

Position	Senior Practitioner, Speech Pathologist
Classification	AHP3
Division	Rehabilitation, Aged and Palliative Care
Department / Section / Unit / Ward	Speech Pathology
Role reports to	Operationally: > Director, Speech Pathology Professionally: > Director, Speech Pathology
CHRIS 21 Position Number M62701	Role Created / Review Date 20/06/2020
Criminal History Clearance Requirements <input type="checkbox"/> Aged (NPC) <input type="checkbox"/> Child - Prescribed (Working with Children Check) <input checked="" type="checkbox"/> Vulnerable (NPC) <input type="checkbox"/> General Probity (NPC)	Immunisation Risk Category Category A (direct contact with blood or body substances)

JOB SPECIFICATION

Primary Objective(s) of role:

The Senior Practitioner, Speech Pathologist is responsible for providing a specialist Speech Pathology services as part of the Swallowing Disorders Clinic (SDC) by planning, developing, coordinating, implementing and evaluating Speech Pathology services utilising specialist skills in the management of complex problems, accepting leadership for all phases of a project and/or intervention processes, maintaining a clinical caseload. The incumbent will have an integral role within the unique service delivery model offered by the Swallowing Disorders Clinic with strong collaboration between Speech Pathology, Gastroenterology and Nutrition and Dietetic Departments, as part of the Speech Pathology Department in the Rehabilitation, Aged and Palliative Care Division of SALHN.

Direct Reports: (List positions reporting directly to this position)

> AHP1/2

Key Relationships / Interactions:

Internal:

- Operationally and Professionally reports to Director of Speech Pathology
- Works collaboratively with staff and all members of the health care team;
- Contributes to the day to day operations of the unit.
- > The Senior Practitioner, Speech Pathologist (SDC) is responsible to the Director of Speech Pathology and on a daily basis provides specialist Speech Pathology services to patients as well as the supervision of Speech Pathology staff and student placements. As part of the SDC, the Senior Practitioner, Speech Pathologist is accountable to the SDC Coordinator for service provision issues as well as works collaboratively with other members of their discipline and of the multi-disciplinary team in MND and the wider Rehab, Aged and Palliative Care Division of SALHN

External:

> MND SA association

Challenges associated with Role:

Major challenges currently associated with the role include:

> Complex Patient Caseload

Delegations: (As defined in SALHN instruments of delegations)

(Levels / limits of authority in relation to finance, human resources, Work Health and Safety and administrative requirements as defined by Departmental delegations and policies.)

Financial	N/A
Human Resources	N/A
Procurement	N/A

Resilience

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

Performance Development

It is your responsibility to actively participate in the Performance Review & Development Program which will include a six (6) monthly review of your performance against the responsibilities and key result areas associated with your position and a requirement to demonstrate appropriate behaviours which reflect a commitment to South Australian Public Sector and SALHN values and strategic directions.

General Requirements

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

- > National Safety and Quality Health Care Service Standards.
- > *Work Health and Safety Act 2012 (SA)* 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 in the Immunisation for Health Care Workers in South Australia Policy Directive.
- > Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- > *Children's Protection Act 1993 (Cth)* – 'Notification of Abuse or Neglect'.
- > *Public Interest Disclosure Act 2018*.
- > Disability Discrimination.
- > Information Privacy Principles.
- > 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.
- > *Mental Health Act 2009 (SA)* and Regulations.

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.

Special Conditions

- > 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* and Child Safety (Prohibited Persons) Regulations 2019 must obtain a Working with Children Clearance through the Screening Unit, Department of Human Services.
- > Working with Children Clearance must be renewed every five (5) years.
- > 'Approved Aged Care Provider Positions' as defined under the Accountability Principles 1998 made in pursuant to the *Aged Care Act 2007* (Cth) must be renewed every 3 years.
- > Appointment and ongoing employment is subject to immunisation requirements as per Risk Category identified on page 1.
- > 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 2008* 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.
- >

Key Result Areas	Major Responsibilities
Direct/indirect patient/client care	<ul style="list-style-type: none"> > Commitment to delivering high quality and safe care consistent with the SALHN Integrated Governance Framework and Consumer Engagement Framework and Plan.
Patient Care	<p>Provide and coordinate a patient centred specialised Speech Pathology service to adult patients with a variety of illnesses and disabilities who have swallowing disorders and associated communication problems by:</p> <ul style="list-style-type: none"> • Independently using clinical expertise to assess and manage complex cases including oral, pharyngeal and oesophageal dysphagia • Facilitating efficient and effective organisation of the SDC by contributing to the coordination of components of the clinic ie MND Clinic, Repat Radiology, GP Liaison, Gastroenterology and EPAS statistics as required • Leading and providing comprehensive objective diagnostic swallowing investigations by independently conducting, interpreting and reporting Modified Barium Swallow (MBS) and working with Fiberoptic Endoscopic Evaluation of Swallowing (FEES) examinations, and using this information to develop an appropriate swallowing management plan. • Monitoring and improving the standards of services provided to clients. • In conjunction with the Director Speech Pathology and clinical staff supervising the development and provision of Speech Pathology services to patients. • Monitoring the efficiency and prioritisation of Speech Pathology services and allocation of work among Speech Pathology staff. • Using outcome measures and evidence based practices to evaluate patient management and introducing new practices. • Documenting assessment findings and interventions. • Conveying diagnosis and recommendations to the referring staff or agencies. • Planning and implementing intervention programs through a range of service delivery models. • Monitoring and evaluating the progress and outcomes of interventions. • Providing information to clients and / or relatives about ongoing management. • Liaising closely with other disciplines and using a coordinated team approach to patient care. • Communicating with clients, their families, carers and other service providers.
Professional Development	<ul style="list-style-type: none"> > Progressively develop professional expertise in adult communication and swallowing disorders by attendance and presentations at special interest groups and conferences/workshops, and by reading professional journals and texts to ensure quality patient management. > Contribute to statewide competency based frameworks for MBS and FEES. > Maintain a broad range of speech pathology skills to enable participation in the leave cover system across all speech pathology service areas.
Education	<ul style="list-style-type: none"> > Provide professional/clinical supervision to AHP1/AHP2 Speech Pathologists, Speech Pathology Assistants and students as appropriate. > Lead the implementation of competency based training programmes for staff in MBS and FEES examinations in the Speech Pathology Department.

	<ul style="list-style-type: none"> > Provide a consultative and support service on oral, pharyngeal and oesophageal dysphagia to other team members, disciplines and statewide external agencies such as Country Health SA. > Participate in, and where appropriate provide and evaluate, education sessions to staff and students allocated to the organisation. > Participate in, and where appropriate provide and evaluate, education sessions to external agencies as appropriate and after discussion with the Director Speech Pathology. > Contribute to the development of high professional and clinical standards in the Speech Pathology training program and the maintenance of high standards of service delivery by supervising Speech Pathology students allocated to the department and undertaking teaching activities.
Research	<ul style="list-style-type: none"> > Contribute to the ongoing development and improvement of clinical practice through initiating, participating in and supporting the development of relevant research activities in conjunction with professionals from other disciplines, as appropriate. > Present key research findings at relevant conferences and /or publications. > Collaborate with Flinders University of SA to supervise Speech Pathology student research projects.
Community Liaison	<ul style="list-style-type: none"> > Collaborate with community agencies. > Link clients and carers with relevant community resources and services. > Assist in the marketing of speech pathology services both within and external to the hospital.
Departmental	<ul style="list-style-type: none"> > Develop and maintain relevant clinical guidelines and Staff instruction sheets for SDC. > Maintain and collate relevant work statistics. > Communicate regularly with the Director Speech Pathology regarding issues relevant to Speech Pathology services including service planning and development, the efficiency and prioritisation of service provision, the management of roster changes and staff absences, standards and quality of service and staff development > Contribute to financial planning of the Speech Pathology service by recommending budget requirements including purchase, ordering and maintenance of equipment and supplies for the Speech Pathology service. > Represent the Speech Pathology Department within and outside the hospital at discussions, in working parties and committees. > Perform management duties if required in the absence of the Director Speech Pathology
Evaluation	<ul style="list-style-type: none"> > Collect outcome data to refine service delivery and ensure optimal patient care by using this data to prioritise patients in the outpatient and procedural clinics. > Monitor levels and types of services required by different clinical areas of the hospital. > Participate in regular performance development planning with the Director Speech Pathology.
Contribution to effective operation of unit	<ul style="list-style-type: none"> > Contributing to the development of an integrated team approach and culture which is highly responsive to the needs of our consumers. > Contributing to the promotion and implementation of the objects and principles of the Health Care Act 2008 and Public Sector Act 2009 (inclusive of the Code of Ethics for the South Australian Public Sector).

	<ul style="list-style-type: none">> Adhering to the provisions of relevant legislation including, but not limited to, the Equal Opportunity Act 1984, Work Health and Safety Act 2012 (SA) (WHS), Awards and Enterprise Agreements.> Demonstrating appropriate behaviours which reflect a commitment to the Department of Health values and strategic directions.> Undertaking training as required to attain and maintain required competency of skills and knowledge applicable to the role.
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1. ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- > An appropriate degree or diploma in Speech Pathology and eligibility for membership of Speech Pathology Australia.

Personal Abilities/Aptitudes/Skills

- > Demonstrated ability to assess adult patients with swallowing and communication problems and determine appropriate management and advice.
- > Demonstrated ability to formulate appropriate goals and implement programs for patients with communication problems of neurological origin.
- > Organizational ability, flexibility, awareness of stress management issues and willingness to participate in appropriate staff development and education activities.
- > Proven commitment to the principles and practise of:
 - EEO, Ethical Conduct, Diversity and Worker Health & Safety.
 - Quality management and the provision of person and family centred care.
 - Risk management.

Experience

- > Extensive experience and clinical expertise in the clinical management of adult patients with swallowing and communication disorders resulting from medical, surgical or neurological conditions including complex cases.
- > Demonstrated experience in determining need for, conducting and evaluating Modified Barium Swallow examinations independently.
- > Demonstrated experience in planning, implementing and reviewing clinical services and quality improvement practices in an acute or rehabilitation setting.
- > Proven experience in delivering high quality and safe care consistent with the National Safety and Quality Health Care Service Standards. (Mandatory for all clinical positions.)

Knowledge

- > A sound theoretical knowledge of communication and swallowing problems of neurological origin and in relation to the process of aging.
- > Awareness of National Safety and Quality Health Service Standards.
- > Understanding of Delegated Safety Roles and Responsibilities.
- > Understanding of Work Health Safety principles and procedures.
- > Understanding of Quality Management principles and procedures.
- > Awareness of person and family centred care principles and consumer engagement principles and procedures.

2. DESIRABLE CHARACTERISTICS (to distinguish between applicants who meet all essential requirements)**Personal Abilities/Aptitudes/Skills**

- > Demonstrated commitment to excellence and innovation in work practices.
- > Able to adopt a problem solving approach to service delivery in providing services.
- > A strong focus on patient outcomes

Experience

- > Proven experience in basic computing skills, including email and word processing.
- > Experience in working with adult patients with a communication and/or swallowing problem in an inpatient setting.
- > Demonstrated experience of working in teams
- > Demonstrated experience in determining need for, conducting and evaluating Fiberoptic Endoscopic Evaluation of Swallowing examinations independently.
- > Experience with training staff in conducting Modified Barium Swallow and/or FEES procedures
- > Experience in undertaking research activities within an allied health context.
- >

Knowledge

- > Awareness of the Charter of Health and Community Services rights.
- > Advanced knowledge of outpatient service delivery models

Educational/Vocational Qualifications

- > Further higher education qualifications relevant to the caseload and the clinic

Other Details

- > List other desirable characteristics not listed above.

Organisational Overview

Our mission at SA Health 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.

SA Health Challenges

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

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.

Governing Boards

The State Government is reforming the governance of SA Health, including from 1 July 2019 the establishment of 10 Local Health Networks, each with its own Governing Board.

Statewide	> Women's and Children's Health Network
Metropolitan	> Central Adelaide Local Health Network > Southern Adelaide Local Health Network > Northern Adelaide Local Health Network
Regional	> Barossa Hills Fleurieu Local Health Network > Yorke and Northern Local Health Network > Flinders and Upper North Local Health Network > Riverland Mallee Coorong Local Health Network > Eyre and Far North Local Health Network > South East Local Health Network

Southern Adelaide Local Health Network (SALHN)

SALHN provides care for more than 350,000 people living in the southern metropolitan area of Adelaide as well as providing a number of statewide services, and services to those in regional areas. More than 7,500 skilled staff provide high quality patient care, education, research and health promoting services.

SALHN provides a range of acute and sub-acute health services for people of all ages.

SALHN includes

- > [Flinders Medical Centre](#)
- > [Noarlunga Hospital](#)
- > [GP Plus Health Care Centres and Super Clinics](#)
- > [Mental Health Services](#)
- > Sub-acute services, including [Repat Health Precinct](#)
- > [Jamie Larcombe Centre](#)
- > [Aboriginal Family Clinics](#)



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; it sets out the **South Australian Public Sector Values** as:

- > **Service** – We proudly serve the community and Government of South Australia.
- > **Professionalism** – We strive for excellence.
- > **Trust** – We have confidence in the ability of others.
- > **Respect** – We value every individual.
- > **Collaboration & engagement** – We create solutions together.
- > **Honesty & integrity** – We act truthfully, consistently, and fairly.
- > **Courage & tenacity** – We never give up.
- > **Sustainability** – We work to get the best results for current and future generations of South Australians.

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

Domestic and Family Violence

The Southern Adelaide Local Health Network (SALHN) recognises the devastating impact domestic or family violence can have on the lives, of those who experience abuse and are committed to supporting employees who experience domestic or family violence by providing a workplace environment that provides flexibility and supports their safety.

Role Acceptance

I have read and understand the responsibilities associated with the Senior Speech Pathologist in the RAP Division and organisational context and the values of SA Health as described within this document.

Name

Signature

Date