

# Speech Pathologist

## Position

This position is within Disability Services. It is part of various team/s.

- This position reports to the Manager Disability Services
- Reporting line may vary depending on location and service size
- This position does not have any direct reports  This position may have direct reports, positions vary
- This position has the following direct reports:

This position is designated Band 7 under the *Schedule of Authorities and Delegations*

- This position is a budget holder  This position has designated revenue targets
- This position is an Aboriginal & Torres Strait Islander identified position
- This position does require a working with children related clearance.

## Purpose

To provide assessment, planning, intervention, monitoring and review of communication and/or swallowing needs of people with a disability in line with the goals of their National Disability Insurance Scheme (NDIS) plans or individual goals.

## Focus

### To achieve this purpose, the position holder would typically

- Provide high quality, culturally appropriate speech pathology interventions to people with a disability who have specific eating/drinking and/or communication needs.
- Work as part of a multidisciplinary team to provide effective and efficient services to clients with a disability in line with their goals.
- Implement appropriate evidence based services that meet the needs of clients according to the goals and within the allocated hours of their NDIS plan.
- Participate in support planning processes for clients to deliver coordinated, effective, service provision that meets goals of the client's NDIS plan.
- Liaise with relevant persons in client's environment e.g. family members, carers etc. regarding implications and management of eating/drinking and/or communication needs.
- Provide staff and carer training required to meet the client's goals.
- Keep up to date records and necessary reports e.g. support plans, assessment reports, intervention summaries.
- Consult with supervisors, other speech pathologists, and other team members regarding clinical issues.
- Attend and participate in team meetings and supervision.
- Report resource needs and clinical issues to the manager.
- Use available technology, resources, systems and processes to ensure an efficient service for clients.
- Follow all policies and procedures outlined for disability services.

### This position may be offered as a specialisation:

- For example, Senior Speech Pathologist

### Where the role is offered as a specialisation the position holder would typically:

- Support clients with more complex needs.
- Coach, advise and provide on the job support to other team members to enhance quality and culturally appropriate speech pathology interventions.
- Promote evidence based speech pathology practice and provide coaching, mentoring and supervision to other speech pathology therapy staff.
- Work in collaboration with other Senior Clinicians to monitor, develop and improve clinical service provision.

<b>Outcomes</b>	<b>When things are going well we would expect to see these outcomes:</b>	
	<ul style="list-style-type: none"> <li>• The team works collaboratively to ensure services are coordinated efficiently and effectively to meet the client’s goals and outcomes as identified in their NDIS plan.</li> <li>• Speech pathology services are timely, efficient and effective. They meet the goals identified by the client and their families/carers within available resources.</li> <li>• Services for clients with complex needs are well coordinated, efficient, effective and goal-focussed.</li> <li>• Services provided are clearly understood by the client their family/carers and the multidisciplinary team.</li> <li>• 70% of speech pathology hours are client related.</li> </ul>	

<b>We work collaboratively with others, however this position works close closely with:</b>		
<b>Relationships</b>	Within The Benevolent Society:	Outside The Benevolent Society:
	<ul style="list-style-type: none"> <li>• Manager</li> <li>• Senior Clinicians</li> <li>• Support Coordinators</li> <li>• Senior Manager</li> <li>• Other multidisciplinary team members</li> <li>• Support Workers</li> </ul>	<ul style="list-style-type: none"> <li>• Clients</li> <li>• Families</li> <li>• Carers</li> <li>• Local schools</li> <li>• Staff from other disability organisations</li> <li>• Other health practitioners</li> </ul>

<b>To achieve the position purpose and outcomes the position holder will need to have:</b>	
<b>Individual</b>	<ul style="list-style-type: none"> <li>• Degree in Speech Pathology</li> <li>• Membership with Speech Pathology Australia</li> <li>• Previous experience working with people with disabilities and/or clients with complex needs</li> <li>• Ability to communicate effectively with clients their families and staff</li> <li>• Ability to support others to better understand the role of speech therapy and its benefits</li> <li>• Ability to apply evidence informed practice to optimise outcomes</li> <li>• Ability to translate complex information relating to the discipline in an easily understood, practical way</li> <li>• Strong analytical and report writing skills</li> <li>• Ability to provide a service based on a client’s NDIS goals and funding allocation.</li> <li>• Ability to work flexible hours</li> <li>• Where the position is offered as a specialisation; at least 5 years demonstrated experience required and the capacity to coach and mentor others</li> </ul>

<b>This position may require some flexibility in terms of travel or hours of work:</b>	
<b>Travel</b>	<ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Overnight travel/stays may be required</li> <li><input checked="" type="checkbox"/> Some weekend work may be required</li> <li><input checked="" type="checkbox"/> Some evening work may be required</li> <li><input checked="" type="checkbox"/> Travel between office locations/regions may be required</li> <li><input checked="" type="checkbox"/> Travel to consumers (varied locations) is required</li> <li><input checked="" type="checkbox"/> Use of own registered, insured motor vehicle for business purposes may be required</li> <li><input checked="" type="checkbox"/> Use of TBS pool cars may be required</li> </ul>
	All of us might need to travel occasionally to attend learning opportunities, meetings or other key events.

**Context**

**Those with knowledge of this position say the things that might make your day are:**

- Being able to advocate for the needs of a person with a disability
- Working with the team to get a comprehensive view and reach better outcomes
- Giving back to the profession through communities of practice
- Being able to positively influence an approach and thus the outcome

**Those with knowledge of this position say some key challenges you might experience are:**

- Working within a benchmarked allocation of hours based on a client’s NDIS plan
- The potentially serious consequences of advice and its impact on clients
- Managing time to complete non client related work requirements
- Ensuring self-care to prevent burn out

**Approvals**

<b>Approver</b>	Director, Human Resources	Date: 28 May 2018	Position Code: DS004
<b>Review history</b>	V1.0 Release		
<b>Advertising</b>	This Position Profile is not intended as an exhaustive description of the position, accountabilities or associated duties. The Benevolent Society may alter or adjust this Position Profile at any time.		