

## Employee Position Description

Position Details		
<b>Position Title:</b> Speech Pathologist – Child & Family Services Team	<b>Department:</b> Child and Family Services	<b>Agreement:</b> Victorian Stand-Alone Community Health Centres Allied Health Professionals Community Health Agreement 2022-2026
<b>Reports To:</b> Manager Child and Family Team	<b>Location:</b> Lilydale	
<b>Direct Reports:</b> Nil	<b>Employment Status:</b> Permanent full or part time	<b>Classification:</b> Grade 1 or 2 (year level depending on experience)
Position Primary Purpose		
<p>This position will provide an efficient, high quality, evidence-based, paediatric speech pathology service to eligible children and their families as part of an Access Health and Community integrated Child and Family Team service.</p> <p>The position encompasses promotion of health and wellbeing across the spectrum from prevention and early intervention through to a range of treatments for various conditions. The role is expected to foster an environment that reflects our consumer focus of client centred care. All staff at Access HC work within the social model of health.</p> <p>This position will be funded through a mix of options including public, NDIS, and other funding as available.</p>		
Decision Making Authority	Key Relationships	
<b>Decisions made independent of Manager</b> <ul style="list-style-type: none"> <li>Client management specific to speech pathology</li> </ul>	<b>Internal</b> <ul style="list-style-type: none"> <li>Managers/Senior Clinicians - CFT</li> <li>Allied Health Clinicians - CFT</li> <li>NDIS Liaison Support Staff</li> <li>Child and Family Intake team staff</li> <li>Reception/Administration Staff – CFT &amp; Other</li> </ul>	<b>External</b> <ul style="list-style-type: none"> <li>All contacts directly related to service delivery</li> <li>All relevant referrers</li> </ul>

*This position description provides a comprehensive, but not exhaustive, outline of the key activities of the role. AccessHC employees will therefore be expected to comply with manager's directions when and as required, which may include completion of duties not listed in this document.*

Key Accountabilities	
Focus Areas	Responsibilities
Service Delivery & Development	<p><b>Provision of centre-based, telehealth and outreach services &amp; programs</b></p> <ul style="list-style-type: none"> <li>• Operate a paediatric speech pathology service within multi and transdisciplinary teams to ensure the delivery of centre based and outreach services to all eligible clients</li> <li>• Assess, plan and provide interventions for a caseload of pre-school and school aged children</li> <li>• Initiate, plan, implement and evaluate group therapy programs for children as appropriate</li> <li>• Participate in client care meetings and department meetings for the purposes of team care planning, case conferencing and client review</li> <li>• In collaboration with other AccessHC Child &amp; Family service staff and management, review the content of individual &amp; group programs and make service changes based on the outcome of these reviews</li> </ul> <p><b>Provision of family-centred and strength-based service</b></p> <ul style="list-style-type: none"> <li>• Work with the child and their family as equal and active partners to ensure family centred practice</li> <li>• Set goals and service delivery plans that are based on the family's priorities and choices</li> <li>• Build on the family's strengths and develop the family's resources to facilitate meaningful outcomes for the child and family</li> <li>• Deliver services that are sensitive and respectful of the family's cultural, language and social background</li> </ul> <p><b>Promotion of child development through a child's natural environment</b></p> <ul style="list-style-type: none"> <li>• Work with the child and their family through play and routines to ensure meaningful outcomes</li> <li>• Deliver services in the home, community and childhood settings to ensure functional outcomes</li> <li>• Facilitate inclusion and meaningful participation in home and community life, providing supports as needed</li> </ul> <p><b>Collaboration with the child's team</b></p> <ul style="list-style-type: none"> <li>• Work together with the family, members of the Access HC Child &amp; Family Services Team, early childhood practitioners and other carers as a team around the child to ensure a coordinated service approach</li> </ul>

*This position description provides a comprehensive, but not exhaustive, outline of the key activities of the role. AccessHC employees will therefore be expected to comply with manager's directions when and as required, which may include completion of duties not listed in this document.*

Key Accountabilities	
Focus Areas	Responsibilities
	<ul style="list-style-type: none"> <li>Act as a child's key worker where designated, providing the family with a main point of contact and helping to coordinate service delivery</li> <li>Liaise with referral agencies to ensure continuity of care</li> </ul> <p><b>Provision of capacity building service</b></p> <ul style="list-style-type: none"> <li>Build the skills and knowledge of the people who spend most time with the child to deliver a greater impact on the child's learning and development.</li> <li>Develop and foster professional relationships with other providers and agencies in the community to ensure that effective referrals and sustainable self- management opportunities for clients are offered.</li> </ul> <p><b>Provision of evidenced-based and outcome-based services</b></p> <ul style="list-style-type: none"> <li>Base intervention on sound clinical evidence and research to ensure effective and accountable practice.</li> <li>Focus on what the family wants for their child and family, using professional knowledge and expertise to deliver the best outcomes for the child</li> </ul>
<b>Maintenance of appropriate documentation</b>	<ul style="list-style-type: none"> <li>Maintain progress notes to ensure documentation of services provided.</li> <li>Record and maintain child and family goals, including strategies, time frames and who will be involved to work on the goals.</li> <li>Provide written reports and assessments required to meet the service goals agreed with the family.</li> </ul>
<b>Participation in the development of the Child and Family Services Program to achieve Access Health and Communities Vision for Excellence</b>	<ul style="list-style-type: none"> <li>Be an active participant in the ongoing development of the Child and Family team plan.</li> <li>Ensure up-to-date sector knowledge including NDIS, DET and other Community Health Services.</li> </ul>
<b>Professional Development &amp; Other</b>	<ul style="list-style-type: none"> <li>Actively participate in relevant continuing professional development as required for maintenance of registration and role</li> <li>Develop and maintain the Scope of Practice and Competency requirements for your role</li> </ul>

*This position description provides a comprehensive, but not exhaustive, outline of the key activities of the role. AccessHC employees will therefore be expected to comply with manager's directions when and as required, which may include completion of duties not listed in this document.*

Key Accountabilities	
Focus Areas	Responsibilities
	<ul style="list-style-type: none"> <li>Actively participate in case conferences, reflective practice and supervision to maintain high quality professional skills.</li> <li>Provide clinical education to allied health students in line with a Grade 1 or Grade 2 scope of practice, and actively participate in workforce development.</li> </ul>
AccessHC Values	<ul style="list-style-type: none"> <li>Through actions and behaviour, demonstrate AccessHC Values of; <b><i>Equity, Collaboration, Integrity, Accountability, Innovation</i></b> and <b><i>Excellence</i></b>.</li> </ul>
Governance and Compliance	<ul style="list-style-type: none"> <li>Act in accordance with AccessHC's policies, procedures and code of conduct.</li> <li>Maintain updated and valid credentials in accordance with relevant legislation and industry requirements where applicable to the position.</li> <li>Participate in mandatory training requirements to support the delivery of a safe and effective service.</li> </ul>
Workplace Health and Safety	<ul style="list-style-type: none"> <li>Act in accordance with health and safety policies and procedures at all times.</li> <li>All staff are required to take reasonable care for their own health and safety and that of other personnel who may be affected by their conduct.</li> </ul>

*This position description provides a comprehensive, but not exhaustive, outline of the key activities of the role. AccessHC employees will therefore be expected to comply with manager's directions when and as required, which may include completion of duties not listed in this document.*

Selection Criteria	
<p><b>Mandatory selection criteria items</b></p> <ul style="list-style-type: none"> <li>• Police Check</li> <li>• International Police Check</li> <li>• Working with Children Check</li> <li>• NDIS Worker Screen</li> <li>• Registration with Speech Pathology Australia</li> <li>• Driver's Licence</li> </ul> <p><b>Key selection criteria items</b></p> <ul style="list-style-type: none"> <li>• Tertiary qualification in speech pathology</li> <li>• Experience working with children in a health or community-based setting</li> <li>• For a Grade 2 role, minimum of 3 years' experience working with children in a speech pathology position</li> <li>• Demonstrate knowledge of typical and atypical childhood development in order to understand the child's developmental delay or disability</li> <li>• Demonstrate skills in speech pathology assessment and intervention, based on current evidenced-based practice to ensure positive outcomes for the child and family</li> <li>• Experience in planning and delivering group therapy programs</li> <li>• Proficiency in Microsoft Office and relevant software applications</li> </ul>	<p><b>Attributes we value</b></p> <ul style="list-style-type: none"> <li>• Ability to work both independently and as part of a team</li> <li>• Strong communication and interpersonal skills</li> <li>• Demonstrated ability to relate to people from a diverse range of social, cultural and ethnics backgrounds</li> <li>• Commitment to continuous quality improvement and health promotion principles</li> <li>• Effective time management and prioritisation skills</li> <li>• Well-developed presentation and report writing skills</li> <li>• High level of accuracy and attention to detail</li> <li>• High level of cultural sensitivity and awareness</li> <li>• Strong analytical and problem-solving skills</li> <li>• Demonstrated ability to work in a team environment</li> <li>• Demonstrated behaviours consistent with AccessHC values</li> </ul>
<p><i>Access Health and Community is an equal opportunity employer committed to providing an inclusive working environment that embraces and values all people, regardless of cultural background, age, gender identity, sexuality or lived and living experience. We value the diversity and strength of Aboriginal and Torres Strait Islander cultures and are committed to delivering on our vision for reconciliation through our recruitment and employment practices. Access is required to undertake compliance checks; however, a record of criminal history does not preclude applicants from applying for suitable positions. All applications will be assessed on a case-by-case basis and managed in a confidential and practical manner</i></p>	

*This position description provides a comprehensive, but not exhaustive, outline of the key activities of the role. AccessHC employees will therefore be expected to comply with manager's directions when and as required, which may include completion of duties not listed in this document.*

Authorisations	
<p><b>Employee Name:</b></p> <p><b>Signature:</b> _____</p> <p><b>Date:</b>   /   /</p>	<p><b>Manager Name:</b></p> <p><b>Signature:</b> _____</p> <p><b>Date:</b>   /   /</p>

*This position description provides a comprehensive, but not exhaustive, outline of the key activities of the role. AccessHC employees will therefore be expected to comply with manager's directions when and as required, which may include completion of duties not listed in this document.*