

Position	Speech Pathologist
Classification	Grade 1 to Grade 2 Dependent upon qualifications and experience
Award	Allied Health Professionals (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2021-2026
Reports to	Allied Health Team leader
Direct reports	NA
Key relationships	RNH Allied Health and Nursing Team members, Consumers,
Hours of Work	Part Time - Full time, (0.8 – 1.0 EFT)

About Rural Northwest Health:

Rural Northwest Health employs 290 team members across the campuses of Warracknabeal, Beulah and Hopetoun. The organisation has a total of 290 team members, including 20 within the Allied Health team. Across the three campuses, Rural Northwest Health provides centres for community outpatient services along with 16 acute beds and 90 residential aged care (RAC) beds, including 15 in the award-winning memory support unit. The population of the communities served by Rural Northwest Health is about 5000 people within the Yarriambiack Shire.

Rural Northwest Health is committed to achieving optimal health and wellbeing outcomes for all residing in the Wimmera Mallee community. We believe that our consumers are entitled to quality health care that respects their dignity, beliefs and rights regardless of their cultural, spiritual or socio-economic background. We have two significant strategic areas, which are:

- Build business capability
- Respond bravely and innovatively to opportunities that improve local health outcomes

Position Summary:

The Speech Pathologist is responsible for delivering quality consumer focused speech therapy services to community clients including assessment and intervention of children prior to school commencement, acute inpatients, and consumers at Rural Northwest Health. The Speech Pathologist is required to be an active participant of the Allied Health team, using their clinical skills and capabilities to support and maximise our consumer's potential to achieve their goals.

Key responsibilities:

- Provide quality speech pathology services to (outpatient/primary care) community consumers, including but not limited to- paediatric and adult consumers with speech, language, voice, fluency and swallowing difficulties.
- Complete speech pathology assessments, determine client centered therapy goals and plans, implement intervention and regularly evaluate and complete reviews with due regard to the wellbeing needs of the consumer.
- Provide speech pathology services to consumers admitted to the Acute unit and play an active role in discharge planning.
- Perform assessments and implement appropriate speech pathology management and intervention of consumers' within Rural Northwest Health's residential aged care facilities.

- Develop and maintain close working relationships with other health professionals and professionals. An integrated approach to service provision and regular communications between team members is essential.
- Participate in community engagement and programs to support growth and accessibility of the speech pathology services.
- Complete quality projects and participate in relevant meetings.
- Efficiently undertake administrative duties such as statistics, consumer documentation and reports.

Key position accountabilities:

Leadership, Communication & Stewardship:

- Influences other team members to bring their best by providing encouragement and being thankful.
- Speaks with others respectfully and in a way they can understand.
- Acts in a way that values diversity.
- Takes care when using physical resources & environment.

Health and Safety:

- Acts in a way that maintains health and safety for self and others.
- Adheres to safe work practices relevant to context.
- Guides, monitors and maintains health and safety for others.
- Promptly reports issues that might put self or others at risk, incidents & near misses and responds appropriately to risks and reports from others.
- Knows what to do in an emergency relevant to role.

Personal and professional development:

- Maintains practice within framework established by legislation, national and state policy.
- Completes mandatory education requirements for the role.
- Recognises areas of strength and areas for development.
- Takes part in personal development plans with manager &/or educator.
- Manages own continuing professional development portfolio and contributes to the development of learners and other team members.

Quality and Improvement:

- Understands and acts according to role to achieve the Commonwealth Home Support Program guidelines, Aged Care Quality Standards &/or National Standards.
- Works consistently in line with policies, practice standards and work plans.
- Maintains quality of own work.
- Asks for help and guidance when tasks are outside experience and competence.
- Supports others to achieve team goals.
- Makes changes in own work practice and offers suggestions to improve services and care.
- Takes pride in a personal presentation.

Information management:

- Communicates accurate and relevant information to appropriate people and in line with the role and organisational policy and procedures.
- Uses social media responsibly and respectfully at all times.
- Complies with legislative requirements related to documentation and information pertaining to consumers, team members and the operations of all Rural Northwest Health facilities.
- Utilises information technology as appropriate in the performance of the role.

Key selection criteria:**Essential:**

1. Bachelor of Speech Pathology.
2. Current certified practising membership with Speech Pathology Australia.
3. Ability to plan, implement and evaluate a range of speech therapy person centered programs.
4. Sound written and computer skills, including the ability to develop quality reports within designated time frames.
5. Highly developed Interpersonal and communication skills with the ability to work well in a team environment.
6. Ability to work effectively with the interdisciplinary team.
7. Demonstrated ability to manage own workload and meet deadlines.

Certificates, licenses and registrations:

- Current employee police check (dated within 12 months of commencement date)
- Current employee Working with Children's check.
- Current driver's licence.

Other requirements:

- Must provide current evidence of immunisation history and/or serology results.

Employee declaration:

I declare that I understand the position description and the requirements of this position. I declare that I have the capabilities to fulfil the key responsibility areas of this position.

I understand that the information provided in this document is a general outline and does not encompass all aspects of the position.

Employee signature: _____

Employee name: (please print) _____ **Date** ____/____/____