements as outlined in the CEP Policy and Procedures
- e. Payment of annual membership fee

As a member they

- f. Can use the honorific Audiometrist MNZAS. Use of the honorific MNZAS must always reference the membership type.
- g. Are entitled to any benefits of membership such as the Bulletin, member newsletters and other communications, and member rates for the annual conference.
- h. Can stand for positions on the Executive Council
- i. May be a member of a NZAS committee.
- j. Can vote for the Executive Council and on the business of the Society.

## 5 Honorary Membership

### 5.1 Honorary Member Application Pathway

A person (whether a current Member or not) who has achieved notable professional or scientific achievement in the field of audiology or related fields may be invited by the Executive Council to become an honorary member.

The Executive Council may not invite any person to become an honorary member unless the number of current honorary members is less than 1% of the total membership.

A proposed honorary member must be nominated in writing by two (2) members of the Executive Council along with information as to their qualifications, professional or scientific achievements, employment, and other appropriate information to enable the Executive Council to verify and consider the nomination.

If a proposed honorary member is not already a member of the Society, the Executive Council must first satisfy itself by unanimous vote that the proposed honorary member is a fit and proper person to be granted honorary membership prior to the issuing of the invitation to the proposed honorary member.

The name of the proposed honorary member and the two nominees will be circulated to the membership who will have 10 working days to lodge in writing any objections to the proposed honorary member.

If no objections are lodged and the proposed honorary member agrees to be bound by the Constitution of the Society and the Code of Ethics, the person shall be deemed to be an Honorary Member. If a member raises an objection the procedures outlined in Section 8 will apply.

An honorary member who also holds another membership category (eg Audiologist MNZAS or Audiometrist MNZAS) must meet all the relevant requirements of that membership category and will receive the relevant membership entitlements.

### 5.2 Honorary Membership Requirements and Entitlements

Honorary members regardless of whether they were previously a member of the Society shall be:

- a. Deemed to be a member of the Society, and
- b. Honorary members may use the honorific “Honorary MNZAS”, or “Audiologist MNZAS”, or “Audiometrist MNZAS” if they also hold that current class of membership.
- c. Subject to the constitution of the Society, the NZAS Code of Ethics, and member policies.
- d. Entitled to the benefit of membership of the Society such as the Bulletin, member newsletters and other communications, and member rates for the annual conference.
- e. Honorary members who are also Audiologist MNZAS or Audiometrist MNZAS are eligible to stand for all Officer and Councillor positions relevant to their membership type.

- f. An honorary member (regardless of other membership type) is eligible to stand for the Tangata Whenua Councillor position.
- g. May be a member of a NZAS committee.
- h. Can vote for the Executive Council and on the business of the Society.

## 6 Associate Membership

### 6.1 Associate Members Application Pathway

Associate membership is for people who are not eligible for audiologist or audiometrist membership and are not working clinically in the field of audiology but may be working in a related area and are considered worthy of being an associate member. They must hold at least a master's degree or its equivalent in a field relevant to audiology and are likely to enhance the Society's ability to fulfil its purposes.

A person may apply for associate membership and must provide in writing evidence of active research, interest or performance in a field related to hearing, hearing science or audiology.

Two members who are not members of the Executive Council must support the application and attest to the applicant's suitability as an associate. If English is the applicant's second language, the members should attest that the applicant can comprehend and communicate effectively in English.

If the Executive Council is satisfied the applicant is a suitable for associate membership, their name and that of the two nominees will be circulated to the membership, who will have 10 working days to lodge in writing any objections to the proposed associate member. If a member raises an objection, the procedures outlined in Section 8 will apply. [Associate member application form](#).

### 6.2 Associate Membership Requirements and Entitlements

Associate members shall be:

- a. Deemed a member of the Society.
- b. Subject to the constitution of the Society, the NZAS Code of Ethics and member policies
- c. Entitled to the benefits of membership of the Society such as the Bulletin, member newsletters and other communications, and member rates for the annual conference.
- d. Be required to pay an annual subscription as determined by the Executive Council.

Associate members:

- e. May not vote on any business of the Society and may not stand for the Executive Council.
- f. Must not use the "MNZAS" honorific.

## 7 Student Membership

### 7.1 Student Membership Application Pathway

A person may apply to be a student member if they are enrolled in a course of study in the field of audiology or audiometry. To be a student member of NZAS it is required that the course of study is recognised by NZAS.

Application for student membership is through nomination by two MNZAS members who have personal knowledge of the student.

The student must provide evidence of enrolment in a course of study in the field of audiology or audiometry.

[Student Membership Application Form](#).

### 7.2 Student Membership Requirements and Entitlements

Student members shall be:

- a. Deemed a member of the Society.
- b. Entitled to the benefits of membership of the Society such as the Bulletin, member newsletters and other communications, and member rates for the annual conference.
- c. Subject to the constitution of the Society, the NZAS Code of Ethics and member policies
- d. Required to pay an annual subscription as determined by the Executive Council

Student members

- e. May not vote on any business of the Society and may not stand for the Executive Council.
- f. Must not use the “MNZAS” honorific.

## 8 Membership Nomination and Entry Process

Applications for provisional and/or MNZAS membership is through nomination by at least two MNZAS members of the Society who must have personal knowledge of the applicant. The Executive Council may forego this requirement if it is not practical, particularly applications from overseas applicants, although will make efforts to contact referees from overseas applicants.

Honorary membership is through nomination by two MNZAS members of the Executive Council and a unanimous decision of the Executive Council to approve the appointment.

Associate member application must be nominated by two MNZAS members who are not on the Executive Council.

Student membership application is through nomination by two MNZAS members who have personal knowledge of the student and supported by evidence of relevant course enrolment.



Upon application, the person will be required to provide evidence that they have met the requirements of this class of membership.

The name of each applicant who meets the requirements for a class of membership and the names of their nominees will be circulated to the membership, who will have 10 working days to lodge in writing any objections to the applicant.

If no objection is lodged the individual's membership status is confirmed.

## 8.1 Objections to a proposed member

A member must lodge their objection with the NZAS in writing within 10 working days. This objection must be seconded by another Audiologist MNZAS or Audiometrist MNZAS, except in circumstances where the individual member believes they are the only person with the relevant information to support the objection.

If an objection is lodged the Executive Council will investigate the objection and may:

- Set it aside if it thinks fit or,
- Ask the applicant and/or their nominators to comment,
- Seek further information,
- Establish a committee to examine the objection,
- Take any other action it deems appropriate.

If a committee is established, it must provide a full report to the Executive Council within a reasonable time and if necessary, a progress report after two months.

The Executive Council will consider the committee's report and at its absolute discretion, determine whether the applicant shall be granted their membership.

Once an applicant has had their membership confirmed, they will be informed in writing and provided with the relevant NZAS documentation.

## 9 English Language Requirements

Individuals who have completed their audiological qualification in a country other than New Zealand, Australia, Canada or the USA, and are therefore applying to be a provisional audiologist or provisional audiometrist under the "Rest of the World" pathway, must provide evidence that they have met one of the following criteria:

- i. International English Language Testing System (IELTS) Academic with a score greater than or equal to 7.5 in Speaking, 7.5 in Listening, 7.0 in Writing, 7.0 in Reading and an average score of 7.5 or higher.

- ii. TOEFL (iBT) with a score greater than or equal to 26 in Speaking, 26 in Listening, 24 in Writing and 22 in Reading
- iii. **Completion of an Accredited Audiology qualification where the medium of instruction was English AND a current CCC/Practicing Licence from Australia, Canada, Republic of Ireland, United Kingdom, or United States of America.**

## 10 Leaving the Society

### 10.1 Resigning from the Society

A member may resign from the Society by writing to the Society informing them of their resignation.

### 10.2 Inactive Membership

Audiologist and Audiometrist members (Provisional or MNZAS) may apply in writing to the Society for Inactive Membership if they are temporarily not practising clinical audiology or clinical audiometry in New Zealand.

Inactive membership is intended for short term periods such as overseas travel, parental leave, periods of ill health and other such circumstances. Long term periods will be considered on a case-by-case basis.

Inactive membership is not intended for audiologist and audiometrist members who are no longer practicing directly with clients/patients but are still working in the area of audiology.

For the purposes of this class of membership, clinical practice is defined as any practice in a clinical, advisory, or educational capacity whereby a member is using their clinical knowledge and expertise to work with patients or advise, supervise, or educate others working directly with clients.

#### 10.2.1 Inactive Members Requirements and Entitlements

- a. Pay an annual subscription as determined by the Executive Council
- b. Subject to the constitution of the Society, the NZAS Code of Ethics and member policies
- c. Are entitled to the benefits of the Society such as the Bulletin, member newsletters and other communications, and member rates for the annual conference.
- d. May be a member of a NZAS committee.
- e. Are not required to accrue CEPs whilst inactive.
- f. Do not receive an APC and cannot use the letters 'MNZAS' during their inactive period.
- g. May not stand for or vote for the Executive Council or any business of the Society.

#### 10.2.2 Reactivating Membership

An Inactive member must apply to the Society to reactivate their membership. Reactivation of membership is through nomination by a minimum of two MNZAS members and approved by the Executive Council.

To reactivate an inactive membership, the member must:

- Undertake a peer review with an Audiologist MNZAS or Audiometrist MNZAS.
- Agree to abide by the NZAS Code of Ethics, constitution, and member policies.
- Complete and submit the reactivation form to the NZAS Administrator.

If an inactive member reactivates their membership during a CEP cycle, they will need to collect the equivalent of 20 points for each full calendar year their membership has been reactivated.

### **10.3 Retired Membership**

A MNZAS audiologist or MNZAS audiometrist who is no longer practising clinical audiology or clinical audiometry and is retiring from the profession with no intention of practising in the future may apply to the Executive Council for retired membership.

For the purposes of this class of membership, clinical practice is defined as any practice in a clinical, advisory, or educational capacity whereby a member is using their clinical knowledge and expertise to work with patients or advise, supervise, or educate others working directly with clients.

#### **10.3.1 Retired Members Requirements and Entitlements**

- a. Pay an annual subscription as determined by the Executive Council
- b. Subject to the constitution of the Society, the NZAS Code of Ethics and member policies.
- c. Are entitled to the benefits of the Society such as receive the Bulletin, member newsletters and other communications, and member rates for the annual conference.
- d. May be a member of a NZAS committee.
- e. Do not receive an APC and cannot use the letters 'MNZAS'.
- f. Are not required to accrue CEP Points whilst a retired member.
- g. May not stand for or vote for the Executive Council or any business of the Society.

#### **10.3.2 Reactivating Retired Membership**

Should a retired member decide they wish to reactivate their membership they must apply to the Society for consideration of their request.

The Society will determine the competency requirements the retired member must fulfill to return to full membership. These may include a peer review, and/or repeating all or part of the CCC process depending on the length of time the member has been retired from the profession and clinical practice.

If a retired member reactivates their membership during a CEP cycle, they will need to collect the equivalent of 20 points for each full calendar year their membership has been reactivated.

## 10.4 Suspended Members

A member's NZAS membership may be suspended for a variety of reasons including when:

- a. A member fails to pay their annual membership fee.
- b. On the motion of any two (2) Honorary, Audiologist MNZAS, or Audiometrist MNZAS members
  - o A member has behaved in a way that is contrary to the purposes of the Society,
  - o A member adversely affects the Society's reputation.
  - o A member fails to meet the requirements set out in the CEP Scheme.
  - o A member has breached the Code of Ethics.
  - o A member is incapacitated arising from a compulsory treatment order under the Mental Health (Compulsory Assessment and Treatment) Act 1992.
  - o A member is permitted from working due to an order under the Protection of Personal and Property Rights Act 1988.

Those members who are suspended due to a failure to pay their annual membership or obtain their CEP requirements, have up to three months to meet the requirements of the Society, on or before the 31 March, at which point their membership is reinstated without any further requirements.

- It must be noted however that their Annual Practicing Certificate will not be retrospectively dated and will only be valid from the time they have met their membership requirements as outline above.
- Payment of the membership fee, in this instance, will be the full membership fee for the whole year.
- Any CEPs earned during the period of suspension shall not contribute to the member's next CEP cycle.

If a member has not completed the requirements as outlined above by the end of the first quarter of the year (31 March) they may be expelled from the Society.

## 10.5 Expelled Members

The Executive Council may, on the motion of any two (2) honorary, MNZAS audiologist, or MNZAS audiometrist members, expel a member from the Society if that member has:

- behaved in a way that is contrary to the purposes of the Society, or
- has adversely affected the Society's reputation, or
- has not met the requirements of the NZAS CEP Scheme Policy and Procedures, or
- has breached the Code of Ethics.

## 10.6 Re-joining the Society (Suspended, Resigned or Expelled Members)

This section does not apply to members who reactivate their membership after a period of being inactive or retired (see 10.2 and 10.3).

The following guidelines are for members who have:

- previously resigned from the NZAS (10.1), or
- their membership has been suspended due to not meeting the NZAS membership requirements (10.4), or
- been expelled from the Society (10.4).

A former member (suspended, resigned, or expelled) may apply for re-entry to the Society in the manner prescribed for new applicants (or modified as may be decided by the Executive Council) and may be re-admitted by resolution of the Executive Council.

A former member wishing to re-join the Society must:

- Apply to re-join including details of their qualifications, CCC and previous work experience.
- Pay a re-joining application fee.
- At the discretion of the Executive Council, be required to repeat all, or part of, the CCC process and pay any respective costs associated with the completion of the necessary CCC requirements (such as the OSCE examination fee, if required).

In the event of a failure of the exam, the candidate is entitled to a re-sit. If the candidate fails a second time, they may be eligible for another re-sit or they may be required to join NZAS as a provisional member and complete the CCC Standard Pathway.

If a former member reactivates their membership during a CEP cycle, they will need to collect the equivalent of 20 points for each full calendar year their membership has been reactivated. |