

The purpose of this position

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.

About the position

- This position is within Disability Services directorate.
- This position **reports to** the Team Leader.
- This position does not have any direct reports.
- The position is designated Band 7 under the ***Schedule of Authorities and Delegations***.
- The position is a: Budget holder Has designated revenue or billing targets.
- This position is a TRP grade/ Classification level.
- This position maybe advertised externally as Speech Therapist / Speech Pathologist or Senor.....

Key areas of responsibility

- 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.

This position may be offered as a specialisation:

- For example, Senior Speech Pathologist

Where the role is offered as a specialisation the position holder would typically:

- Support clients with more complex needs.

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- Coach, advise and provide on the job support to other team members to enhance quality and culturally appropriate speech pathology interventions.
- Promote evidence based speech pathology practice and provide coaching, mentoring and supervision to other speech pathology therapy staff.
- Work in collaboration with other Senior Clinicians to monitor, develop and improve clinical service provision.
- Work in accordance with the Professional Governance Framework to ensure the services and support we provide to our clients and each other are person centred, connected, effective, and safe.

Key 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 focused.
- Services provided are understood by the client their family/carers and the multidisciplinary team.
- 70% of speech pathology hours are client related.

Key Capabilities

- 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
- Where the position is offered as a specialisation; at least 5 years demonstrated experience required and the capacity to coach and mentor others

People who know this position say that

People who know this position say the things that might make your day are:

- 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

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- Being able to positively influence an approach and thus the outcome

People who know 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

Work and flexibility

While The Benevolent Society has great tools to connect us remotely, sometimes we will need to connect in person. This means we need to travel on occasion.

This position may require:

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| <input checked="" type="checkbox"/> Overnight travel/stays. | <input checked="" type="checkbox"/> Weekend work. |
| <input checked="" type="checkbox"/> Travel between office locations/regions. | <input checked="" type="checkbox"/> Evening work. |
| <input checked="" type="checkbox"/> Travel to clients (varied locations). | <input checked="" type="checkbox"/> Special event support. |
| <input checked="" type="checkbox"/> Use of own registered, insured (comprehensive) motor vehicle. | |
| <input checked="" type="checkbox"/> Use of TBS pool cars. | |

Key relationships

We work collaboratively with others. This position works closely with:

Within The Benevolent Society:

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

Outside The Benevolent Society:

- Clients
- Families, carers, and other stakeholders
- Community Partners
- Other service providers and agencies
- Other health practitioners