|  |  |
| --- | --- |
|  | Position Description CALVARY BRUCE PRIVATE HOSPITALVersion: 1 |

|  |  |
| --- | --- |
| **Position Title:** | SPEECH PATHOLOGIST LEVEL 3 |
| **Position Number:** |  | **Cost Centre:** | S1705 |
| **Site/Facility:** | Calvary Bruce Private Hospital  |
| **Department:** | Allied Health Department  |
| **Enterprise Agreement** | Health Professionals & Support Services Enterprise Agreement |
| **Classification:** | Allied Health Level 3 |
| **Reports To:** | Allied Health Manager  |
| **Date of Preparation:** | 19/05/2021 | **Date Updated:** | 10/05/2024  |
| **Primary Purpose** |
| * Provide skilled clinical and non-clinical speech pathology services within the Medical, Surgical, Orthopaedic and Hyson Green Mental Health units under the direction and guidance of the Allied Health Manager.
* Collaborate with food service staff to optimize menu planning, diet provision and food safety
* Provide clinical supervision, support and direction to dietitian, nursing staff, students and Allied Health Assistants.
 |
| Organizational Environment |
| At Calvary our vision as a Catholic Health, Community and Aged Care provider, to excel, and be recognised as a continuing source of healing, hope and nurturing to the people and communities we serve. We put the person at the centre of care in all that we do. Calvary continues our mission focus in providing high quality care to the sick and vulnerable and in particular to those people approaching and reaching the end of life, their families and carers in all our services.Calvary’s Services include public and private hospital care, acute and sub-acute care, community care, retirement and aged care services, in both rural and metropolitan areas.Our values of Hospitality, Healing, Stewardship and Respect underpin all that we do. As an equal opportunity employer, we encourage applicants from culturally diverse backgrounds, people with disabilities and various life experiences and faiths. Here at Calvary Bruce Private we work together to provide opportunities that empower and enrich our staff. |
| Accountabilities and Key Result Areas |
| ***Professional:*** * Demonstrated knowledge and application of the speech therapy skills required for this position. This includes knowledge and understanding of appropriate equipment, legislation, policies and procedures
* Practice in accordance with Calvary and relevant Government Health policies and procedures, the position description, Code of Conduct and industrial agreements.

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

***People and Culture:*** * Demonstrated experience and understanding of the need for continuation of both personal and professional development
* Developing a work culture that encourages & supports risk identification & management
* Work in accordance with the mission and vision of Calvary and actively participate in developing a culture that promotes Calvary’s values of healing, hospitality, stewardship and respect.
* Practice in accordance with Calvary and relevant Government Health policies and procedures, the position description, Code of Conduct and industrial agreements.

***Excellence in Care:*** * Practice to highest professional standard as guided by the relevant professional body.
* Apply effective interpersonal communication skills when working with all members of the care team
* Proven commitment to quality care with compassion and a non-judgmental attitude.
* Effective decision-making skills.

***Service Development & Performance:*** * Commitment to ensuring quality services are delivered to both internal & external clients through continuous improvement activities.
* Complete mandatory training modules.
* Participate in ongoing development programs.
* Actively participate in Quality improvement projects and auditing as required to meet National Standards and our Accreditation process.
* Positive support of innovation in organisational development
* Actively participate in the quality auditing process.

***WH&S Responsibilities:*** * Take reasonable care of your own health and safety and the health and safety of others in the workplace
* Comply with relevant Calvary WHS policies, procedures, work instructions and requests
* Report to your supervisor any incident or unsafe conditions which come to your attention
* Observe any additional requirements as outline in Calvary’s WHS Responsibilities, Authority and Accountability Table (published on Calvary intranet)
* Commitment to ensuring a safe working environment for both internal & external clients through participation in safety audit programs.
* Promote, demonstrate & participate in quality & risk management activities in accordance with Calvary risk management strategies.
* Actively strive to ensure identified risks are rectified.

***Wise Stewardship:*** * Commitment to the use of resources that reflect good patient care and hospital sustainability
* Demonstrate Calvary’s values in daily work practices.

***Community Engagement:*** * Communicate positively with families, members of the public, public stakeholders, executive, management and staff

***Mission:*** * Display behaviours in line with the mission and values , Hospitality , Healing , Stewardship and Respect
* Ensure that work is practiced and provided in accordance with the Mission of Calvary
* Ensure you are aware of and practice care within the guidelines of the CHA Code of Ethic
 |
| **Key Relationships** |
| Internal: | * Allied Health Team
* Allied Health Manager
* Allied Health Assistants
* Nurse Unit Mangers
* Food Service Manager
* Catering Staff
* Medical staff
* Dietitian
* Quality, Risk & Safety Manager
 |
| External: | * Patient, Family/Carers
* Medical Officers
* Community Health care providers
 |
| **Position Impact** |
| Direct Reports: | * Allied Health Manager
 |
| Budget: | N/A |
| Selection Criteria |
| Essential: * Bachelor of Applied Science (Speech Pathology) or equivalent qualification
* Eligible for membership with Speech Pathology Australia
* More than 3 years clinical experience in a hospital setting or equivalent aged care setting with dysphagia experience and knowledge
* Commitment to ongoing continual professional development
* Effective written and verbal communication and time management skills
* Ability to work effectively within a multidisciplinary team and as a sole clinician
* Demonstrated ability to apply quality improvement activities in the workplace

Desirable: * Previous experience supervising students and junior staff
* NSW/ACT Drivers Licence
 |
| Approvals  |
| Job Holder’s signature: | Date: |
| Manager’s signature: | Date: |