POSITION DESCRIPTION

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| **Position Title:**   | **Allied Health Practitioner – Speech Pathologist** |
| **Division:** | **Allied Health** |
| **Position Reports to:** | **Allied Health Manager** |
| **Direct Reports:** | **Nil** |
| **Classification:** | **Yooralla Therapists, Specialist Behaviour Support Practitioners, Nurses, Teachers, and Additional Kindergarten Assistants Agreement 2022** |
| **Band:** | **Grade 2** |
| **Approved by:** | **Melissa Cofre** |
| **Date Approved:** | **November 2024** |
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| Position Overview |
| Allied Health is a division of Yooralla that provides therapy, positive behaviour support and psychology 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 an **established** understanding of working within a human rights practice framework, person-centred and family centred practice, interdisciplinary and transdisciplinary models of support and have **established** clinical skills. |
| **Key Responsibilities**  |
| **Grade 2: Established proficiency level.** **Good knowledge of the capabilities. Can work under routine direction without direct supervision and exercise independent judgement on routine matters. May require professional clinical supervision when performing novel, complex or critical tasks. Can provide supervision for allied health students and other practitioners.**

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| **Objectives of your role****(Key Result Areas)** |  |
| **Organisational Accountabilities**  | * Manage a clinical case load within scope of practice
* Meet clinical KPIs in line with divisional requirements
* Support divisional objectives and priorities through the delivery of organisational training and participation in key projects as required
* Attend organisational meetings and mandatory training as required
* Be familiar with and follow Yooralla’s policies, procedures and management instructions
* Uphold Yooralla’s purpose, vision, promise and values
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| **Clinical Knowledge Areas** | Has clinical skills and knowledge to support people with a disability to achieve their goals through: * Assessment of age and developmentally appropriate language, literacy and communication skills;
* Development and implementation of age and developmentally appropriate interventions to support language, literacy and functional communication;
* Assessment, prescription and implementation of assistive technology to support communication including training for the customer and support people where relevant;
* 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:
* The development and periodic review of a mealtime management plan;
* Planning and the provision of training for the support team around the person in eating and drinking supports; and
* Swallowing therapy associated with dysphagia
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| **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 a good, 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
* Contributes to ways of adapting practice, environments and systems to respond to a person’s complex support needs
* Raises awareness of these within the service

**Promotes independence and informed choice*** Has a strong understanding of how individual experiences of disability can influence the support a person may need to make an informed choice
* Confidently supports the person where possible to make their own decisions
* Builds knowledge of this within the service

**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
* Thinks creatively to solve complex problems and implement solutions
* Seeks expert guidance on novel, complex or critical tasks

**Communicates effectively** * Considers the various possible influences on a person’s communication needs
* Adapts communication approaches to respond to those needs
* Adapts communication to respond to people of diverse backgrounds and uses qualified interpreters appropriately

**Works collaboratively with the person’s supports** * Has a strong understanding of the role and dynamics of formal and informal supports to promote positive outcomes for people
* Considers diverse values, attitudes and beliefs in delivering services
* Develops strong working relationships and builds the capacity of formal and informal supports to support the person
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| **Allied Health Practice** | **Operates within scope of practice** * Implements evidence-informed practice confidently and independently
* Measures outcomes appropriately
* Reflects on practice and actively participate in clinical supervision to support established or developing new scopes of practice
* Contributes to a culture of interprofessional learning and development by supervising and teaching students
* Actively participates in learning and development opportunities

**Collaborates interprofessionally** * Understands their limits and professional boundaries
* Has a strong understanding of the scope of practice of other professions
* Builds strong relationships with other allied health professionals to support referrals
* Articulates reasons for referrals to the person
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| **Service Systems** | **Navigates funding systems including the National Disability Insurance Scheme (NDIS)*** Implements operational guidelines and processes
* Builds skills in other professionals to implement guidelines
* Demonstrates excellent time management skills in a fee-for-service environment
* Assists others to develop time management skills within the service
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| **Quality, safety, and ethics** | **Acts ethically and resolves conflicts** * Develops responses to ethical issues with relevant parties
* Applies their profession’s code of ethics in practice
* Provides supervision regarding ethical practice for other allied health practitioners

**Promotes quality, safety and inclusion*** Identifies risks and develops organisational systems to promote the safety of people with disability and complex support needs
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**All employees are responsible for:*** Promoting and protecting the human rights of people with disability, in accordance with the UN Convention on the Rights of Persons with Disabilities (CRPD) (2008);
* Working to ensure high-quality and safe supports and services for NDIS participants, meeting and exceeding the NDIS Practice Standards and Quality Indicators;
* Meeting obligations under all relevant Victorian and Commonwealth legislation;
* Working in accordance with the Yooralla Code of Conduct and Employee Manual;
* Support a risk aware culture by proactively identifying and reporting risk
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| **Selection Criteria** |
| **Mandatory Requirements*** International Police Check (if required)
* Working with Children Check
* NDIS Worker Screening Check
* Current driver's licence to drive in Australia (travel is an expectation of the position)
* Registration with Speech Pathology Australia
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| **Professional Experience** |
| * Tertiary qualification in relevant discipline (mandatory)
* Post graduate qualification in relevant discipline (desirable)
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| **Personal Skills and Attributes** |
| * Excellent interpersonal skills, including verbal and written communication skills and ability to lead and engage people, motivate them and build their capability
* Competence with using computer software programs
* Respects, protects and fulfils the rights of people with disability
* Respects a person’s culture, diversity, values and beliefs
* Empowers people with a disability to exercise choice and control
* Acknowledges and respects the role of family, friends, carers and community supports
* Views the person with a disability as an equal partner in the therapeutic relationship
* Demonstrates compassion, empathy and respect in all interactions
* Demonstrates collaboration and promotes teamwork and respects and uses team diversity
* Acts with integrity, honesty, accountability and respect
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| **About Yooralla** |
| Yooralla is Victoria’s most established and recognised for purpose disability service provider with more than one hundred years of experience offering high quality support services to people with disability. We work in partnership with people with disability, their families and carers to enable them to live the lives they choose.Across Melbourne and regional Victoria, we support people of all ages and needs. Our 2,000+ staff provide a wide range of quality services, including accommodation and residential supports, specialist accommodation for people with complex health conditions, employment, training, support coordination, kindergarten assistance, recreational and therapy services, including assistive technology. |
| **Our Purpose** | **Our Promise** | **Our Values** |
| To support people with disability to live the life they choose | Designed by you, supported by us, and achieved together | * We put the person living with a disability first
* We do better together - we work as a team
* We speak up
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