

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.

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.
- 70% of speech pathology hours are client related.

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

Relationships

Within The Benevolent Society:

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

Outside The Benevolent Society:

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

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

Individual

- 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

This position may require some flexibility in terms of travel or hours of work:

Travel

- Overnight travel/stays may be required
- Some weekend work may be required
- Some evening work may be required
- Travel between office locations/regions may be required
- Travel to consumers (varied locations) is required
- Use of own registered, insured motor vehicle for business purposes may be required
- 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.

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

Context

- 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

Approver Director, Human Resources **Date:** 27 September 2016 **Position Code:** TBC
Review history V2.0 Release
Advertising

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.