

Senior Speech and Language Pathologist

STATEMENT OF DUTIES

MARCH 2021

Number	Generic
Portfolio	Schools and Early Years
Branch	Specified Learning Service
Section/Unit/School	Student Support
Supervisor	Manager Professional Support Staff
Award/Agreement	Allied Health Professionals Public Sector Union Wages Agreement
Classification	Level 4
Employment Conditions	<p>Permanent or fixed-term, full or part-time, up to 76 hours per fortnight, 52 weeks per year including 4 weeks annual leave. Interstate and intrastate travel may be required.</p> <p>Speech Pathologists are part of a state-wide public education system and may, in accordance with the provisions of the State Service Act 2000, be transferred to any other location on a temporary or permanent basis. If permanently transferred to meet departmental requirements, reasonable expenses will be met.</p>
Location	As Specified

Primary Purpose

Lead a speech and language pathology team to provide professional advice and services which support students and families including building the capacity of school communities to improve students' access, participation, and achievement.

Level of Responsibility/Direction and Supervision

Responsible for professional management of the assigned caseload. The occupant is responsible to the Student Support Leader for the effective delivery of speech and language pathology services within the Learning Service within allocated resources and budget. The occupant is expected to act independently on a day-to-day basis and work with minimum direction. The Supervisor provides broad direction for strategic leadership, operational issues, and the Department of Education Strategic Plan. Assigned school principals provide general direction for staff who work in a particular school.

The occupant is also responsible for leading change, providing professional practice supervision, and facilitating professional activities for assigned speech and language pathologists.

It is the responsibility of the occupant to actively participate, promote and model behaviours which are consistent with the Department's commitment to the safety and wellbeing of children and young people. This includes the prevention, identification and reporting of child abuse and behaviours which are not consistent with the Department's values.

The occupant is responsible for complying with all Agency policies and procedures, including those relating to fraud and corruption control, record management, confidentiality, conduct and behaviour, mandatory reporting, education, training and assessment.

The Department has a range of delegations across the operational portfolio's which include Finance, People Services and Support (HR) and Facilities. The occupant is responsible for ascertaining the delegations that are assigned to these duties and is expected to exercise any applicable delegations prudently and in accordance with a range of Acts, Regulations, Awards, administrative authorities and functional arrangements.

Primary Duties

1. Diagnose and report on communication and swallowing disorders, organise and implement treatment for students and work with staff and families/caregivers on possible intervention strategies. Review and assess more complex cases as required.
2. In collaboration with the Supervisor and Student Support Leader, provide leadership for speech and language pathologists on such matters as complex clinical cases, professional learning, professional practice supervision, recruitment, service allocation, professional practice, inter-agency liaison and the speech pathology aide program.
3. Provide professional learning and information on language development, communication and swallowing disorders to schools, families, and community groups.

4. Maintain currency of knowledge of the Disability Standards in Education, the Disability Discrimination Act, and the Nationally Consistent Collection of Data
5. In accordance with Departmental policies, supervise the work of teacher assistants delivering speech pathology aide programs to students and provide professional practice supervision, mentoring and support to level 1-2 speech and language pathologists.
6. Participate as a member of a multi-disciplinary senior professional support staff team and contribute to the development, implementation, and evaluation of the Department of Education Strategic Plan.
7. Collect, collate, and maintain student information and records to meet legislative and DOE requirements to inform research and policy development.
8. The incumbent can expect to be allocated duties, not specifically mentioned in this document, that are within the capacity, qualifications and experience normally expected from persons occupying positions at this classification level.
9. In accordance with the *Work Health and Safety Act 2012* the incumbent will actively participate in and contribute to the maintenance of safe working conditions and practices, including the development and implementation of improvement initiatives, safeguarding practices and all mandatory training requirements.

Selection Criteria

The following specific selection criteria must be addressed by candidates. The nominated position objective and duties contained in this statement of duties must also be used to assist in the interpretation of these selection criteria.

1. Proven experience as a speech and language pathologist, preferably in an educational environment, and demonstrated high level professional judgement and delivery of professional learning
2. Proven expertise and advanced competencies in speech and language pathology practice for children and adolescents with communication and feeding disorders
3. Demonstrated high level professional practice supervision and advice, professional judgement and leadership and a knowledge of policies, procedures, guidelines, and resource management
4. Proven high level oral, written, and interpersonal communication skills, with application to the resolution of complex situations including conflict and advocacy within an educational context
5. High level skills of self-direction, initiative and flexibility and the ability to work as a member of a multi-disciplinary support team within an inclusive educational environment
6. A demonstrated capacity to commit to the Department's values, with the ability to apply them through individual behaviours and actions.

Requirements

Registration/licences that are essential requirements of this role must remain current and valid at all times whilst employed and the status of these may be checked at any time during employment. It is the employee's responsibility to advise the Department if there is any change to the status of a registration/licence. This includes notifying the Department of any new criminal charges or convictions and/or if a registration/licence is revoked, cancelled or has conditions applied.

Essential

- Current Tasmanian Registration to Work with Vulnerable People (Registration Status – Employment)
- Tertiary qualification/program of study accredited by Speech Pathology Australia and is a full member of Speech Pathology Australia or is eligible for membership with Speech Pathology Australia

Desirable

- A current driver's licence.

Working within the Department for Education, Children and Young People



Connection



Courage



Growth



Respect



Responsibility

Our values of **Connection, Courage, Growth, Respect, Responsibility** represent the foundation of our Department's culture and guide us in all that we do to ensure **Bright lives. Positive futures** for every child and young person in Tasmania.

We bring our values to life through our everyday behaviours and actions. We want to attract, recruit and retain people who uphold these values and are committed to building a strong values-based culture.

Our Department is committed to building inclusive workplaces and a workforce that reflects the diversity of the community we serve. We do this through a culture that ensures everyone is respected, and has equal access to opportunities and resources. We recognise and respect individual differences as well as people's career path, life experiences and education, and we value how these differences can have a positive influence on problem solving, team dynamics and decision making within our organisation.

We are committed to providing a safe workplace for all employees and have zero tolerance to all forms of violence, including child abuse and harm. The Department is a smoke-free work environment, and smoking is prohibited in all State Government workplaces, including vehicles and vessels.

Employment within the Department is governed by the *State Service Act 2000*. All employees are responsible for ensuring that the standards of behaviour and conduct specified in the State Service Principles and Code of Conduct are adhered to. All employees are expected to act ethically and with integrity in the undertaking of their duties. Employees who breach the code of conduct may have sanctions imposed.

The State Service Principles and Code of Conduct are contained in the *State Service Act 2000* and can be found on the State Service Management Office website at <http://www.dpac.tas.gov.au/divisions/ssmo> together with Employment Direction No. 2 *State Service Principles*. All employees must read these and ensure they understand their responsibilities.

All employees are expected to utilise information management systems in a responsible manner in line with the DECYP Condition of Use policy statement located at [Department for Education, Children And Young People: Information technology policies](#)

Commitment to Children and Young People

This is a Department built entirely for children, young people and their communities. Our ultimate goal is to work together to ensure that every child and young person in Tasmania is known, safe, well and learning. The child is at the centre of everything we do, and the way we do it.

The Department is committed to providing a culturally safe environment which upholds the safety and wellbeing of all children and young people in Tasmania. The Department's Safeguarding Framework, *Safe. Secure. Supported.* underpins this commitment.

All employees must demonstrate and model behaviours which value and respect children and young people, show a commitment to child safety and wellbeing, and display an understanding of the developmental needs of children and culturally safe practices relevant to their position.

APPROVED BY PSS DELEGATE: 103974 – Deputy Secretary Corporate Services – February 2008
Instrument to Vary Establishment: 091-2001/02, 308-2003/04, 079-2005/06 & 041-2006/07
Date Duties and Selection Criteria Last Reviewed: KJC 10/16, 09/19, 03/21 DRL/CD
