



## Early Career Speech Pathologist

As an early career Speech Pathologist you will be responsible to provide assessment and supports to children in a variety of areas including speech, language AAC, literacy, feeding and stuttering using a family centred and neurodiversity affirming approach. This role works under the supervision of the speech pathology team leader and will include a well-rounded professional development plan to develop specialised knowledge, skills, and experience in the paediatric field.

### Award

Health Professionals and Support Services Award 2020 [MA000027]

### Performance Indicators

S.no	Performance indicator	Measurement of performance indicator	Assessment period
1	Consultation.	Ensure that you provide high level of speech pathology consultation to all clients within an average of 4 billable hours within a day. Provide evidence based, neurodiversity affirming, family centred assessment and therapy to children in line with the client's goals while seeking guidance from senior speech pathologists as required. Administer all service under supervision of senior speech pathologist for complex cases.	6 months
2	Time management.	Organise speech sessions according to the requirement of the clients and conduct such sessions in a timely manner. Consult with senior team members when seeking clarification on improving time efficiency in service delivery.	6 months
3	Therapy provision.	Ensure caseload is monitored, evaluated, and reviewed with regard to the progress therapy plan with complete detail and accuracy. Conduct assessments and provide multidisciplinary therapy recommendations based on client needs. Be involved in facilitating group therapy programs alongside multidisciplinary team	6 months

S.no	Performance indicator	Measurement of performance indicator	Assessment period
4	Research & development.	Engagement in the set professional development plan alongside actively seeking opportunities for self-learning to enhance knowledge base and skills. Participate in the development, implementation, and review of training programs for staff, families, and the wider community.	6 months
5	Client management.	Utilise strengths based, neurodiversity affirming, family centred approach to support client and family to identify their goals and utilise a capacity building approach toward achievement and long-term sustainability of these goals. Ability to work in a dynamic and evolving team focused on achieving optimal client outcomes while meeting clinical targets.	6 months
6	Billable hours.	Ensure 4 billable hours per day of appointments with at least 12 billable hours per week of varied clients per day according to Medicare, NDIS or private client targets.	6 months
7	Reporting.	Ability to write high quality affirming reports to a high standard that meet both the needs of the client and the insurer. All reports must be accurate and provided within the timeframe requested.	6 months
8	Administration and documentation.	Ensure that you conduct all activities with accurate documentation for further assessment. Ensure all administration tasks are completed in an accurate and timely manner. Daily, weekly and monthly reports should be submitted to supervisor for review purpose. Ensure to document all speech pathology processes and training undertaken from senior therapists as required.	6 months

## Other roles and responsibilities

- Provide speech pathology consultation to clients while under the supervision of senior speech pathologist.
- Administer paediatric speech pathology assessments, develop goals and therapy plans in collaboration with the client, evidence base and assessment results.
- Deliver speech pathology supports in clinic, home, or community-based setting depending on the client and family's needs and the service capacity.
- To deliver services through the NDIS, private clients, and other health care providers.
- Work collaboratively within a multidisciplinary team to provide holistic therapy supports.
- Comply with all company policies and procedures
- A commitment to work as an effective team member.
- Adopt and embrace Treehouse Paediatrics values and vision.

- Ensure environment is kept in a safe and hygienic state at all times.
- Ensure all communication is completed in a professional and timely manner.
- Be open to learning and enhancing learning capabilities through administering varied caseload.
- Participation in professional development opportunities to support continue learning relevant to position.
- Participation in supervision with senior speech pathologist and peers.

## Previous experience

- Punctual, reliable and committed
- Highly developed written and verbal communication skills
- Clear, personable and professional communication, both written and spoken
- Exceptional attention to detail
- Professional communication style to all internal and external stakeholders
- Good computer skills required for the company practice management software
- Ability to work within a team and autonomously
- Ability to follow direction and take initiative

## Education

- In final year of degree or a recent graduate of Bachelor of Speech Pathology
- Current membership with Speech Pathology Australia
- Current Drivers' Licence
- National Police check (NPC)
- Working with Children's Check (WWCC)

## Checklists

- **Onboarding Checklist:** Onboard Checklist
- **Offboarding Checklist:** Offboard Checklist