



Position Description

Position Title	Paediatric Speech Pathologist
Position Term	Ongoing
Hours	Full-time or Part-time, flexible options available Currently funded at 60% Community health and 40% NDIS
Agreement	Allied Health Professionals Agreement HSUA3 2022-2026
Location	The Service currently has sites at Lilydale & Belgrave. This position is currently works across both sites. This may change to reflect demand
Team	Primary Care
Reports To	Team Leader – Paediatrics
Date	January 2025

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. Inspiro is committed to providing an equitable, inclusive and respectful service and workplace for all. We embrace differences in health needs, and work to provide individuals and communities the care necessary to lead healthier lives.

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, and other project activities as required
- Participate in Inspiro's continual quality improvement program including the development and implementation of practice models
- Be committed to ongoing professional development and undertake annual mandatory training. Keep up to date with developments and trends within the broader health & community sector
- Ensure Inspiro's services are accessible, client focused; developed, delivered, and evaluated in partnership with our diverse communities
- Support Inspiro's staff values – Recognition, Integrity, Respect, Openness, Collaboration and Empowerment.

Workplace culture

- Actively contribute to 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 and is accountable
 - that has a zero-tolerance approach towards disrespectful and discriminatory behaviour.

Trauma informed care

- Takes a trauma informed care approach to the way we deliver services and interact with one another - clients, staff, and others contribute to a work culture based on curiosity and accountability.

Health and Safety

- Take reasonable care to ensure no risk or harm to self and others in the workplace. This includes immediately reporting any incidents, near miss, hazards, and injuries contribute to a work culture based on curiosity and accountability.
- Comply with relevant Occupational Health and Safety laws, standards, safe work practices, policies and procedures and attend all safety initiatives, improvements & training.
- Act as a role model by demonstrating safe work behaviours and conducting work in accordance with our safety management system.
- Comply with best practice infection control guidelines and actively participate in education related to emergency procedures and in some circumstances, first aid courses.

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.

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 Working with Children's Check valid for employment purposes.

Relevant Checks in place

- Current Working with Children's Check valid for employment purposes
- Current Victorian Driver's Licence and ability to drive a range of vehicles
- NDIS Clearance Check
- Employment is subject to a Police check. Persons who have worked overseas may be required to obtain an international police check.