POSITION DESCRIPTION

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| **Position Title:** | **Senior Clinician, Allied Health – Speech Pathologist** | | | |
| **Division:** | **Allied Health** | | | |
| **Position Reports to:** | **Director, Allied Health Manager** | | | |
| **Direct Reports:** | **Practice Leadership role** | | | |
| **Classification:** | **Yooralla Therapists, Specialist Behaviour Support Practitioners, Nurses, Teachers, and Additional Kindergarten Assistants Agreement 2022** | | | |
| **Band** | **Grade 3** | | | |
| **Approved by:** | **Melissa Cofre** | | | |
| **Date Approved:** | **April 2024** | | | |
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| Position Overview | | | | |
| Allied Health 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 **strong** understanding of working within a human rights practice framework, person-centred and family centred practice, interdisciplinary and transdisciplinary models of support and have **leading** clinical skills.  In addition to managing a clinical case load this position carries a portfolio of specialist clinical practice. You will be responsible for providing strong practice leadership across the organization and contribute to; research and development, policy and practice frameworks, supporting clinical risk management as required, workforce planning, staff education and training in areas of specialist clinical knowledge, practice supervision and practice effectiveness including clinical audit to enhance the services we deliver. | | | | |
| **Key Responsibilities** | | | | |
| **Grade 3: Leading proficiency level**  **Advanced knowledge of the capabilities. Leads, innovates and develops service improvements. Has a least seven (7) years of experience. Can work independently under general direction. Provides supervision and assumes a mentoring role for other practitioners.**   |  |  | | --- | --- | | **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 | | **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 meal time 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.   **Expert skill and application in one or more of the following areas:**   * Augmentative and Alternative Communication * Supporting access to education or community or employment * Early childhood intervention * Dysphagia * Language/Speech/Literacy | | **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 advanced up-to-date knowledge of disability and the rights of people with disability  Builds knowledge in others in and beyond the service  Contributes to discussions and the evidence base through policy development, research and education  Has an advanced understanding of the range of influences on a person’s wellbeing  Examines the factors that contribute to complexity  Champions ways of adapting practice, environments and systems to reduce and respond to complexity  **Promotes independence and informed choice**  Has a sophisticated understanding about promoting independence and informed choice  Leads processes in a service to support promoting the person’s independence and informed choice  Builds this knowledge with people with disability, allied health professionals, the service system and community  **Works in partnership with the person to set and achieve goals**  Incorporates the person’s views, needs, preferences and developmental stage, and where appropriate those of the person’s supports, in setting and achieving goals  Implements best practice models to set and achieve goals that are participation- or activity-focused  Coaches practitioners to incorporate the person’s views, needs, preferences and developmental stage, and where appropriate those of the person’s supports, in setting and achieving goals  Builds best practice models and the capacity of allied health professionals and service systems to work in partnership with the person to set and achieve goals  **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  Coaches, advises and provides leadership to solve complex problems and implement solutions  Supports allied health professionals to develop clinical judgement to tailor intervention to best meet the needs, preferences and values of the person and their supports  **Communicates effectively**  Communicates clearly with people with disability and their supports  Adapts communication to respond to people of diverse backgrounds and uses qualified interpreters appropriately  Builds knowledge about communication needs and effective, accessible communication strategies within and beyond the service  Supervises and supports others to increase their understanding of diversity  **Works collaboratively with the person’s supports**  Has a sophisticated understanding of the role, dynamics and frameworks of formal and informal supports to promote positive outcomes for people  Champions systems that enable person, family and community input into service delivery  Innovates ways to engage with formal and informal supports | | **Allied Health Practice** | **Operates within scope of practice**  Leads implementation of evidence-informed practice and appropriate measurement of outcomes  Builds a culture of interprofessional learning and development  Develops supervision and teaching materials that improve interprofessional practice  Provides mentoring for foundational and established practitioners across allied health professions  Actively participates in learning and development opportunities  **Collaborates interprofessionally**  Has a strong understanding of the scope of practice of allied health professions  Supports practitioners to work to the full extent of their role  Integrates practice to support positive outcomes for the person | | **Service Systems** | **Navigates funding systems including the National Disability Insurance Scheme (NDIS)**  Demonstrates excellent time management skills in a fee-for-service environment  Assists others to develop time management skills within the service  Contributes to improvements to processes and systems within and beyond the service  Innovates practice to support positive outcomes within a fee-for-service environment | | **Quality, safety and ethics** | **Acts ethically and resolves conflicts**  Mentors others in addressing ethical issues  Applies their profession’s code of ethics in practice  Ensures business practices include processes to respond to ethical issues and a systematic approach to minimising conflicts of interest  **Promotes quality, safety and inclusion**  Manages risks and champions systems to promote the safety of people with disability and complex support needs |   **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 * Identify, manage and monitor risks within their area and support a risk aware culture where staff actively identify and report risks. | | | | |
| **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 | | | | |
| **Professional Experience** | | | | |
| * Tertiary qualification in relevant discipline (mandatory) * Post graduate qualification in relevant discipline (desirable) | | | | |
| **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 | | | | |
| **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 | |