

POSITION DESCRIPTION

Job Title	Speech Pathologist	Classification	AHP1	Position Number	
LHN	Barossa Hills Fleurieu Local Health Network	Term	As per advertisement	Position Created	
Area	Community and Allied Health	FTE	As per advertisement	Last Updated	September 2024
Criminal History Clearance Requirements:		<input checked="" type="checkbox"/> NCCHC – Unsupervised contact with vulnerable groups <input checked="" type="checkbox"/> DHS Working With Children Check (WWCC) <input checked="" type="checkbox"/> NDIS Worker Screening Please click here for further information on these requirements			
Immunisation Risk Category:		Category A (Direct Contact with blood or body substances) Please click here for further information on these requirements			

<p>Broad Purpose of the Position</p> <p>Under the direct supervision of the Senior Speech Pathologist, the Speech Pathologist will contribute to the delivery of a comprehensive and integrated range of health services, appropriate to the needs of the local community. To achieve this, the Speech Pathologist works as a member of multi-disciplinary team, including health professionals and service providers from other sectors, and utilizes a combination of preventative, early intervention, treatment / therapy and evaluation approaches</p>	
<p>Qualifications</p> <p>Must hold a recognised qualification within Speech Pathology profession, and be eligible for full membership of the Speech Pathology Association (SPA). For self-regulated professions it is desirable to participate in the professional associations' accredited continuous professional development program.</p>	
<p>Handling of Official Information</p> <p>By virtue of their duties, SA Health employees frequently access, otherwise deal with, and/or are aware of, information that needs to be treated as confidential. SA Health employees will not access or attempt to access official information, including confidential patient information other than in connection with the performance by them of their duties and/or as authorised. SA Health employees will not misuse information gained in their official capacity. SA Health employees will maintain the integrity and security of official or confidential information for which they are responsible. Employees will also ensure that the privacy of individuals is maintained and will only release or disclose information in accordance with relevant legislation, industrial instruments, policy, or lawful and reasonable direction.</p>	
<p>White Ribbon</p> <p>SA Health has a position of zero tolerance towards men's violence against women in the workplace and the broader community. In accordance with this, the incumbent must at all times act in a manner that is non-threatening, courteous, and respectful and will comply with any instructions, policies, procedures or guidelines issued by SA Health regarding acceptable workplace behaviour.</p>	
<p>Cultural Statement</p> <p>Barossa Hills Fleurieu Local Health Network welcomes Aboriginal and Torres Strait Islander people and values the expertise, cultural knowledge and life experiences they bring to the workplace. Barossa Hills Fleurieu Local Health Network is a culturally inclusive work environment that is respectful of Aboriginal and Torres Strait Islander culture</p>	
<p>Special Conditions</p> <ul style="list-style-type: none"> A current driver's license is essential, as is a willingness to drive on country roads and travel in light aircraft as required. Intra state travel will be required; interstate travel may be required. 	<p>Key Relationships</p> <ul style="list-style-type: none"> Receives line supervision from Program Manager Community Care, and Health Improvement Team where appropriate

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- Flexibility and some out of hours work may be required.
- It is mandatory that no person, whether or not currently working in SA Health, will be eligible for appointment to a position in SA Health unless they have obtained a satisfactory Background Screening and National Criminal History Clearance.
- Prescribed Positions under the Child Safety (Prohibited Persons) Act 2016 must obtain a satisfactory Working With Children Check (WWCC) through the Screening and Licensing Unit, Department for Human Services (DHS).
- Approved Aged Care Provider Positions as defined under the Accountability Principles 1998 made in pursuant to the Aged Care Act 2007 (Cth) must obtain a satisfactory National Police Certificate (NPC) through the South Australian Police confirming the clearance is for the purpose of employment involving unsupervised contact with vulnerable groups.
- Risk-Assessed roles under the National Disability Insurance Scheme (Practice Standards – Worker Screening Rules 2018) must obtain a satisfactory NDIS Worker Screening Check through the Department of Human Services (DHS) Screening Unit.
- National Police Certificates must be renewed every 3 years thereafter from date of issue.
- Working With Children Checks must be renewed every 5 years thereafter from date of issue.
- NDIS Worker Screening Check must be renewed every 5 years thereafter from date of issue.
- Depending on work requirements the incumbent may be transferred to other locations across SA Health to perform work appropriate to classification, skills and capabilities either on a permanent or temporary basis subject to relevant provisions of the Public Sector Act 2009 for Public Sector employees or the SA Health (Health Care Act) Human Resources Manual for Health Care Act employees.
- The incumbent may be required to participate in Counter Disaster activities including attendance, as required, at training programs and exercises to develop the necessary skills required to participate in responses in the event of a disaster and/or major incident.
- Appointment is subject to immunisation risk category requirements (see page 1). There may be ongoing immunisation requirements that must be met.

- Works under Clinical Supervision and direction from the Clinical Senior Speech Pathologist in accordance with the *CHSA Allied Health Clinical Support Framework*.
- Draws on multi-professional clinical networks for support in specialty areas of service delivery
- Works within a multi-disciplinary team framework, in collaboration with other health professionals, service providers and the community
- May be required to temporarily fulfill a higher position, appropriate to the incumbent's skills and capacity

Key Result Areas	Generic Requirements	Specific or Local Requirements
1. Technical Skills and Application	1.1 Provide a broad range of clinical services, selecting, adopting and applying methods, procedures and standards which are generally well established and straight forward	<ul style="list-style-type: none"> ▪ Provides a high quality Speech Pathology service to eligible clients and groups in BHFLHN. ▪ In collaboration with the Program Manager and multi-disciplinary teams, provide input into the development of

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	<p>1.2 Exercise professional judgment within prescribed areas, with support from a Clinical Senior to verify methods and results</p> <p>1.3 Provide straight forward clinical services, including one-on-one, group and health promotion activities</p> <p>1.4 Manage and prioritise personal workload</p>	<p>service models and clinical protocols BHFLHN and to inform service planning.</p> <ul style="list-style-type: none"> ▪ Provide individual, group and population health services targeting at risk and priority clients within the community, in accordance with service eligibility and prioritisation criteria ▪ Manage caseload in collaboration with AHP2 Speech Pathologist
<p>2. Personal and Professional Development</p>	<p>2.1 Operate under direct supervision (which will decrease as experience increases), and draw on support from experienced peers of diverse professional backgrounds and /or Managers as required.</p> <p>2.2 Display a commitment to continuous personal and professional development by:</p> <ol style="list-style-type: none"> a. Attending all mandatory training and actively pursuing other training and development as required to maintain currency of clinical knowledge b. Applying reflective practice skills c. Utilising the support of mentors and peers d. Actively participating in the performance review and development (PRD) process including developing and pursuing a personal / professional development plan in consultation with your line manager / clinical supervisor <p>2.3 Contribute to the development of knowledge of effective practice through research, evaluation of services and information sharing with peers</p> <p>2.4 With at least 12 months post-graduate experience, may be required to review aspects of the work of peers, provide professional advice to more recently employed allied health professionals, and contribute to the supervision of students / AH assistants.</p>	<ul style="list-style-type: none"> ▪ Receive clinical direction, advice, mentorship and support from a suitably skilled and experienced Clinical Senior Speech Pathologist and develop a formal Clinical Supervision arrangement, fulfill all obligations under this agreement, and review it annually. ▪ Develop and maintain inter and intra-professional clinical networks within BHFLHN, regional and metro areas within South Australia, actively sharing and seeking out knowledge of effective practice ▪ Participate in the regional LHN Speech Pathology Network ▪ With experience provide support to peers and contribute to the supervision of work experience students / allied health assistants ▪ Adopt a proactive approach to developing and maintaining contemporary knowledge and skills in Speech Pathology] ▪ Ability to engage with Aboriginal community / consumers in a culturally appropriate manner and a willingness to undertake further training.
<p>3 Client / Customer Service</p>	<p>3.1 Treat all clients with respect, be responsive to their needs, and act on opportunities to improve the quality of customer service in your operational area.</p> <p>3.2 Promote cultural safety by valuing & promoting the cultural needs of the community.</p> <p>3.3 Apply client-centred practice and community engagement principles in the provision of services, ensuring clients are meaningfully involved in all aspects of their care</p>	<ul style="list-style-type: none"> ▪ Consult and engage with local consumers, carers and service providers to identify needs, design services in accordance with clients' needs / goals, and monitor the effectiveness of your clinical practice. ▪ Support clients / carers / families to navigate the service system, providing effective assessment, treatment & therapy, timely referrals, accurate information, coordinated care and prompt follow up. ▪ Ensure clients receive the appropriate therapy services to achieve maximum outcome from treatment. ▪ Work within a confidentiality framework.

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			<ul style="list-style-type: none"> Have an appreciation and understanding of the needs of rural, CALD, ATSI communities and display cultural sensitivity in the development and delivery of services. Experience working with Aboriginal consumers.
4 Administration and Documentation	<p>4.1 Contribute to the efficient and effective use of materials and resources.</p> <p>4.2 Prepare reports which incorporate recommendations on straight forward operations.</p> <p>4.3 Appropriately identify, use and apply relevant policies, procedures, reporting and documentation systems.</p> <p>4.4 Competently utilise the Microsoft Office suite of software, Email and Internet in fulfilling the requirements of the role</p> <p>4.5 May be required to undertake projects or assignments of limited scope and complexity, or contribute to a minor phase of a broader / more complex project.</p>		<ul style="list-style-type: none"> Maintains appropriate statistics and records in accordance with BHFLHN requirements. Contribute to the review, development and adaptation of clinical and administrative resources to support Speech Pathology and multi-disciplinary services Utilise the Safety Learning System (SLS) to report patient risks, incidents and client feedback
5 Teamwork and Communication	<p>5.1 Participate in service planning to improve the effectiveness, efficiency, equitable distribution and evidence-based nature of BHFLHN services.</p> <p>5.2 Promote service integration through the development of active collaborative partnership with relevant agencies and individuals.</p> <p>5.3 Work positively within a team, develop effective working relationships and contribute constructively to achieving team goals</p> <p>5.4 Communicate and negotiate effectively (both verbally and in writing) with a diverse range of people including clients, the community, team members, management and other stakeholders</p> <p>5.5 Work in accordance with SA Health and BHFLHN's vision, mission, strategic priorities and values</p>		<ul style="list-style-type: none"> The Speech Pathologist works as a member of multi-disciplinary teams (paediatric and adult) within Barossa Hills Fleurieu Community and Allied Health Services Participates in BHFLHN and regional LHN Speech Pathology network meetings Participates in relevant multidisciplinary and staff meetings
6 Continuous Improvement	<p>6.1 Contribute to quality improvement programs and other organisational activities required to meet service / accreditation standards.</p> <p>6.2 Contribute to the ongoing monitoring, evaluation and review of services.</p> <p>6.3 Proactively respond to client complaints and feedback.</p> <p>6.4 Contribute to discipline-specific and trans-professional research and service development, through data collection, collation, analysis and the development of recommendations on basic operations.</p> <p>6.5 Complying with the Code of Ethics for Public Sector</p>		<ul style="list-style-type: none"> Contributes to Accreditation processes Contribute to the ongoing review, development and evaluation of the effectiveness of Speech Pathology and multi-disciplinary services in BHF LHN Contribute to BHFLHN strategic planning processes
Approved by Authorised Officer / /	Accepted by Incumbent / /

APPLICANT GUIDELINES

Barossa Hills Fleurieu
Local Health Network



Health
Barossa Hills Fleurieu
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To apply for the position, you will need to provide:

- (1) A current Curriculum Vitae (CV), outlining your relevant qualifications, work experience and contact details of 3 professional referees
- (2) A cover letter, including:
 - Title of the position and vacancy reference number (from advertisement)
 - Outline of your reasons for applying for the position
 - Brief summary of your ability to fulfil the role:
 - Please address each of the 6 Key Result Areas (KRA) separately, using dot points. Refer to the table below for some suggestions of type of information you may like to include.
 - You do not need to address the selection criteria individually in your written application. They may be used to assess your suitability for the role during the merit-based selection process.
 - Keep it brief – no more than 2 pages

Please forward your application by the due date, as per the details outlined in the job advertisement.

Key Result Area	Selection Criteria
1. Technical Skills and Application	a) Your professional qualifications, professional association membership and registration status (if relevant) – <i>refer to page 1 for minimum qualification requirements</i> b) Broad professional experience <i>relevant to this role</i> : <ul style="list-style-type: none"> ▪ Outline scope and nature of previous professional roles, including experience working in rural and remote contexts ▪ Previous involvement in service development, (may include outcome measures, research & evaluation) ▪ Change management & project management skills / experience ▪ Competency in applying primary health care principles c) Examples of other skills, knowledge or experiences that demonstrate your suitability for the role <ul style="list-style-type: none"> ▪ creativity, adaptability, resourcefulness, prioritization & problem solving skills
2. Personal & professional development	a) Outline previous initiatives that demonstrate your commitment to reflective practice, and proactive development of self and others. E.g.: <i>relevant</i> additional professional development or qualifications b) Information about your leadership / management style and experience
3. Client / Customer Service	a) Knowledge of and commitment to Barossa Hills Fleurieu Local Health Network services, priorities & strategic directions. b) Examples that demonstrate skills in community engagement, client-centred practice and cultural competency.
4. Administration & Documentation	a) Information about relevant skills, experience and training – including those related to data management, competent use of technology etc.
5. Teamwork and Communication	a) Examples of how you have contributed previously to service planning and development b) Outline your communication, team work and problem solving skills, <i>with examples</i>
6. Continuous Improvement	a) Examples of how you have contributed previously to quality improvement, evaluation, outcome measures and research