

Position Description

POSITION TITLE	Speech Pathologist		
REPORTS TO (TITLE)	Allied Health Team Leader / Clinical Lead (Speech Pathology)	DIRECT REPORTS (TITLE)	N/A
LOCATION	Tamworth		
CLASSIFICATION	Health Professional stream, Level II -III The HealthWISE Enterprise Agreement 2021		

COMPANY DESCRIPTION

Vision – Healthy Communities

Purpose – Creating better health for our communities

POSITION DESCRIPTION

This role was created to meet a need identified in the local market for private speech pathology services. There will be a caseload of private fee-paying clients, NDIS participants, school contracts, and services funded by the HNECC PHN program Priority Allied Health Services (PAHS). It will entail delivery of individual and group sessions as well as training/ workshops to clients and stakeholders.

As a HealthWISE Speech Pathologist, you will have the qualifications and skills to competently provide evidence based assessment, treatment and consultancy to HealthWISE clients and customers. In this role, you will work collaboratively with carers, other health practitioners, (including GPs, allied health professionals and Aboriginal health workers) and community stakeholders, for example, within the education sector, to provide an integrated and inclusive approach to health care for clients.

HealthWISE clinicians have access to professional development opportunities, clinical supervision and flexible working arrangements. The successful applicant will act according to HealthWISE values, policy and procedures and code of conduct as well as maintain accurate clinical records, statistics, reports, related documentation and filing systems as required.

Personal qualities such as open and clear communication, a strength-focussed outlook and integrity will be crucial in meeting the objectives of this role. You will work co-operatively within the HealthWISE team and at all times maintain professional standards.

The position shall add value to all activities and services of HealthWISE.

Position Description

KEY RESPONSIBILITIES

Responsibilities include but are not limited to those listed below:

- Actively contribute to the growth and financial sustainability of HealthWISE through identifying new business opportunities, efficiencies, cost savings and innovative solutions.
- Provide speech pathology services to referred clients through programs such as:
 - *Priority Allied Health Services (PAHS) – funded by HNECC PHN
 - *fee-for-service speech pathology services – including NDIS and preschool / school contracts; and
 - *Medicare (MBS) services.
- Provide quality, accessible speech pathology services using caseload management strategies such as triage
- Work to achieve positive outcomes for clients within the scope of funding available (eg. a limited number of sessions)
- Provide timely communication and liaise effectively regarding client's care with GPs and other health professionals, as appropriate (including completing care plans and service level agreements)
- Become familiar with a range of local services and care providers in the region, and referral pathways to facilitate linkages for clients and their carers
- Develop partnerships with Aboriginal Health services and community groups to ensure the education and communication of health issues are culturally appropriate, easily accessible and understood by the Aboriginal and Torres Strait Islander community.
- Promote program objectives, activities and events through the media, newsletters and the HealthWISE website, in collaboration with other members of the Communications and the HealthWISE team.
- Provide Speech Pathology education and advice, presentations, workshops and resource development where required
- Attend regular team meetings to promote an integrated approach to service delivery and a harmonious team environment; support professional networking and development; and review program planning, progress and outcomes.
- Develop and maintain professional contacts, partnerships and networks as appropriate, and promote collaboration between HealthWISE and other service providers.
- Collect, collate and record data to meet program deliverables.
- Prioritise workload demands in a manner that permits timely delivery of clinical services, clinical supervision, consultation and ongoing professional development.
- Work collaboratively with your manager to evaluate and improve the effectiveness of the speech pathology programs and activities, with particular regard to accessibility, health outcomes and cost effectiveness.

Other:

- Display an attitude and behave in a manner that is in keeping with the company's values (empowerment, equality, client focus, community, passion for excellence, visionary).
- Ensure confidentiality is maintained in accordance with professional guidelines, and legislative and organisational requirements, to build and maintain trust within key stakeholder groups.
- Promote the safety, wellbeing and empowerment of children.

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- Other duties as required within the Primary Health Speech Pathologist's skills and experience.

WORK HEALTH AND SAFETY

While at work, a worker must:

- a) take reasonable care for his or her own health and safety, and
- b) take reasonable care that his or her acts or omissions do not adversely affect the health and safety of other persons, and
- c) comply, so far as the worker is reasonably able, with any reasonable instruction that is given by the person conducting the business or undertaking to allow the person to comply with the WH&S Act 2011, and
- d) co-operate with any reasonable policy or procedure of the person conducting the business or undertaking relating to health or safety at the workplace that has been notified to workers

ROLE CRITERIA

ESSENTIAL

- Tertiary qualifications in Speech Pathology and membership of Speech Pathology Australia
- Demonstrated ability to provide effective, accessible, Speech Pathology services
- Experience in providing services to children with a disability
- Demonstrated high-level interpersonal skills including consulting, liaising, negotiating and facilitating activities with a wide range of individuals and groups
- Demonstrated ability to effectively manage a diverse caseload
- Experience working remotely with accountability
- Demonstrated understanding, experience and respect for Aboriginal communities and their culture
- Demonstrated understanding and knowledge of and/or experience in delivering services via Telehealth
- Current, unrestricted NSW Driver's license and a willingness to travel with the requirement at times to stay overnight.

DESIRABLE

- Experience working as a Speech Pathologist in the private sector
- Demonstrated understanding of issues affecting Aboriginal people and their health

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Key Performance Indicators

No.	Key Performance Indicators – KPIs	Measure
1.	Improving the provision of speech pathology services to individuals.	<ul style="list-style-type: none"> • Outcome measurement for clients • Review of evidence-based practice. • Participation in case conferencing
2.	Meet PAHS program and fee for service targets	<ul style="list-style-type: none"> • Manage time and workload to meet PAHS deliverables • Provide a financially viable private speech pathology service
3.	Maintain Speech Pathology registration	<ul style="list-style-type: none"> • Complete relevant CPD • Participate in relevant networking for Professional Self Regulation.
4.	Contribute to the multidisciplinary team at HealthWISE	<ul style="list-style-type: none"> • Promote HealthWISE and its services • Attend relevant meetings • Engage with stakeholders and network in the community
5.	Actively promote HealthWISE and the speech pathology service	<ul style="list-style-type: none"> • Provide at least 2 blog posts per year • Presentation at relevant events