

## 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 Standalone Community Health Centres Allied Health Professional Enterprise Agreement 2021-2022
<b>Reports To:</b> Manager: Clinical Operations: Child & Family Services Team	<b>Location:</b> Will be required to work at one – two CFT sites in the Inner East	
<b>Direct Reports:</b> Nil	<b>Employment Status:</b> Permanent Full time	<b>Classification:</b> Grade 1 or 2 (year level depending on experience)
Position Primary Purpose		
<p>We aim to 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 Services system.</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 such as public funding, full fee paying, Medicare and NDIS packages</p>		
Decision Making Authority	Key Relationships	
Decisions made independent of Manager <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>Customer Service /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>

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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 therapy 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>

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Key Accountabilities	
Focus Areas	Responsibilities
	<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> <li>• Act as a child’s key worker 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>

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Key Accountabilities	
Focus Areas	Responsibilities
<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 Scope of Practice and Competency requirements for your role</li> <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 and actively participate in workforce development</li> </ul>
<b>AccessHC Values</b>	<ul style="list-style-type: none"> <li>Through actions and behaviour, demonstrate AccessHC Values of; <b><i>Equity, Collaboration, Integrity, Accountability, Innovation and Excellence.</i></b></li> </ul>
<b>Governance and Compliance</b>	<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>
<b>Workplace Health and Safety</b>	<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>

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**Selection Criteria**

<p><b>Mandatory selection criteria items</b></p> <ul style="list-style-type: none"> <li>• Police Check</li> <li>• International Police Check if lived o/s</li> <li>• Working with Children Check</li> <li>• NDIS Worker Screen</li> <li>• Professional Registration</li> <li>• Medicare Registration Provider Number</li> <li>• Driver’s Licence</li> </ul> <p><b>Key Selection Criteria</b></p> <ul style="list-style-type: none"> <li>• Tertiary qualification in speech pathology with a minimum of 3 years’ experience in a paediatric setting</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>• Ability to work both independently and as part of a team</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</b></p> <ul style="list-style-type: none"> <li>• A passion to deliver an exceptional customer service engagement with all customer</li> <li>• An ability to work sensitively with people of diverse cultures, abilities, ages, sexualities and gender identities</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>• Demonstrated ability to work in a team environment</li> <li>• Demonstrated behaviours consistent with AccessHC values</li> </ul>
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Access Health and Community (AccessHC) is a Child Safe Organisation that values inclusivity and diversity. We encourage applications from people with disabilities, those with lived experience of mental health and/or alcohol and other drugs (AOD) challenges, and those with diverse genders and sexualities.

At AccessHC, our vision for reconciliation is an Australia where Aboriginal and Torres Strait Islander peoples experience equitable health and social outcomes. Our Reflect Reconciliation Action Plan (RAP) will contribute to achieving reconciliation. We will seek an understanding of and acknowledging histories and injustices, support the active expression of culture, build strong, trusting relationships, and apply culturally appropriate practices within our work.

We will work in partnership with Aboriginal and Torres Strait Islander peoples to create a welcoming and safe place for everyone at our services. AccessHC acknowledges the Wurundjeri Woi-wurrung people, who are the Traditional Owners of the land on which we work. We pay our respects to Wurundjeri Elders past, present, and future, and extend that respect to other Aboriginal and Torres Strait Islander people and we acknowledge that sovereignty was never ceded.

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As a vaccine positive organisation, we encourage COVID-19 vaccinations and require successful applicants to undergo a Working With Children Check, Police Check and potentially an International Check.

**Authorisations**

**Employee Name:**

**Signature:** \_\_\_\_\_

**Date:**

**Manager Name:**

**Signature:** \_\_\_\_\_

**Date:**

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