



ROLE DESCRIPTION

Role Title:	Senior Speech Pathologist		
Classification Code:	AHP3	Position Number	
LHN/ HN/ SAAS/ DHW:	Central Adelaide Local Health Network (CALHN)		
Hospital/ Service/ Cluster:	Hampstead Rehabilitation Centre		
Division:	Acute & Urgent Care		
Department/Section / Unit/ Ward:	Statewide Care of the Older Person and Community Transition (CO-ACT)		
Role reports to:	Inpatient Allied Health Team Leader		
Role Created/ Reviewed Date:	August 2024		
Criminal and Relevant History Screening:	<input type="checkbox"/> Aged (NPC or DHS) <input type="checkbox"/> Working With Children's Check (DHS) <input checked="" type="checkbox"/> National Police Check (NPC)		
Immunisation Risk Category Requirements:	<input checked="" type="checkbox"/> Category A (direct contact with blood or body substances) <input type="checkbox"/> Category B (indirect contact with blood or body substances) <input type="checkbox"/> Category C (minimal patient contact)		

ROLE CONTEXT

Primary Objective(s) of role:

The Senior Speech Pathologist is an experienced and highly competent clinician who delivers quality services to patients, leading to improved functional outcomes and discharge planning for consumers of the Statewide Care of the Older Person and Community Transition program – CO-ACT.

The Senior Speech Pathologist is accountable for the planning, development, coordination, implementation, and evaluation of speech pathology services provided to consumers with complex diagnoses with associated swallowing, communication and cognitive disorders.

The Senior Speech Pathologist represents Speech Pathology and broader allied health services on committees and working parties responsible for development of Models of Care, patient pathways, and implementation of CALHN and SA Health initiatives.

Key Relationships/ Interactions:

Internal

- Reports to and receives professional advice and guidance from the CO-ACT Allied Health Senior Manager.
- Works closely with allied health assistants, medical, nursing and other allied health members of the interdisciplinary team.
- Maintains professional links to Director, Audiology and Speech Pathology, for purposes of mandatory professional requirements eg credentialing.

External

- Where internal professional supervision is unavailable, receives professional supervision from an allocated external speech pathology professional supervisor – in line with SA Health requirements.
- Provides of follow-up services to patients discharged from the service.
- Maintains working relationships with external service providers, residential care facilities and community non-government organisations to support client transitions to the community.

Challenges associated with Role:

Major challenges currently associated with the role include:

- Working as a sole speech pathologist within the service.
- Broad spectrum of clinical conditions to be assessed and treated.
- Management of a consumer group with complex health, cognition and psychosocial presentations.
- Management and discharge planning in complex clinical situations balancing goals of care, quality of life and risk eg Eating and Drinking with Acknowledged Risk (EDAR).

Delegations:

- Nil in accordance with CALHN's Delegation of Authority Document

Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
<p>Contribute to the provision of high-quality patient centred clinical care by:</p>	<ul style="list-style-type: none"> • Conducting speech pathology assessments, interpreting assessment findings, and applying these along with other available information, to the implementation of patient goal-based intervention in collaboration with patients, carers and the multi-disciplinary team. • Using highly developed communication skills to engage effectively with patients and their families or care providers, to gather relevant information, understand their goals of care and provide explanation of assessment findings, management options, education and training. • Participating in collaborative patient and team goal setting which directs patient-centred care addressing medical, functional, quality-of-life goals. • Actively participating in multidisciplinary clinical activities such as triage and intake meetings, ward rounds, case conferences, providing appropriate clinical handover to the team and to external service providers. • Recording timely and accurate assessments, interventions and recommendations in the patient's electronic medical record. • Delegating appropriate tasks to allied health assistants and ensuring delegated tasks are performed safely and effectively.
<p>Contribute to the safety effectiveness and efficiency of the Speech Pathology service and broader clinical service by:</p>	<ul style="list-style-type: none"> • Contributing and adhering to speech pathology profession, CO-ACT, CALHN and public sector policies, procedures and clinical instructions. • Continuously monitoring work practices and standards of the speech pathology profession to maintain them to a high level. • Incorporating evidence-based principles and/or accepted best practice in the selection and application of speech pathology methods and techniques. • Completing and maintaining recommended SA Health speech pathology competencies e.g. Dysphagia Competencies. • Monitoring and evaluating intervention outcomes and the effectiveness of therapy and recommendations. • Using well-developed self-organisation, communication and team skills to help deliver a consistent and reliable standard of service.

Key Result Areas	Major Responsibilities
	<ul style="list-style-type: none"> • Managing and prioritising personal workload and contributing to the prioritisation of clinical demands and cases, incorporating risk management and resource allocation principles. • Collaborating with other staff and external service providers. • Actively contributing information, feedback and ideas that assist service planning and review. • Representing allied health, speech pathology and team on committees and working parties.
<p>Contribute to quality improvement initiatives of the profession and CO-ACT service by:</p>	<ul style="list-style-type: none"> • Maintaining a strong evidence-based, consumer focus. • Ensuring a commitment to continuous improvement – identifying, reporting and actively working on opportunities for quality improvement. • Participating in quality improvement and research activities linked to the service' and organisation's strategic direction, particularly those enhancing clinical care. • Maintaining collection of required data to evaluate service effectiveness. • Participating in and facilitating education and staff development programs.
<p>Contribute to the achievement of professional expertise through the maintenance of ongoing professional development / continuing education by:</p>	<ul style="list-style-type: none"> • Actively contributing to the continuing professional development of the team. • Attending and participating in meetings and training workshops within the broader health environment. • Contributing to the supervision of speech pathology students on clinical placements. • Displaying a commitment to continuous personal and professional development and pursuing professional development opportunities. <ul style="list-style-type: none"> – Attending all mandatory training and actively pursuing other training and development as required to maintain currency of clinical knowledge (which may include post-graduate study). – Participating in the SA Health Professional Supervision Framework with an experienced discipline senior clinician. – Applying well-developed reflective practice skills and supporting staff and students to develop reflective practice skills. – Utilising the support of mentors and peers. • Actively participating in the Professional Development and Review process.

Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications:

- Degree in Speech Pathology or equivalent giving eligibility for membership of Speech Pathology Australia.

Personal Abilities/Aptitudes/Skills:

- Demonstrated skills in speech pathology informal and formal assessment, goal setting and management for a broad range of issues.
- Ability to apply sound professional judgement, implement consumer-centred and evidence-based care.
- Ability to work effectively within a multi-disciplinary team and contribute to the development and attainment of team and consumer goals.
- Ability to foster a culture that values critical thinking and problem solving, and encourages constructive feedback, engagement, respectful behaviour, inclusion and diversity.
- Ability to provide timely, accurate, legible and complete clinical records and work activity data.
- Ability to set priorities, organise activities and achieve timely outcomes across a range of clinical and non-clinical activities.
- Reliability, initiative, flexibility and creativity to respond to the needs of the organisation, service, patients and colleagues.
- Demonstrated ability to work with and support consumers and carers with diverse value systems, cultural differences and special needs in a tactful, sensitive and ethical manner.
- Demonstrated abilities in written and oral communication skills.

Experience:

- A minimum of three years' relevant (as per points below) clinical experience following qualification.
- Broad experience in an acute hospital, rehabilitation facility, ambulatory service, or aged care setting that provides services to consumers in a multidisciplinary environment.
- Experience in the assessment and management of dysphagia, including understanding of consumer goals and trajectory of care (eg active, palliative, end-of-life), quality of life, and balancing risk eg Eating and Drinking with Acknowledged Risk (EDAR).
- Experience in assessment and management of cognitive/communication disorder.
- Experience in developing co-operative working relationships with staff across different professions both internal and external to the organisation.

Knowledge:

- Evidence based clinical knowledge, sufficient to enable safe and effective provision of speech pathology services with reduced supervision in any of the areas required by the service.
- Knowledge and understanding of ethical decision making around patient right to self-determination and duty of care.
- Awareness of work health and safety responsibilities.
- An understanding of the wider health environment in which CO-ACT and CALHN Speech Pathology operates.

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications:

- Relevant post graduate study/courses.

Personal Abilities/Aptitudes/Skills:

- Ability and willingness to develop clinical leadership qualities within the multidisciplinary team.
- Demonstrated flexibility and ability to adapt to changing service provision needs.

Experience:

- Experience in a tertiary hospital or specialist rehabilitation facility providing services to adults.
- Experience applying quality improvement principles.
- Experience in using Sunrise EMR for clinical documentation.

Knowledge:

- Knowledge of current health and aged care reforms

Special Conditions:

- It is mandatory that no person, whether or not already working in SA Health, may be appointed to a position in SA Health unless they have provided a satisfactory current Criminal and Relevant History Screening, as required by the *SA Health Criminal and Relevant History Screening Policy Directive*.
- For appointment in a Prescribed Position under the *Child Safety (Prohibited Persons) Act (2016)*, a current Working with Children Check (WWCC) is required from the Department for Human Services Screening Unit. For other positions, a satisfactory National Police Certificate (NPC) assessment is required.
- For 'Prescribed Positions' under the *Child Safety (Prohibited Persons) Act (2016)*, the individual's WWCCs must be renewed every 5 years from the date of issue; and for 'Approved Aged Care Provider Positions' every 3 years from date of issue as required by the *Accountability Principles 2014* issued pursuant to the *Aged Care Act 1997 (Cth)*.
- Appointment is subject to immunisation risk category requirements. There may be ongoing immunisation requirements that must be met.
- 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.
- You will be rostered to work ordinary hours over five, six or seven days of the week and/or work reasonable overtime, including out of hours/weekend work depending on site/service requirements. Roster arrangements may be reviewed/varied, in order to meet organisational requirements.

General Requirements:

Managers and staff are required to work in accordance with the Code of Ethics for South Australian Public Sector, Directives, Determinations and Guidelines, and legislative requirements including but not limited to:

- *Work Health and Safety Act 2012 (SA)* maintaining your own health and safety and not place others at risk and comply with any reasonable instruction that is given to allow SA Health to comply with the WHS Act, and when relevant WHS Defined Officers must meet due diligence requirements.
- *Return to Work Act 2014 (SA)*, facilitating the recovery, maintenance or early return to work of employees with work related injury / illness.
- Meet immunisation requirements as outlined by the *Immunisation for Health Care Workers in South Australia Policy Directive*.
- Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- *Children and Young People (Safety) Act 2017 (SA)* 'Notification of Abuse or Neglect'.
- Disability Discrimination.
- *Independent Commissioner Against Corruption Act 2012 (SA)*.
- *Information Privacy Principles Instruction*.
- Relevant Awards, Enterprise Agreements, *Public Sector Act 2009*, *Health Care Act 2008* and the *SA Health (Health Care Act) Human Resources Manual*.
- Relevant Australian Standards.
- Duty to maintain confidentiality.
- Smoke Free Workplace.
- To value and respect the needs and contributions of SA Health Aboriginal staff and clients and commit to the development of Aboriginal cultural competence across all SA Health practice and service delivery.
- Applying the principles of the *South Australian Government's Risk Management Policy* to work as appropriate.

The SA Health workforce contributes to the safety and quality of patient care by adhering to the South Australian Charter of Health Care Rights, understanding the intent of the National Safety and Quality Health Service Standards and participating in quality improvement activities as necessary.

Performance Development:

The incumbent will be required to participate in the organisation's Performance Review and Development Program which will include a regular review of the incumbent's performance against the responsibilities and key result areas associated with their position and a requirement to demonstrate appropriate behaviours which reflect a commitment to SA Health values and strategic directions.

Handling of Official Information:

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.

White Ribbon:

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.

Resilience:

SA Health employees persevere to achieve goals, stay calm under pressure and are open to feedback.

Organisational Context

Organisational Overview:

At CALHN we are shaping the future of health with world-class care and world-class research. This is fundamental in assisting us to achieve our vision of becoming one of the top five performing health services in Australia and one of the top 50 performing health services in the world within five years.

We are part of SA Health, which is the brand name for the public health system. As a system SA Health's mission is to lead and deliver a comprehensive and sustainable health system that aims to ensure healthier, longer and better lives for all South Australians. We will achieve our objectives by strengthening primary health care, enhancing hospital care, reforming mental health care and improving the health of Aboriginal people.

SA Health is committed to a health system that produces positive health outcomes by focusing on health promotion, illness prevention and early intervention. We will work with other government agencies and the community to address the environmental, socioeconomic, biological and behavioural determinants of health, and to achieve equitable health outcomes for all South Australians.

Our Legal Entities:

SA Health is the brand name for the health portfolio of services and agencies responsible to the Minister for Health and Wellbeing. The Department for Health and Wellbeing is an administrative unit under the Public Sector Act 2009.

The legal entities include but are not limited to the Central Adelaide Local Health Network Inc., Northern Adelaide Local Health Network Inc., Southern Adelaide Local Health Network Inc., Women's and Children's Health Network Inc., Barossa Hills Fleurieu Local Health Network Inc., Eyre and Far North Local Health Network Inc., Flinders and Upper North Local Health Network Inc., Limestone Coast Local Health Network Inc., Riverland Mallee Coorong Local Health Network Inc., Yorke and Northern Local Health Network Inc. and SA Ambulance Service Inc.

SA Health Challenges:

The health system is facing the challenges of an ageing population, increased incidence of chronic disease, workforce shortages, and ageing infrastructure. The SA Health Care Plan has been developed to meet these challenges and ensure South Australian's have access to the best available health care in hospitals, health care centres and through GPs and other providers.

Central Adelaide Local Health Network:

Established in July 2011, CALHN is one of five Local Health Networks (LHNs) in South Australia and we are accountable to the Central Adelaide Local Health Network Governing Board. Our board has oversight of our strategy, risk management, governance and performance, and works with our Chief Executive Officer to provide strategic direction for our network.

CALHN is responsible for the following health services:

- Royal Adelaide Hospital (RAH)
- The Queen Elizabeth Hospital (TQEH)
- Hampstead Rehabilitation Centre (HRC)
- Statewide Rehabilitation Services, Repat Health Precinct (RHP)
- St Margaret's Rehabilitation Hospital (SMRH)
- Glenside Health Service (GHS) Psychiatric Intensive Care Unit, Inpatient Rehabilitation Services and Acute beds only
- Adelaide Dental Hospital (ADH)

CALHN also has governance over numerous community mental health and primary health services including Prison Health Service, SA Dental Service and DonateLife SA. Of note also is governance of the Statewide Clinical Support Services (SCSS) including SA Medical Imaging (SAMI), SA Pathology SA Pharmacy and BreastScreenSA, responsibility of which has vacillated between CALHN and DHW over the past few years.

CALHN is one of three metropolitan LHNs and its core population is approximately 390,000 people. CALHN also provides services to patients from other SA networks, rural and remote areas, the Northern Territory, NSW (Broken Hill) and western parts of Victoria. These services usually relate to complex services such as head and neck cancer, radiation therapy, cardiac surgery, spinal surgery or rehabilitation.

CALHN's purpose is to deliver quality and sustainable healthcare. While the delivery of high-quality patient care is our number one priority, underpinning our goals is good governance, improved patient experience, business operations, efficiency and financial performance and more accountable and contemporary ways of working.

To find out more about CALHN, visit centraladelaide.health.sa.gov.au

Values

Central Adelaide Local Health Network Values

Our values, together with our vision and ambitions provide direction for everything that happens across our network. They outline who we are, what we stand for, what our consumers and their families can expect from us and what we can expect from each other. They guide our decisions and actions.

Values	Behaviours
<i>People first</i>	<ul style="list-style-type: none">- I am there for my patients and colleagues when they need me most.- I put myself in my patients and colleagues shoes to understand their needs.- I go out of my way to make sure my patients and colleagues achieve the best outcome and have a great experience.- I respect uniqueness in my colleagues, our patients and their families.
<i>Ideas driven</i>	<ul style="list-style-type: none">- I look and listen to ensure I fully understand the problem and find a solution.- I look for ways to break-down barriers and silos to hear new perspectives and solve complex problems.- I invest in my own learning and look for opportunities to explore and introduce new ideas.- I am interested in critical research and how it informs creative thinking.
<i>Future focussed</i>	<ul style="list-style-type: none">- I embrace leading practices and use them to evolve our ways of working.- I lead and support change to improve patient and organisational outcomes.- I am constantly on the look-out for opportunities to improve.
<i>Community minded</i>	<ul style="list-style-type: none">- I put my hand up to lead work that matters.- I am accountable and focused on value.- I value and champion diversity.- I embrace collaboration and constructive partnerships.

SA Health Values

The values of SA Health are used to indicate the type of conduct required by our employees and the conduct that our customers can expect from our health service:

- We are committed to the values of integrity, respect and accountability.
- We value care, excellence, innovation, creativity, leadership and equity in health care provision and health outcomes.
- We demonstrate our values in our interactions with others in SA Health, the community, and those for whom we care.

Code of Ethics

The *Code of Ethics for the South Australian Public Sector* provides an ethical framework for the public sector and applies to all public service employees.

- Democratic Values - Helping the government, under the law to serve the people of South Australia.
- Service, Respect and Courtesy - Serving the people of South Australia.
- Honesty and Integrity- Acting at all times in such a way as to uphold the public trust.
- Accountability- Holding ourselves accountable for everything we do.
- Professional Conduct Standards- Exhibiting the highest standards of professional conduct.

As a public sector employee, you have a responsibility to maintain ethical behaviour and professional integrity standards. It is expected that you act in accordance with the Code of Ethics, and contribute to a culture of integrity within SA Health.

The Code recognises that some public sector employees are also bound by codes of conduct relevant to their profession.

Role Acceptance

Employee Acceptance

I have read and understood the responsibilities associated with role, the organisational context and the values of SA Health as outlined within this document.

Name:

Signature:

Date:

Approvals

Role Description Delegate Approval

I acknowledge that the role I currently occupy has the delegated authority to authorise this document.

Name:

Role Title:

Signature:

Date:

Version control and change history

Version	Date from	Date to	Amendment
V1	10/02/17	09/04/17	Original version.
V2	10/04/17	04/07/17	Safety & Quality statement in General Requirements.
V3	04/07/17	10/07/18	Minor formatting with order of information amended.
V4	11/07/18	26/03/19	Updated legal entities for Minister and Department title on Page 7. Updated Immunisation Guidelines to Policy Directive under general requirements.
V5	27/03/19	04/06/19	Added categories for immunisation requirements on front page.
V6	05/06/19	25/06/19	Updated changes to the Criminal Relevant History and Screening.
V7	26/09/19	09/06/20	Updated legal entities to include new regional LHN's.
V8	10/06/2020	03/05/2021	Update Risk Management Statement
V9	04/05/21		Inclusion of integrity statement under Code of Ethics on Page 6
V10	08/12/2023		