

Employee Position Description

Position Details				
Position Title: Speech Pathologist Grade 1	Department: Allied Health	Agreement: Agreement: Victorian Stand Alone Community Health Centres, health professionals Multi-Employer enterprise Agreement 2018-2022		
Reports To: Speech Pathology Manager	Location: Predominantly based at Doncaster, with ability to work from all sites			
Direct Reports: Nil	Employment Status: Full Time Permanent	Classification: Grade 1 (Year 3 or 4 only) will be as per EBA above		
Position Primary Purpose				
<p>To deliver clinical services across revenue streams relevant to community based Speech Pathology services including but not limited to HACC, CHSP, NDIS HCP and Fee For Service (FFS). This position will have a clinical caseload and provide Speech Pathology services for clients 18 years and over with complex chronic and lifelong conditions including; progressive neurological disease, acquired brain injury, aged care and palliative care, acute conditions as appropriate for community based services and frailer, older people. Services will include home based, community based, and centre based interventions as required. Telehealth via videoconferencing is also offered.</p> <p>This position reports to the Manager of Speech Pathology, and will receive clinical supervisory support either internally or externally as negotiated with the manager.</p> <p>The candidate is expected to foster an environment that reflects consumer and person-centred care focus. This includes working with clients and carers to assist them to achieve their participation, and health related goals, using a multidisciplinary team approach. The position encompasses promotion of health and wellbeing across the spectrum from prevention, early intervention through to a range of services for various conditions</p>				
Decision Making Authority		Key Relationships		
<p>Decisions made independent of Manager</p> <ul style="list-style-type: none">Decisions relating to clinical service delivery, unless significant risk to Client or staff is identified where clinician is not familiar with standard practice or management of this risk		<p>Internal</p> <ul style="list-style-type: none">Clinical Supervisor –Grade 2 Speech PathologistSenior Clinician Speech PathologyManager of Speech PathologySenior Manager Allied HealthNDIS Coordinator and NDIS admin support workerIntake & Reception StaffColleagues in Allied Health, Mental Health, Child & Family, Dental, Medical and Community services		
<p><i>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.</i></p>				
Version No: 1	Last Updated: 25/7/22	Author: SP Team and L Thompson	Approved By L Thompson	Page 1 of 5

Key Accountabilities				
Focus Areas		Responsibilities		
Provision of clinical services		<ul style="list-style-type: none">• Provide speech pathology services at industry benchmark level for community based clients including involvement of other members of the multidisciplinary team where indicated• To conduct standardised and functional assessments, planning, implementing and managing swallowing, and communication disorders in adults.• Competency in referring for instrumental swallowing assessments including videofluoroscopic swallow studies and flexible endoscopic evaluation of swallow.• Competency in interpreting and implementing results of instrumental swallowing assessments including videofluoroscopic swallow studies and flexible endoscopic evaluation of swallow.• Provide person and family centred speech pathology services• Demonstrate culturally aware and culturally sensitive speech pathology services.• Proactively identify own educational and learning needs, seeks information from a wide range of sources and support evidence based service delivery.• Be aware of and compliant with documentation, record keeping and administrative requirements of all funding streams, legislation and Access Health & Community Policies and Procedures relevant to community based Speech Pathology• Meet Targets and Key Performance Indicators relevant to your role and in compliance with Government and Access Health and Community standards• Partner with consumers to deliver care ensuring compliance with National Safety and Quality Standards, relevant Government and Funding stream requirements and Access Health & Community Policies and Procedures.• Develops effective collaboration with the multidisciplinary team to enhance clinical outcomes of clients• Takes responsibility for accurate, timely work results• Provide excellent client experience demonstrating sound clinical judgement and ability to work collaboratively with clients to help them achieve their goals.• Contributes to organisational quality improvement• Provide high value healthcare• Understand roles and interdependencies of other departments and divisions at AccessHC• Understands funding and revenue streams relevant to providing based Speech Pathology services		
Professional development and supervision		<ul style="list-style-type: none">• Maintain continuous professional development (CPD) requirements for registration• Maintain and develop Scope of Practice and Competency requirements for your role.• Engage in and support the Supervision framework for the Speech Pathology and Allied Health Assistants team.• Proactively identify own educational and learning needs, seeks information from a wide range of sources and support evidence based service delivery.• Contribute to the delivery of practical placements and supervision of Speech Pathology students• Demonstrate commitment to continuous professional development and quality improvement• Supervise and delegate appropriate clinical and administrative tasks to Allied Health Assistants and volunteers• Participate in a portfolio group or special project as directed and supported by supervisor, senior clinician or Speech		
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.				
Version No: 1	Last Updated: 25/7/22	Author: SP Team and L Thompson	Approved By L Thompson	Page 2 of 5

Key Accountabilities	
Focus Areas	Responsibilities
	Pathology manager.
Health promotion	<ul style="list-style-type: none"> Contribute to the provision of health promotion and prevention strategies to individual clients, their families and the broader community.
Models of care	<ul style="list-style-type: none"> Understand and work within an Active Service Model and a Biopsychosocial model of health.
AccessHC Values	<ul style="list-style-type: none"> Through actions and behaviour, demonstrate AccessHC Values of; Equity, Collaboration, Integrity, Accountability, Innovation and Excellence.
Governance and Compliance	<ul style="list-style-type: none"> Act in accordance with AccessHC's policies, procedures and code of conduct. Maintain current and professional credentials in accordance with relevant legislation and industry Participate in mandatory training requirements to support the delivery of a safe and effective service.
Workplace Health and Safety	<ul style="list-style-type: none"> Act in accordance with health and safety policies and procedures at all times. 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. Works collaboratively within and outside the team

Selection Criteria

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.

Version No: 1	Last Updated: 25/7/22	Author: SP Team and L Thompson	Approved By L Thompson	Page 3 of 5
---------------	-----------------------	--------------------------------	------------------------	-------------

<p>Standard selection criteria items</p> <ul style="list-style-type: none"> • Police Check • International Police Check (if applicable) • NDIS Worker Screening Check • Working With Children Check • Professional Registration • Driver's Licence (driving is an inherent requirement of the role) <p>Qualifications, registrations and experience</p> <ul style="list-style-type: none"> • Bachelor or Masters of Speech Pathology or relevant other • Eligible for membership to Speech Pathology Australia SWEP registered (or eligible to apply) • Proficiency in Microsoft Office and relevant software applications 	<p>Key skills and attributes</p> <ul style="list-style-type: none"> • Demonstrated clinical skills and experience in the delivery of Speech Pathology services with any one of the following; progressive neurological, mental health or disability diagnosis, chronic disease, age related conditions. • Understanding of fee for service model of care, NDIS and My Aged Care • Experience working with a broad range of clients with acquired communication and swallowing disorders or other language and speech disabilities. • Recognition of and escalation where necessary for clients who present with aspiration which is either significant or appears to be rapidly deteriorating • Demonstrated ability to function as part of a multi-disciplinary team • Experience in supervising allied health assistants, volunteers and/or students • Well-developed written and verbal communication skills • Experience in communicating and working with people from a diverse range of social, cultural and ethnic backgrounds • Bilingual language skills are highly valued • Commitment to continuous quality improvement and health promotion principles • Effective time management and prioritisation skills • Demonstrated behaviours consistent with AccessHC values • Driver's Licence (only if driving is an inherent requirement of the role)
---	--

AccessHC is a Child Safe Organisation.

AccessHC actively supports an inclusive culture and celebrates its diversity. We encourage applications from people with disabilities, diverse genders and sexualities, Aboriginal peoples and people from a culturally and/or linguistically diverse background.

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

Version No: 1	Last Updated: 25/7/22	Author: SP Team and L Thompson	Approved By L Thompson	Page 4 of 5
---------------	-----------------------	--------------------------------	------------------------	-------------

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.

Version No: 1	Last Updated: 25/7/22	Author: SP Team and L Thompson	Approved By L Thompson	Page 5 of 5
---------------	-----------------------	--------------------------------	------------------------	-------------