



Position Title: Speech-Language Pathologist
Classification: CPL EA Schedule B - Level A/P02 – A/P03
Reports To: Allied Health Manager / Local Area Manager

About CPL

The Cerebral Palsy League (CPL) is a non-profit organisation that provides vital support and services to more than 8,000 children and adults with disabilities in Queensland and Northern NSW.

We give our clients the freedom of **choice**, the opportunity to chase their **passion** and the support to live the **life** they choose. CPL provides services every day, at every stage of life and have been doing so for over 65 years in thousands of homes, schools, communities and workplaces.

Our Vision

An inclusive society for all people.

Our Purpose

To provide services for people with physical disability so they can lead the life they choose.

Our Difference

We have been working in your community for over 65 years. We have the expertise to deliver services to people of all ages with all levels of physical disability. We will work with you and your loved ones to maximise your independence so you can live the life you choose in your community.

The CPL Way

We are a business with a heart. Our values of client focus, respect, inclusion, integrity, excellence and courage drive us to:

- Understand the person
- Give great service
- Work together
- Find better ways

We embody The CPL Way in our daily work life by:

- Demonstrating **understand the person** by asking open questions, knowing other’s strengths and how to use them, appreciating other’s deliverables and stressors, reserving judgement and focusing on understanding.
- Demonstrating **give great service** by asking questions to clarify outcomes to be achieved and by providing options to achieve those outcomes. Identifying expected impacts of any change on internal and external clients and by focusing on how we make this happen safely and effectively.
- Demonstrating **work together** by actively seeking out information, respecting the stage of the process, looking for ways to help and enhance outcomes and understanding what others are trying to achieve.





- Demonstrating **find better ways** by talking through issues respectfully, involving clients in identifying issues and designing solutions, looking beyond the sector and Australia for solutions, challenging the status quo and making it easier for clients and staff.

Position Purpose

To provide services and advocate for people with a disability to:

- Maximise independence and opportunities
- Promote physical and emotional well being
- Enhance social and economic participation
- Support the achievement of a fair and fulfilling life

To support continuous improvement in the business performance of CPL Allied Health Services and effectively contribute towards achievement of the organisation's vision and purpose.

Key Responsibilities

- Work within an interdisciplinary/multidisciplinary team to provide high quality, family-centred speech pathology services (e.g. consultation, assessment, therapy intervention including group therapies, advocacy and prescription of assistive technology and equipment and use of outcome measures) that will facilitate client opportunities for valued and inclusive lifestyles.
- Provide speech pathology information and liaison for clients, families and their networks, and all relevant stakeholders, in order to enhance client independence, decision-making, rights and access to relevant services.
- Collaborate with team members in effective decision-making by contributing relevant speech pathology information and considering the roles and responsibilities of all relevant stakeholders involved in service provision to the client.
- Undertake the role of service planning to CPL processes to support all clients and families (NDIS packages and other Fee For Service) in collaboration with the wider allied health team as appropriate.
- Develop knowledge and clinical skills in line with the CPL Allied Health Core Competencies, with supervision from the Senior Speech Pathologist/Clinical Supervisor and/or support from PO3 Speech Pathologists. This includes regular attendance at and contribution to in-service and mentoring activities.
- Attend and contribute to regional team and discipline specific meetings, training, and discipline days.
- Undertake or contribute to speech pathology evidence based practice and/or research activities.
- Undertake and/or contribute to the identification, development and delivery of Fee for Service speech pathology services.
- Maintain professional and ethical standards in achieving quality client outcomes in line with the Human Services Quality Framework and The CPL Way.
- Undertakes other responsibilities as required and directed by the Allied Health Manager.

Supplementary Responsibilities

- Embodies The CPL Way in daily work life (see first page).
- Proactively contributes to identifying personal training and development needs and the means to address those needs, to maintain up to date knowledge, skills and abilities which ensure ongoing competence to achieve the required outcomes of the position as it develops.
- Contributes effectively to the promotion of equal opportunity and non-discrimination in the workplace.





- Contributes effectively to the identification, removal and reduction of workplace hazards and risks to ensure a safe and healthy work environment.
- Contributes effectively to the achievement of continuous improvement through adherence to the Quality Management System in all areas within the influence of the position.

Organisational Relationships

- Reports directly to the Allied Health Manager / Local Area Manager.
- Liaises with the Senior Speech Pathologist/Clinical Supervisor as per supervision schedule or more frequently, as appropriate.
- Liaises and interacts with clients, their families and organisational staff.

Extent of Authority

NA

Selection Criteria

Applicants must address the following criteria in writing to be considered for this position:

- Demonstrated knowledge and skills in speech pathology practices required for working with clients across the lifespan with various disabilities, including an understanding of issues faced by clients and their families at both the personal and societal levels.
- Demonstrated ability to develop, maintain and improve a range of speech pathology knowledge and skills required to achieve measurable functional outcomes for clients of CPL, including a commitment to continuing education, evidence based practice and/or research.
- Demonstrated ability to work effectively within a team to meet the needs of clients and their families, with an ability to clearly articulate and demonstrate the Speech Pathology role to clients, families, team members and the community.
- Demonstrated ability to use effective problem solving, prioritisation and time management skills to work in a flexible way to meet the needs of clients and their families within their environmental and societal contexts; including an understanding of the model of service delivery.
- Demonstrated effective communication skills, including effective written and verbal communication and interpersonal skills, required to develop and foster relationships within an inter-professional team.
- Demonstrate professional conduct, values and attitudes that reflect The CPL Way at all times.
- Uphold professional accountability mechanisms and demonstrate knowledge of anti-discrimination, equal opportunity and Occupational Health & Safety guidelines and practices.

Additional Requirements

These do not need to be addressed in selection criteria but must be included in application:

- Possession of Bachelor of Speech Pathology (or equivalent).
- Current 'Practicing Member' registration with Speech Pathology Australia.
- Current 'C' Class Driver's License.
- Successful applicant will be required to obtain a Medicare Provider Number on commencement.
- Eligibility to meet the requirements of a Department of Communities and Commission for Children and Young People and Child Guardian criminal history screening.
- Proof of Hepatitis B Vaccination.



