

Speech Pathologist

Including specialisation



The purpose of this position

The **purpose** of the position is 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 allows for flexibility.
- The position leads a team.
- 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 maybe advertised externally as Speech Therapist or Speech Pathologist.

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.
- Client services are to be primarily provided in person either at the client's home or other agreed appropriate location.
- 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.

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

- Support clients with more complex needs.
- 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 way we work with clients is effective and appropriate support interventions are identified.
- Disability service staff and families feel supported when working with clients with complex needs.
- Processes and frameworks are well understood within the team.
- Occupational Therapy support services are timely and effective.

Key Capabilities

Essential criteria

- Degree in Speech Pathology.
- Membership with Speech Pathology Australia.
- Previous experience working with children, adults, care givers and families.
- Where the position is offered as a specialisation; at least 5 years demonstrated experience required and the capacity to coach and mentor others.

Key attributes

- Ability to communicate effectively with children, young people, and adults.
- Understanding of the impact of disability and trauma and the effect on behaviour and development.
- Ability to support children and adults, team members, carers, schools, and families to better understand the role of occupational therapy and the benefits for children and adults.
- Ability to assess circumstances from multiple views and understand underlying agendas.
- Ability to apply evidence informed practice to optimise outcomes.
- Ability to translate complex theories in an easily understood, practical way.
- Strong analytical and report writing skills.
- Ability to work flexible hours.
- Current drivers' licence.
- Ability to travel is a necessary requirement of the position as is the ability to work across different working environments such as client homes, schools, day programs and in the community.

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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 client.
- Working with the team to get a comprehensive view and reach better outcomes.
- Reflecting on positive feedback when suggestions have been helpful.
- Giving back to the profession through communities of practice.
- Being able to positively influence an approach and thus the outcome.

People who know this position say some key challenges you might experience are:

- Frameworks for assessment don't always exist – sometimes practical applications of knowledge/ frameworks need to be developed.
- The potentially serious consequences of advice and its impact on clients.
- Ensuring self-care to prevent burn out.
- Managing aggressive and/or abusive responses from stakeholders.
- Ability to say no when there is a concern workload may affect capacity to make safe decisions.
- Managing time to complete.

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:

- Managers and Team Leaders
- Case Managers/Client Support Partners
- Behaviour Support Practitioners
- Other allied health practitioners
- Staff within other Benevolent Society teams

Outside The Benevolent Society:

- Clients
- Disability Support Staff
- Local schools
- Allied health practitioners

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