

Employee Position Description

Position Details		
Position Title: Paediatric Speech Pathologist	Department: Child Development Team	Agreement: Employed under the terms and conditions of the Victorian Stand Alone Community Health Centres, Health Professionals Multi-Employer Enterprise Agreement 2012-2016
Reports To: Team Leader Child Development Team	Location: Multisite	
Direct Reports: NIL	Employment Status: Part time fixed term	Classification: Grade 2 (Year level depending on experience)
Position Primary Purpose		
<p>This position will be funded through a mix of options such as public funding, full fee paying, Medicare and NDIS packages. 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 that is coordinated within a multidisciplinary team approach. All staff at Access HC work within the social model of health.</p>		
Decision Making Authority	Key Relationships	
Decisions made independent of Manager <ul style="list-style-type: none"> • Speech Pathology Client Management 	Internal <ul style="list-style-type: none"> • Senior Manager Child and Family Services • Manager and Team Leaders Child & Family Services • Allied Health Clinicians in the Child and Family Team • NDIS Liaison Support Staff • Child and Family Intake team staff • Reception 	

This position description provides a comprehensive, but not exhaustive, outline of the key activities of the role. AccessHC employees will therefore be expected to comply with manager's directions when and as required, which may include completion of duties not listed in this document.

	<p>External</p> <ul style="list-style-type: none"> • Maternal Child Health Nurses • Boroondara Preschool Field Officers • GPs and Paediatricians • Clients and families • Local Kindergartens, schools and child care centres • NDIS Planners Link Health and Community
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Key Accountabilities	
Focus Areas	Responsibilities
Service Delivery	<ul style="list-style-type: none"> • In partnership with families assess, plan and provide therapy for children with a wide range of communication delays and disorders, inclusive of children who are eligible for ECIS and NDIS services. • Work within a multidisciplinary team to ensure integrated service delivery • Perform speech and multidisciplinary screening assessments of children referred to the service • Initiate, plan, implement and evaluate individual and group therapy programs for children as appropriate in areas such as: <ul style="list-style-type: none"> o Receptive language o Expressive language o Pragmatics o Phonology/articulation o Voice o Fluency • Perform home, childcare and preschool visits if required to facilitate participation/transition of the child into the community. • Liaise and work in partnership with other members of the Child Development Team, Biala-Stride Early Childhood Intervention Team and other relevant Access Health and Community Teams. • Participate in client care meetings/department meetings for the purposes of team care planning, case conferencing and reviews as relevant.
Service Development	<ul style="list-style-type: none"> • Participate in clinical supervision of Speech Pathology and other health professional students • In collaboration with other AccessHC clinical staff and management, review the content of individual and group programs and make service changes based on the outcome of these reviews. • Work with the Senior Manager Child & Family Services, Team Leaders and department colleagues to maintain and develop the fee for service speech pathology service

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Key Accountabilities	
Focus Areas	Responsibilities
	<ul style="list-style-type: none"> • 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 • Actively promote all services including fee for service Speech Pathology internally, with current referrers and in the wider community • Contribute to the development of information for inclusion in the Access Health and Community website
AccessHC Values	<ul style="list-style-type: none"> • Through actions and behaviour, demonstrate AccessHC Values of; <i>Equity, Collaboration, Integrity, Accountability, Innovation and Excellence.</i>
Governance and Compliance	<ul style="list-style-type: none"> • Act in accordance with AccessHC's policies, procedures and code of conduct. • Maintain updated and valid credentials in accordance with relevant legislation and industry requirements where applicable to the position. • Participate in mandatory training requirements to support the delivery of a safe and effective service.
Workplace Health and Safety	<ul style="list-style-type: none"> • Act in accordance with health and safety policies and procedures at all times. • 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.

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Selection Criteria	
<p>Standard selection criteria items</p> <ul style="list-style-type: none"> • Police Check • Working With Children Check • Professional Registration: Eligible for membership of Speech Pathology Australia • Medicare Registration Provider Number • Driver's Licence <p>Qualifications, registrations and experience</p> <ul style="list-style-type: none"> • Tertiary qualification in Speech Pathology • Minimum of 3 years' experience in a paediatric speech pathology role with experience in developing and managing a community-based paediatric speech pathology service • Demonstrated experience and expertise in supporting families of children with a variety of developmental delays and disorders in accordance with the principles of Family Centred Practice • Experience in planning and delivering group therapy programs. • Ability to work both independently and as part of multi-disciplinary team • Experience in the supervision of speech pathology students • An understanding of, and ability to operate under a variety for funding systems- public, fee, private, NDIS. 	<p>Key skills and attributes</p> <ul style="list-style-type: none"> • Strong communication and interpersonal skills • Demonstrated ability to relate to people from a diverse range of social, cultural and ethnics backgrounds • Commitment to continuous quality improvement and health promotion principles • Demonstrated commitment to ongoing Professional Development • Effective time management and prioritisation skills • Well-developed presentation and report writing skills • High level of accuracy and attention to detail • High level of cultural sensitivity and awareness • Strong analytical and problem solving skills • Demonstrated ability to work in a team environment • Demonstrated behaviours consistent with AccessHC values
<p><i>AccessHC is a Child Safe Organisation.</i></p> <p><i>AccessHC actively supports an inclusive culture and celebrates its diversity. We encourage applications from people with disabilities, diverse genders and sexualities, Aboriginal peoples and people from a culturally and/or linguistically diverse background.</i></p>	
Authorisations	
<p>Employee Name:</p> <p>Signature: _____</p> <p>Date:</p>	<p>Manager Name:</p> <p>Signature: _____</p> <p>Date:</p>

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