

## Position

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

- This position reports to the Team Leader 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 Team Leader.
- 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 operates within the context of a billable hours' framework within the NDIS.
- There is a requirement for mobile working in this position as per client need and the operation of The Benevolent Society.

**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.**

**Outcomes**

**When things are going well we would expect to see these outcomes:**

- 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.
- Speech pathology services are timely, efficient and effective. They meet the goals identified by the client and their families/carers within available resources.
- Services for clients with complex needs are well coordinated, efficient, effective and goal-focussed.
- Services provided are clearly understood by the client their family/carers and the multidisciplinary team.

**Relationships**

**We work collaboratively with others, however this position works close closely with:**

Within The Benevolent Society:

- Manager
- Senior Clinicians
- Support Coordinators
- Team Leader
- Other multidisciplinary team members
- Support Workers

Outside The Benevolent Society:

- Clients
- Families
- Carers
- Local schools
- Staff from other disability organisations
- Other health practitioners

**Individual**

**To achieve the position purpose and outcomes the position holder will need to have:**

- Degree in Speech Pathology
- Membership with Speech Pathology Australia
- Previous experience working with people with disabilities and/or clients with complex needs
- Ability to communicate effectively with clients their families and staff
- Ability to support others to better understand the role of speech therapy and its benefits
- Ability to apply evidence informed practice to optimise outcomes
- Ability to translate complex information relating to the discipline in an easily understood, practical way
- Strong analytical and report writing skills
- Ability to provide a service based on a client's NDIS goals and funding allocation.
- Ability to work flexible hours
- Current drivers' licence
- Ability to travel is a necessary requirement of the position as is the ability to work across different working environments such as client homes, schools, day programs and in the community
- Where the position is offered as a specialisation; at least 5 years demonstrated experience required and the capacity to coach and mentor others

<b>Travel</b>	<b>This position may require some flexibility in terms of travel or hours of work:</b>		
	<input checked="" type="checkbox"/>	Overnight travel/stays may be required	
	<input checked="" type="checkbox"/>	Some weekend work may be required	
	<input checked="" type="checkbox"/>	Some evening work may be required	
	<input checked="" type="checkbox"/>	Travel between office locations/regions may be required	
	<input checked="" type="checkbox"/>	Travel to consumers (varied locations) is required	
	<input checked="" type="checkbox"/>	Use of own registered, insured motor vehicle for business purposes may be required	
	<input checked="" type="checkbox"/>	Use of TBS pool cars may be required	
All of us might need to travel occasionally to attend learning opportunities, meetings or other key events.			

<b>Context</b>	<b>Those with knowledge of this position say the things that might make your day are:</b>		
	<input type="checkbox"/>	Being able to advocate for the needs of a person with a disability	
	<input type="checkbox"/>	Working with the team to get a comprehensive view and reach better outcomes	
	<input type="checkbox"/>	Giving back to the profession through communities of practice	
	<input type="checkbox"/>	Being able to positively influence an approach and thus the outcome	
	<b>Those with knowledge of this position say some key challenges you might experience are:</b>		
	<input type="checkbox"/>	Working within a benchmarked allocation of hours based on a client's NDIS plan	
<input type="checkbox"/>	The potentially serious consequences of advice and its impact on clients		
<input type="checkbox"/>	Managing time to complete non client related work requirements		
<input type="checkbox"/>	Ensuring self-care to prevent burn out		

<b>Approvals</b>	<b>Approver</b>	Director, Human Resources	Date: 15 April 2019	Position Code: DS004
	<b>Review history</b>	V2.0 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.				