



Position Description

POSITION INFORMATION	
Position Title:	Speech Pathologist NDIS Grade 2
Position Term:	Salaried for one year then ongoing under negotiated fee for service contract
Hours:	Part-time, 3 days per week
Award:	Health Professional Services Award (HSUA 3).
Location:	The Service currently has sites at Lilydale and Belgrave. This position is based primarily at Lilydale but will also work at other sites and in the community.
Team:	Primary Care
Reports To:	Clinical Operations Manager Allied Health and Nursing
Date:	July 2019

ABOUT INSPIRO

Inspiro is a local, not-for-profit health service providing allied health, counselling, dental and health promotion services to the Yarra Ranges community. Inspiro is committed to providing an equitable, inclusive and respectful service and workplace for all. We embrace differences in health needs, and work to provide individuals and communities the care necessary to lead healthier lives.

Our Vision:

Inspiring healthier lives. Our vision is to inspire as many people as we can to identify and achieve their own health goals.

Our Values:

Friendly: we offer a welcoming and accessible place where people are treated with respect and dignity.

Client centred: We support the right of each individual to set their own health goals and actively work alongside and empower people to reach them.

Local: we provide a strong community membership, board and workforce which keeps us grounded on what is important for clients.

Our work environment is based around the workplace values of respect, recognition, collaboration, openness, integrity and empowerment.

POSITION SUMMARY

The position of speech pathologist (adult) is responsible for the provision of assessment and therapy services in an area of clinical expertise requiring special knowledge and depth of experience. The position is able to work independently whilst at the same time contributing strongly to the multidisciplinary healthcare team, and is expected to initiate and participate in teaching, training, research and quality activities. The position will also be expected to represent their program and discipline as delegated by their line manager.

The position aims to provide evidence based, high quality, safe, patient/client centred care that meets current professional best practice standards.

In future, this role will move to fee-for service model.

POSITION RESPONSIBILITIES

Inspiro has as a principle part of its philosophy, an emphasis on illness prevention, early intervention and health promotion. To achieve this, this role will work co-operatively within a team of dedicated professionals, to provide high quality, comprehensive and multi-disciplinary health services.

Clinical Service Delivery

- Provide a “person centred” model of care that focuses on the individual’s needs and circumstances of the client
- Complete complex assessments using both dynamic assessments and a range of assessment tools/frameworks according to professional standards.
- Develop and implement a complex treatment/intervention plan based on clinical assessment, client centred goals and evidence based practice.
- Complete all documentation in a timely and accurate manner in accordance with the organisational standards.
- Demonstrate and foster good understanding of professional values and ethics in clinical work.
- Demonstrate effective communication skills with the multidisciplinary team in both formal and informal settings.
- Demonstrate effective communication and rapport building skills with patients/clients, carers and community agencies.
- Demonstrate clarity in written skills.
- Document clear treatment goals and management plans in the patient Health Record.
- Demonstrate effective communication in providing formal and informal feedback to clients .
- Demonstrate the ability to write reports for the NDIS, being able to convey assessment results in a clear and easy to understand format for readers who are not familiar with speech pathology specific terminology.
- Demonstrate a good understanding of best practice assessment and intervention for augmentative and alternative communication, language and social pragmatics across the life span.
- Demonstrate an ability to provide assessment and management of clients presenting with dysphagia.

Teamwork, Quality Improvement and Professional Development

- Participate in team and service planning and evaluation, health promotion activities, policy development and other project activities as required.
- Actively participate in Inspiro’s continual quality improvement program including the development of new practice models and documentation audits.

- Be committed to ongoing professional development and undertake annual mandatory training.
- Keep up to date with developments and trends within Community Health, Aged and Disability service provision.
- Ensure Inspiro's services are accessible, client focused; developed, delivered and evaluated in partnership with our diverse communities.
- Report any adverse outcome or near miss experienced by the client so that strategies can be implemented to prevent recurrence occurring to any client wherever possible
- Support and value diversity at all levels within the organisation and in all services that we provide by being respectful and appreciating individuals' emotional, intellectual, physical, spiritual and experiential differences and uniqueness.
- Meet Inspiro reporting requirements, including statistical recording and provision of written plans/reports.
- Other duties as directed

Occupational Health and Safety

- Comply with best practice infection control guidelines.
- Comply with all OHS guidelines and contribute expertise when required, to maximizing the safety of staff and clients of the organisation.
- Actively participate in education related to emergency procedures and in some circumstances, first aid courses
- Report any real or potential hazards to staff, clients, visitors or the community

PERFORMANCE OBJECTIVES AND INDICATORS

Performance Targets

- Achievement of 6 billable hours per day
- 5 sessions per day
- 6 new clients per fortnight

Practice Framework

- Compliance with Inspiro Primary Care Speech Pathology service model and practice framework
- Compliance with Inspiro policy and procedures
- Compliance with documentation and data reporting requirements
- Compliance with file audits and peer review

Quality Improvement and Evaluation

- Evidence of participation in quality improvement activities
- Evidence of participation in professional development activities relevant to the position
- Review programs and groups annually

Performance objectives and indicators will be discussed with your manager and a workplan developed.

KEY SELECTION CRITERIA

Qualifications, knowledge and experience

- Recognised tertiary qualification in Speech Pathology.
- Eligibility for practicing membership of Speech Pathology Australia.

- Advanced clinical and problem-solving skills in independently managing a complex caseload.
- Demonstrated ability to assess individuals with complex communication needs.
- Demonstrated ability to assess and implement non electronic and electronic augmentative and alternative communication with a range of client ability and ages.
- Demonstrated ability to assess and implement therapy for individuals whose goals relate to social skills improvement.
- High level communication skills, both written and oral.
- Demonstrated capacity to work in a multidisciplinary team.
- Demonstrated ability to introduce innovative clinical practice.
- Commitment to improving own skills and undertaking quality and research activities.
- Demonstrated understanding of professional codes of conduct.
- Excellent time management skills.
- Ability to efficiently and independently manage and prioritise a complex clinical workload.
- Current Victorian Driver's Licence and the ability to drive a range of vehicles as required
- Current Working with Children's Check valid for employment purposes.

Employment is subject to a police check. Persons who have worked overseas may be required to obtain an international police check.

ACKNOWLEDGEMENT

I acknowledge and agree with the above position description.

Signed:

Employee Name:

Date: