

BENDIGO COMMUNITY HEALTH SERVICES

POSITION TITLE: SPEECH PATHOLOGIST

Name:	
Position number:	(allocated by HR)
Award/Agreement:	Victorian Stand-Alone Community Health Centres Allied Health Professionals Enterprise Agreement 2017 - 2021
Classification:	Speech Pathologist Grade 1 or Grade 2
Site:	Kangaroo Flat however the position may work from any Bendigo based BCHS site as negotiated
Hours per fortnight:	76.0 hours per fortnight
Tenure:	Ongoing
Position description developed:	August 2019
Responsible to:	Team Manager - Strong Start

PO Box 1121
Bendigo Central
Victoria 3552

Ph: (03) 5406 1200
Fax: (03) 5441 4200

Elmore Primary Health:
Ph: (03) 5432 6001
Fax: (03) 5432 6101

Our Vision

Better Health and wellbeing across generations.

Our Mission

Working hand in hand with our community to achieve healthier lives.

Our Values

- **Respect**
We build respectful relationships through trust, empathy and collaboration.
- **Inclusive**
We recognise and promote accessible, safe and holistic care as a basic human right.
- **Integrity**
We are authentic, accountable and we honour our obligations.
- **Innovation**
Through continuous learning, we ensure an agile, responsive and sustainable service.
- **Togetherness**
We create a sense of connectedness, pride and support through enjoying our work and being passionate about making a difference.

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Strategic Directions

- 1. Programs for Equity**
Commitment to achieving equitable health and wellbeing.
- 2. Consumer and Community Centred Organisation**
Understand and respond to community needs and consumer's lived experience.
- 3. Quality, Safety and Consumer Experience**
Deliver the best consumer experience that is of consistent quality, safe and evidence-based.
- 4. Sustainability**
Sustainable for purpose organisation.

Position Role

The role of the suitably qualified and experienced Speech Pathologist is to work with families as the primary case worker to assist their child to reach their full potential using a trans-disciplinary approach and case coordination.

The Speech Pathologist will be responsible for providing service under the National Disability Insurance Scheme. They will deliver direct service provision to children and their families with complex needs and circumstances.

Position Responsibilities

The responsibilities of the position are:

- Administer Speech Pathology assessments and therapy for individual children.
- Work within the Strong Start team to plan and implement programs.
- Provide written reports for families and professionals as required.
- Screen and identify the further assessment and referral needs of children.
- Develop programs for carers to implement in home environments.
- Consult with other professionals to enhance outcomes for children.
- Provide individual therapy sessions.
- Facilitate group programs.
- Support and provision of direct care services to consumers, including children or families with complex needs and situations, as determined by the incumbent's scope of practice.
- Practice in a family-centred and collaborative manner to ensure service responses that are integrated and directed toward consumer goals.
- Support the Team Manager - Strong Start in the maintenance of effective relationships and collaborations.
- Prepare clear, concise and well-organised written documents and oral presentations, as required.
- Facilitate a positive team culture that reflects BCHS' values and supports effective communication and resolution of conflicts.

The Role of the Team

The Strong Start team provides a range of services for children and families and operates on principles of supporting choice for families through provision of information, support and resources. Services offered are both key worker and therapy specific. The team provide services to children from birth through primary school depending on appropriateness for the program.

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Key Selection Criteria

Essential

1. Appropriate and relevant tertiary qualifications in Speech Pathology and registration with Speech Pathology Australia.
2. Experience as a Practitioner with practice knowledge, skills and experience in working with children and families.
3. A sound knowledge of the relevant legislation, regulations, standards and competencies related to the programs National Guidelines for Best Practice in Early Childhood Intervention, National Disability Insurance Scheme Early Childhood Intervention Approach and Victorian Early Years Learning Framework.
4. Excellent interpersonal skills.
5. Good information technology skills particularly in the use of computers for word processing, email and internet.
6. Sound written and verbal communication skills as demonstrated by the preparation of timely, accurate and well organised documents.
7. An understanding of privacy legislation and confidentiality requirements.
8. Knowledge of family-centred practice.
9. Demonstrated commitment to continuous improvement, learning and innovation.
10. Ability to demonstrate and display the values of Bendigo Community Health Services.
11. A current employee Working with Children Check.
12. A current Drivers Licence.

Desirable

1. Demonstrated ability to be innovative, flexible and responsive to short and long-term issues.
2. Sound knowledge of the protective factors and contributors in relation to health inequality and vulnerability.
3. Ability to use local data to identify trends and issues and propose responses.

Probationary Period

Employment with BCHS is conditional on satisfactorily completing a probationary period of six (6) months from date of commencement. During this period your performance will be reviewed with your Manager and, assuming this is mutually satisfactory, your employment will be confirmed at the end of this period.

Staff Review and Development (SRD)

Each BCHS staff member is required to participate in the annual SRD process. The SRD will be based on the Position Role and Responsibilities and Key Selection Criteria in addition to the relevant Branch and Team Plans and the following Performance Indicators.

Self-Management:

Demonstrated experience and understanding of the need for ongoing personal and professional development that contribute to self-satisfaction and professional growth

- Continually develop personally and professionally to meet the changing needs of your position, career and industry.
- Demonstrate behaviours that lead you to achieving your goals.

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Communication and Team Work:

High level communication and interpersonal engagement that contributes to productive and collegial relationships between staff and with consumers

- Display your capacity for self-awareness through reflection, planning and communication.
- Show evidence of your ability to work co-operatively within a team to achieve team goals.
- Establish and develop as key functions of relationship management, regular and professional communication with all your relevant colleagues.
- Demonstrate alignment and integration of practice according to BCHS' Vision, Values, and Strategic Directions.

Administration and Documentation:

Through the use of BCHS processes ensure that all administration and documentation requirements are initiated and completed in a professional and timely manner.

- Show evidence that the administrative tasks of your position are completed in an orderly, timely and accessible manner.
- Demonstrate that your documentation is completed in an accurate, legally and ethically compliant standard, and is produced to an appropriate professional standard.

Learning:

Demonstrated knowledge and application of the capabilities required for this position including knowledge and understanding of appropriate equipment, legislation, policies and procedures.

- Show evidence of knowledge and understanding of BCHS Strategic Directions and the ability to link key strategic directions to individual and team work plans and individual self-development.
- Demonstrate initiative and enterprise skills that contribute to innovative outcomes.
- Display an appropriate level of awareness of the implications for BCHS of decisions and situations that involve you and others.

Position Performance:

Demonstrate achievement of negotiated performance indicators specific to your position.

- Deliver twenty-three to twenty-seven (23 to 27) billable hours of service per week.
- Show evidence of positive and productive team and individual management
- Demonstrated the ability to develop quality partnerships with key internal and external consumers and stakeholders.
- Demonstrate understanding and behaviour to reflect that BCHS aims to treat all people with respect, values diverse perspectives and participates in diversity training opportunities.

Diversity and Culture:

BCHS treats all people with respect; values diverse perspectives; participates in diversity training opportunities and provides a supportive work environment.

Child Safety:

BCHS values children from all backgrounds and is committed to making our community a safe, nurturing and welcoming place for children to grow and develop. We are committed to making sure **ALL** children reach their individual potential.

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Other Essential Requirements

Staff will:

- Complete a satisfactory Police Check before employment is confirmed, the Police Check will be initiated by BCHS at the expense of the staff member.
- Complete a Disability Worker Exclusion Check with a clear result.
- Sign the pre-existing Injury/Disease Declaration.
- Present a copy of your original professional qualifications document or registration.
- Receive and comply with the BCHS Code of Conduct.
- Comply with BCHS' policies and procedures.
- Actively contribute to continuous quality and service delivery improvement through the organization.
- Be proactive in risk identification, notification and management.

BCHS believes that “Quality is everyone’s business, safety is my responsibility”

Co-operate with and contribute to BCHS Health and Safety procedures and participate in appropriate safety information and education activities as required.

Other Information

- BCHS is an Equal Opportunity Employer.
- All BCHS sites are smoke free workplaces.
- BCHS is committed to employing people from diverse backgrounds and providing a workplace free from discrimination and harassment.
- BCHS has a commitment to environmental sustainability.

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Approved: Peter Richardson
Executive Director

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Agreed: Speech Pathologist