

# Position Description

<b>Position Title:</b>	Allied Services and Wellbeing Practitioner- Speech Pathologist	<b>Division:</b>	Allied Health and Wellbeing
<b>Position Reports to:</b>	Allied Services and Wellbeing Manager	<b>Direct Reports:</b>	Nil
<b>Agreement:</b>	Yooralla Allied Services Agreement 2018	<b>Band:</b>	Grade 1
<b>Approved by:</b>	Leanne Turner	<b>Date approved:</b>	November 2021

## Primary Position Objective:

Allied Services and Wellbeing is a division of Yooralla that provides allied health, education and nursing services to people with a disability. You will provide best practice, evidence-informed **speech pathology** services to support people with a disability to achieve their goals and lead the life of their choosing. You will hold a **basic** understanding of working within a human rights practice framework, person-centred and family centred practice, interdisciplinary and transdisciplinary models of support and have **foundational and/or developing** clinical skills.

## Organisational Overview

Yooralla is a not-for-profit organisation offering high quality support services for people with disability. Established in 1918, Yooralla offers a wide range of services to people with a disability. Yooralla employs over 2000 employees who provide services to people with disability across Victoria.

## Yooralla's Purpose

To support people with disability to live the life they choose

## Our Promise

Designed by you, supported by us, and achieved together

## Our Values

**Customer focused** in our service, creative in our solutions

**Courageous** in speaking up, determined in facing challenges

**Authentic** in our relationships, honest in our conduct

**Accountable** in our work, responsible for our actions

**Respectful** of choices, embracing of diversity

**Passionate** about our work, driven by our purpose and values

# Position Description

## Position Specific Responsibilities

### Grade 1: Foundational proficiency level.

**Basic knowledge of the capabilities and starting to apply them. Entry level for new graduates and the initial years of experience. Can perform work under specific direction and direct supervision. Requires access to regular clinical supervision and expected to progress towards working without direct supervision.**

<p>Objectives of your role (Key Result Areas)</p>	
<p><b>Organisational Accountabilities</b></p>	<ul style="list-style-type: none"> <li>• Manage a clinical case load within scope of practice</li> <li>• Meet clinical KPIs in line with divisional requirements</li> <li>• Support divisional objectives and priorities through the delivery of organisational training and participation in key projects as required</li> <li>• Attend organisational meetings and mandatory training as required</li> <li>• Be familiar with and follow Yooralla’s policies, procedures and management instructions</li> <li>• Uphold Yooralla’s purpose, vision, promise and values</li> </ul>
<p><b>Clinical Knowledge Areas</b></p>	<p>Has clinical skills and knowledge to support people with a disability to achieve their goals through:</p> <ul style="list-style-type: none"> <li>• Assessment of age and developmentally appropriate language, literacy and communication skills;</li> <li>• Development and implementation of age and developmentally appropriate interventions to support language, literacy and functional communication;</li> <li>• Assessment, prescription and implementation of assistive technology to support communication including training for the customer and support people where relevant;</li> <li>• Assessment, diagnosis and development of recommendations, strategies as well as the implementation of intervention for people with issues with eating and drinking (dysphagia). This includes:             <ul style="list-style-type: none"> <li>• The development and periodic review of a mealtime management plan;</li> <li>• Planning and the provision of training for the support team around the person in eating and drinking supports; and</li> <li>• Swallowing therapy associated with dysphagia.</li> </ul> </li> </ul>

# Position Description

## Capabilities

These are skills, knowledge and attributes that show work is being done at this level.

### Supporting a person with a disability

#### **Understands disability and complex support needs**

- Has an up-to-date understanding of disability and the rights of people with disability
- Recognises that complexity may arise from the interplay between individuals and their environments, and the capacity of service systems to respond

#### **Promotes independence and informed choice**

- Has a basic understanding of how individual experiences of disability can influence the support a person may need to make informed choice and supports the person where possible to make their own decisions

#### **Works in partnership with the person to set and achieve goals**

- Incorporates the views, needs, preferences and developmental stage of the person, and where appropriate the person's supports in setting and achieving goals
- Implements best practice models to set and achieve goals that are participation- or activity-focused

#### **Thinks flexibly and tailors' interventions to the person**

- Uses clinical judgement to tailor intervention to best meet the needs, preferences and values of the person and their supports
- Has routine clinical oversight and seeks expert guidance where needed
- Seeks guidance to workshop when complex problems arise and implements solutions

#### **Communicates effectively**

- Has a basic understanding of various influences on a person's communication needs
- Tailors communication to the person and their supports in a way that they can understand
- Seeks guidance to adapt communication to respond to people from diverse backgrounds and uses qualified interpreters appropriately

#### **Works collaboratively with the person's supports**

- Understands the role of formal and informal supports to promote positive outcomes for people

# Position Description

<b>Allied Health Practice</b>	<ul style="list-style-type: none"><li>• Understands the diversity and influence of cultural values, attitudes and beliefs on support needs</li><li>• Involves the person's formal and informal supports as directed by the person</li></ul> <p><b>Operates within scope of practice</b></p> <ul style="list-style-type: none"><li>• Understands evidence-informed practice, goal setting and appropriate measurement of outcomes in relation to their profession</li><li>• Has routine guidance when applying these in practice</li><li>• Reflects on practice and actively participates in clinical supervision to support developing scope of practice</li><li>• Actively participates in learning and development opportunities</li></ul> <p><b>Collaborates interprofessionally</b></p> <ul style="list-style-type: none"><li>• Is aware of their limits and professional boundaries</li><li>• Understands the scope of practice of other professions</li><li>• Appropriately initiates and articulates referral purpose to the person</li></ul>
<b>Service Systems</b>	<p><b>Navigates funding systems including the National Disability Insurance Scheme (NDIS)</b></p> <ul style="list-style-type: none"><li>• Understands operational guidelines and processes</li><li>• Seeks guidance to apply guidelines in practice</li><li>• Demonstrates time management skills in a fee-for-service environment</li></ul>
<b>Quality, safety and ethics</b>	<p><b>Acts ethically and resolves conflicts</b></p> <ul style="list-style-type: none"><li>• Identifies and understands ethical issues as they arise</li><li>• Applies their profession's code of ethics in practice</li><li>• Seeks guidance where necessary to reconcile tensions between maximising choice and control, supporting positive risk-taking, dignity of risk, duty of care and promoting safety</li></ul> <p><b>Promotes quality, safety and inclusion</b></p> <ul style="list-style-type: none"><li>• Promptly reports risks to the safety of people with disability and complex support needs to relevant professionals</li></ul>

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Selection Criteria	
<b>Mandatory Requirements</b>	<ul style="list-style-type: none"><li>• NDIS Worker Screening Check (includes National Police Check, Working with Children Check, Disability Worker Exclusion Scheme Check)</li><li>• Working with Children Check</li><li>• International Police Check (if required)</li><li>• Disqualified Carer Check (if required)</li><li>• Registration with Speech Pathology Australia</li><li>• Current driver's licence to drive in Australia</li><li>• Travel is an expectation of the position</li></ul>
<b>Qualifications</b>	<ul style="list-style-type: none"><li>• Tertiary qualification in relevant discipline (mandatory)</li><li>• Post graduate qualification in relevant discipline (desirable)</li></ul>
<b>Skills</b>	<ul style="list-style-type: none"><li>• Excellent interpersonal skills, including verbal and written communication skills and ability to lead and engage people, motivate them and build their capability</li><li>• Competence with using computer software programs</li></ul>
<b>Personal Attributes</b>	<ul style="list-style-type: none"><li>• Respects, protects and fulfils the rights of people with disability</li><li>• Respects a person's culture, diversity, values and beliefs</li><li>• Empowers people with a disability to exercise choice and control</li><li>• Acknowledges and respects the role of family, friends, carers and community supports</li><li>• Views the person with a disability as an equal partner in the therapeutic relationship</li><li>• Demonstrates compassion, empathy and respect in all interactions</li><li>• Demonstrates collaboration and promotes teamwork and respects and uses team diversity</li><li>• Acts with integrity, honesty, accountability and respect</li></ul>