



## Position Description

POSITION INFORMATION	
<b>Position Title:</b>	Paediatric Speech Pathologist
<b>Position Term:</b>	Ongoing
<b>Hours:</b>	Full-time preferred but flexible options available. Currently funded at 60% Community health and 40% NDIS
<b>Award:</b>	Health Professional Services Award (HSUA 3).
<b>Location:</b>	The Service currently has sites at Lilydale & Belgrave. This position is currently works across both sites. This may change to reflect demand
<b>Team:</b>	Primary Care
<b>Reports To:</b>	Clinical Operations Manager – Allied Health and Nursing
<b>Date:</b>	January 2023

### ABOUT INSPIRO

Inspiro is a local, not-for-profit health service providing allied health, counselling, dental and health promotion services to the Yarra Ranges community.

#### **Our Vision:**

Inspiring healthier lives. Our vision is to inspire as many people as we can to identify and achieve their own health goals.

#### **Our Values:**

*Friendly:* we offer a welcoming and accessible place where people are treated with respect and dignity.

*Client centred:* We support the right of each individual to set their own health goals and actively work alongside and empower people to reach them.

*Local:* we provide a strong community membership, board and workforce which keeps us grounded on what is important for clients.

Our work environment is based around the workplace values of respect, recognition, collaboration, openness, integrity and empowerment.

### POSITION SUMMARY

The purpose of this position is to provide a range of clinical services to the community in the form of individual and group programs that assist children with developmental difficulties to realise their communication and social potential and to positively participate in family, school and community life. The position will also assist in developing the paediatric NDIS service model and will then provide a mixed model, providing service to pre-school-age children under either community health funding or NDIS funding. The position aims to provide evidence based, high quality, safe, client centred care that meets current professional best practice standards.

## **POSITION RESPONSIBILITIES**

Inspiro has as a principal part of its philosophy, an emphasis on illness prevention, early intervention and health promotion. To achieve this, this role will work co-operatively within a team of dedicated professionals to provide high quality, comprehensive and multi-disciplinary health services.

### **Clinical Service Delivery**

- Provide a high-quality family-centred, child-focused speech pathology service to children with a variety of developmental delays and their families that includes assessment, treatment, education and appropriate referral to children.
- Work in partnership to build parents'/care givers' capacity to actively participate in their child's learning in the areas of speech, language and communication and ensure the best therapeutic outcomes. If the child has NDIS funding, this includes working together to achieve the NDIS goals.
- Consult with parents, childcare educators, preschool educators, and other team members to support the transfer of skills to other learning environments.
- Develop and implement therapeutic groups and programs for children (eg. stuttering, social skills, school readiness, speech and language groups), including co-facilitation of groups with other members of the team
- Provide services in the Centre, on a domiciliary basis and within the community (eg. Kindergarten & childcare visits), where appropriate
- In consultation with the other members of the Paediatric Team, assist eligible children to access NDIS funding, including completion of assessments and required documentation
- Safely utilise suitable speech pathology equipment and act within the infection control policy of the Service
- Network with other agencies in order to support and advocate for / on behalf of clients and their parents/caregivers.
- Partner with community-based organisations to enhance the sustainability of Inspiro-initiated programs.
- Maintain appropriate standards of professional conduct and a high standard of occupational therapy.
- Record statistical data and maintain client records

### **Teamwork, Quality Improvement and Professional Development**

- Participate in team and service planning, health promotion activities, policy development and other project activities as required
- Participate in Inspiro's continual quality improvement program including the development of new practice models and community development approaches
- Be committed to ongoing professional development and undertake annual mandatory training. Keep up to date with developments and trends within Community Health
- Participate in the creation of a culturally safe environment for staff, clients and the community in line with Inspiro's commitment to cultural diversity and inclusiveness
- Ensure Inspiro's services are accessible, client focused; developed, delivered and evaluated in partnership with our diverse communities.

### **Workplace culture**

- Foster and promote a work culture based on curiosity and accountability
  - that encourages open and effective communication and a positive response to new ideas.
  - in which feedback is seen as a strategy to enhance goals, awareness and learning and is a positive experience for those involved
  - that is ready to seize opportunities as they arise and to act to achieve results.
  - that keeps the client at the centre of everything we do
  - that is responsive to service demand
  - that is accountable
  - that has a zero-tolerance approach towards disrespectful and discriminatory behaviour

### **Occupational Health and Safety**

- Comply with best practice infection control guidelines
- Comply with all OHS guidelines and contribute expertise when required, to maximizing the safety of staff and clients of the organisation
- Inspiro is a vaccine promoting organisation

### **PERFORMANCE OBJECTIVES AND INDICATORS**

#### **Performance Targets**

Achievement of a minimum of

- Minimum of 6 clinical hours per day (or equivalent)
- Agreed NDIS targets depending on hours of work
- Demonstrated evidence of participation in team meetings and secondary projects as set in annual work plan
- Efficiently managed discharges
- Proportionate number of new clients accepted to manage demand
- Accurate and timely statistics reporting

#### **Practice Framework**

Compliance with

- Inspiro Paediatric service model and practice framework
- Speech Pathology Australia, credentialing and accreditation requirements
- Inspiro policies and procedures
- Documentation and data reporting requirements
- File audits and peer review
- Active participation in supervision

#### **Quality Improvement and Evaluation**

- Evidence of participation in quality improvement activities
- Evidence of participation in professional development activities relevant to the position
- Review programs and groups annually

Performance objectives and indicators will be discussed with your manager and a work plan developed.

## KEY SELECTION CRITERIA

### Qualifications, knowledge and experience

- An undergraduate or Master's degree in speech pathology from a recognised tertiary institution and eligibility for membership of Speech Pathology Australia
- Experience and/or placement with children's services that explore developmental difficulties with families, preferably within the primary health sector.
- Experience with a wide range of speech pathology assessment and treatment procedures, preferably within a community health setting
- NDIS experience would be an advantage but is not required. Assistance to understand NDIS requirements will be supported
- Demonstrated ability to develop, organise and implement appropriate group programs that address the varying needs of children with development difficulties and their families
- Current Victorian Driver's Licence and ability to drive a range of vehicles
- Current Working with Children's Check valid for employment purposes.

Employment is subject to a police check. Persons who have worked overseas may be required to obtain an international police check.

### ACKNOWLEDGMENT

I acknowledge and agree with the above position description.

Signed:

Employee Name:

Date: