

Position Details

Position Title	Speech Pathologist
Mode of Employment	1 Full time
Award/EBA	Employed under the terms and conditions of the <i>Health Services Union – Health Professionals – Multiple Enterprise Agreement</i>
Classification	Grade 2, year level dependent on experience of applicant
Hourly Rate	Dependant on experience
Salary Packaging	Up to \$15,900 per annum is available. Other eligible packaging items may apply.
Department/Team	Allied Health/Speech Pathology Team
Location	Hawthorn/Doncaster
Reports to	Manager of Speech Pathology Services
Direct Reports	Nil
Probationary Period	A three month probationary period will apply
Working with Children Check required	Yes, a requirement for the position
Disability Worker Exclusion Check required	Yes, a requirement for the position
Medicare Registration Provider number required	Not required
Professional Registration required	Speech Pathology Australia Membership
Police Check required	Yes, upon initial appointment
Driver's Licence required	Yes, current Victorian driver's licence

Position Summary

Organisation Background	Access Health and Community (AccessHC) is the new name for Inner East Community Health Service and Manningham Community Health Service. AccessHC operates in the Cities of Boroondara, Manningham and Yarra offering a range of medical, health and community services.
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	<p>AccessHC is a not for profit organisation with caring at its centre. Employing over 250 staff, our Mission is to build healthier lives together with our communities and deliver excellent health services for all. A high priority is placed on improving the quality of our client’s lives through health education and health promotion and the delivery of integrated services. Whilst the majority of services are provided through funding from Federal and State Government programs, private practitioners also operate at the clinical sites.</p> <p>AccessHC maintains the following Values:</p> <p>Equity <i>We believe everyone is entitled to good health</i></p> <p>Collaboration <i>We work together to achieve our goals</i></p> <p>Integrity <i>We act honestly and ethically at all times</i></p> <p>Accountability <i>We take ownership of our actions and behaviours to ensure we achieve our goals</i></p> <p>Innovation <i>We drive innovation for better care</i></p> <p>Excellence <i>We strive to be the best at what we do.</i></p>
<p>Position Purpose</p>	<p>The purpose of this position is to provide high quality Speech Pathology services to HACC, CHSP and NDIS eligible clients 18 years and over. We aim to maintain client’s independence and ability to remain living at home. Priority clients have a disability, or are aged and frail (plus their carers). Services are delivered in the clinic or within client’s homes.</p> <p>This position reports to the Manager of Speech Pathology and external clinical supervision available on a regular basis.</p> <p>The Speech Pathologist will manage a caseload of adult clients from both our Doncaster and Hawthorn sites, to support our part time Speech Pathologists based at Hawthorn/Doncaster and to assist with clinical demand and growth of Speech Pathology services particularly in the area of complex disability and NDIS.</p> <p>The clinical caseload is varied and includes clients with neurological diagnoses, functional decline, adults/older adults with chronic and complex needs and those with intellectual disability. The Speech pathologist is responsible for clinical assessment and management of dysphagia, assessment of complex communication needs, provision of carer education and training and recommendations for augmentative and alternative communication (AAC).</p> <p>Our organisation has a strong commitment to promote a ‘wellness’ or ‘active-ageing’ approach by encouraging independence and autonomy for our clients.</p>

Key responsibilities

<p>Key areas of accountability</p>	<p>Client service delivery</p> <ul style="list-style-type: none"> • Management of the day-to-day running of the adult speech pathology service at our Doncaster sites, to ensure the delivery of speech pathology services are provided to eligible clients. • Develop client-centred, interdisciplinary goals in collaboration with the client, carers and other team members. • Provide timely handover/feedback of assessment recommendations to service providers • Identify where clients need additional support services and make appropriate referrals • Liaise with AccessHC intake team, reception, medical, dental, nursing and allied health staff on all adult Speech Pathology service matters as requested. • Work with clients and their families to increase their capacity to make choices that enhance their health and wellbeing • Work with the manager of Speech Pathology services and department colleagues to develop the speech pathology service including identifying service gaps • 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 • Participate in client care meetings for the purposes of team care planning, case conferencing and reviews as relevant. • Attend relevant meetings including, team meetings, departmental meetings, and Whole of Agency. <p>Clinical supervision and professional development</p> <ul style="list-style-type: none"> • Provide clinical supervision to speech pathology and other health professional students • Engage in continued professional development and support team with relevant training programs. • Participate in monthly clinical supervision sessions with external provider. <p>Record Keeping and Reporting</p> <ul style="list-style-type: none"> • Complete client records of assessment and treatment in accordance with AccessHC organisational procedures • Record all relevant statistical information and other data as required by AccessHC • Meet Targets and Key Performance Indicators relevant to your role, 6.5 clinical hours per day • Maintain security of client files and data in accordance with AccessHC procedures <p>Partnerships and Health Promotion</p> <ul style="list-style-type: none"> • Work with external services and agencies to improve health services for the community including contributing to external committees, networks, working parties and reference groups
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	<ul style="list-style-type: none"> Facilitate and support community participation and action to promote health, well-being, independence and empowerment Assist clients and their families with health promotion and prevention strategies <p>Models of Care</p> <ul style="list-style-type: none"> Understand and work within the biopsychosocial model of health Apply principles of Chronic Disease Management for clients with chronic and complex needs Encourage clients to be engaged with managing their own health Social participation model of care <p>Professional Development and Students</p> <ul style="list-style-type: none"> Maintain and develop your Scope of Practice and Competency requirements for your role Participate in external clinical supervision
Other responsibility areas (all staff)	<p>Quality and Risk Management</p> <p>Develop and maintain a sound knowledge of and commitment to AccessHC policies and procedures</p>
	<p>Occupational Health and Safety</p> <p>Ensure that work and services are provided in a safe manner at all times by regularly reviewing practices and environment and by participating in Health and Safety training as required</p>
	<p>Professional Development</p> <p>Actively participate in relevant continuing professional development as required</p>
	<p>Standard of Conduct</p> <p>To abide by the policies and procedures of AccessHC applicable to the maintenance of good order and conduct. To maintain a harmonious and courteous attitude towards clients, the public and other staff</p>

Position Requirements

Applicants are required to provide a written statement addressing the Key Selection Criteria (KSC) with the Cover Letter.

Key Selection Criteria	<i>M = Mandatory D = Desirable</i>
Bachelor of Speech Pathology or equivalent tertiary qualification and eligibility for membership of the Speech Pathology Australia.	M
Experience working within a multidisciplinary setting including experience working with a broad range of clients with acquired communication and swallowing disorders or other language and speech disabilities.	M

Align with the values of Access Health and community of Equity, Collaboration, Integrity, Accountability, Innovation, Excellence	M
Demonstrated skills and experience in the delivery of Speech Pathology services	M
Experience and understanding of issues arising when working with people who are frail aged, disabled, have chronic conditions or live in a disadvantaged community group.	M
Ability to work autonomously, make decisions, organise own workload, set priorities and meet deadlines.	M
Demonstrated ability to work in as part of a multi-disciplinary team	M
Demonstrated Well-developed written and verbal communication skills and the ability to communicate effectively with clients and others about complex clinical issues	M
Licence to drive a motor vehicle.	M
Strong knowledge and experience in the areas of neurology and complex disability.	D
Experience in the supervision of speech pathology students	D
Knowledge of aged care issues, the aged care service system and empathy with older people.	D
Experience and/or understanding of My Aged Care and NDIS	D
Experience and/or understanding of service delivery under a Fee For Service model	D
Experience working with clients from culturally diverse backgrounds and working with interpreters.	D
Fluency in a language other than English.	D
Postgraduate qualifications in speech pathology or a related field.	D
Proficiency with TRAK, MS Word, Excel, Outlook and Power point.	D

Application Details	<p>For further information contact: Katherine Cameron –Speech Pathology Manager katherine.cameron@accesshc.org.au</p> <p>To apply, please submit your application to recruitment@accesshc.org.au by attaching two documents;</p> <p>(1) Cover letter including a statement addressing the above Key Selection Criteria (2) Resume.</p>
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I have read and understand the above Position Description:

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Signed

Name

Date

Access Health and Community is a Child Safe Organisation

Access Health and Community actively encourages applications from Aboriginal peoples and people from a culturally and/or linguistically diverse background