



ROLE DESCRIPTION

Role Title:	Speech Pathologist		
Classification Code:	AHP1	Position Number	M40803
LHN/ HN/ SAAS/ DHW:	Central Adelaide Local Health Network (LHN)		
Hospital/ Service/ Cluster:	Statewide Rehabilitation Service Repatriation Health Precinct		
Division:	SA Brain Injury Rehabilitation Service (SA BIRS)		
Department/Section / Unit/ Ward:	Speech Pathology – Brain Injury Rehabilitation Unit (BIRU)		
Role reports to:	Director Audiology and Speech Pathology, via Principal Clinician SA BIRS		
Role Created/ Reviewed Date:	December 2023		
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:

As a member of the interdisciplinary team, the AHP 1 Speech Pathologist delivers services to patients with a complex brain injury to maximise their potential to achieve optimum independence and quality of life. This will require involvement with patients and families from a variety of cultural backgrounds and beliefs.

The speech pathologist works under close clinical supervision and demonstrates a competent level of professional knowledge and skill. With increasing experience and skill, they will independently undertake a higher level of professional practice.

The speech pathologist is supported to participate in quality improvement activities, projects and planning activities.

Key Relationships/ Interactions:

Internal

- Accountable to the Program Manager, SA Brain Injury Rehabilitation Service for interdisciplinary service provision.
- Reports to the Director Audiology and Speech Pathology, through the SA BIRS Principal Clinician, Speech Pathology, and/or Senior Manager Speech Pathology.
- Reports to and receives clinical advice, guidance and supervision from the delegated senior speech pathologist or Principal Clinician, Speech Pathology, and/or the Senior Manager Speech Pathology.
- Works closely with and provides clinical support to allied health assistants
- Works closely with medical, nursing and other allied health members of the interdisciplinary team.

External

- Maintains working relationships with stakeholders including clinical staff of referring units and services, and across the rehabilitation sector and colleagues in regional South Australia.

Challenges associated with Role:

Major challenges currently associated with the role include:

- Management of a patient group with complex health, cognitive and psychosocial presentations.
- Discharge planning in complex clinical situations
- Management of work priorities within a fast-paced and dynamic health environment

Delegations:

Delegated Level Nil in accordance with CALHN's Delegation of Authority Document

Staff supervised: Nil

Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
Service Delivery	<ul style="list-style-type: none"> • Provides speech pathology assessments, making interpretations of assessment findings, and formulating and implementing speech pathology intervention plans under clinical guidance from a more senior clinician and in collaboration with patients, carers and relevant other clinicians. • Maintains the clinical management of an allocated caseload. • Records information regarding assessments and interventions in patients' medical records in a timely manner. • Delegates appropriate speech pathology duties to allied health assistants and ensures that delegated tasks are performed safely and effectively.
Interdisciplinary Practice	<ul style="list-style-type: none"> • Attends and actively participates in interdisciplinary activities such as ward rounds and clinical meetings. • Coordinates therapy strategies with patients, the interdisciplinary team, family and significant others. • Liaises with other members of the professional team and significant others in matters pertaining to individual patients to ensure the speech pathology service is patient-centred, taking into account the patient's cultural background and beliefs. • Uses developing self-organisation, communication and team skills to help deliver a consistent and reliable standard of service. • Participates in collaborative patient and team goal setting and discharge planning which directs patient-centred care addressing medical, functional, quality-of-life goals. • Actively contributes information, feedback and ideas that assist discipline and service planning and review.
Training and Development	<ul style="list-style-type: none"> • May provide education regarding speech pathology for other staff members, students and outside stakeholders. • Displays a commitment to continuous personal and professional development and pursues professional development opportunities.

Key Result Areas	Major Responsibilities
	<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. - Participating in the SA Health Clinical Supervision Framework with an experienced discipline senior clinician. - Applying developing reflective practice skills. - Utilising the support of mentors and peers. - Actively participating in the Professional Development and Review (PR&D) process.
Monitoring and Reporting	<ul style="list-style-type: none"> • Records information regarding assessments and interventions in the patient’s medical record in an accurate and timely manner. • Contributes, as directed, to the monitoring, review and evaluation of compliance with standards of care, quality and safety performance, patient outcomes. • Monitors and evaluates intervention outcomes and the effectiveness of therapy.
Quality Improvement, Research and Education	<ul style="list-style-type: none"> • Maintains a strong evidence-based, customer focus. • Ensures a commitment to continuous improvement – identifying, reporting and actively working on opportunities for quality improvement. • Participates in quality improvement and research activities linked to the service’ and organisation’s strategic direction, particularly those enhancing clinical care.
Development and innovation	<ul style="list-style-type: none"> • Assists with the review of discipline specific policies and procedures in collaboration with the senior clinicians. • Incorporates evidence-based principles and/or accepted best practice in the selection and application of speech pathology methods and techniques. • Liaises with other clinicians and provides advice around equipment prescription and ongoing rehabilitation and support needs.
Safe and Healthy work environment for self and others	<ul style="list-style-type: none"> • Carries out responsibilities as detailed in organisational occupational health, safety and injury management policies and procedures. • Implements and monitors relevant Work Health and Injury Management policies and procedures with their work area. • Identifies hazards, risks, assessing risk and implementing, monitoring and maintaining hazard control measures in consultation with staff and relevant committees.

Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- Degree or equivalent qualification which gives eligibility for full membership of Speech Pathology Australia.

Personal Abilities/Aptitudes/Skills:

- Strong entry-level skills in speech pathology assessment and treatment for a broad range of issues.
- Ability to communicate effectively (both verbally and in writing) with patients, carers, staff and relevant others.
- Ability to provide services using patient-centred approaches that are ethically appropriate, and including respecting principles of confidentiality, as well as addressing service level needs.
- Ability to apply developing professional judgement and clinical reasoning to routine work situations and where required, with supervision apply safe judgement to the management of patients with increasing levels of complexity.
- Organisation skills including the ability to set priorities, organise activities and achieve timely outcomes in a range of clinical and non-clinical situations.
- Demonstrated ability to work with and support patients and carers with diverse value systems, cultural differences and special needs in a tactful, sensitive and ethical manner.
- Ability to provide timely, accurate, and complete clinical records and workload data.
- A commitment to contribute to a culture that values critical thinking and problem solving, and encourages constructive feedback, engagement, respectful behaviour, inclusion and diversity at all levels.
- Ability to work effectively within an inter-disciplinary team and contribute to the development and attainment of team and patient goals.
- A commitment to on-going personal and professional development, including ability to improve personal and professional skills by accepting and acting on constructive feedback and by participating in self-directed and programmed professional development.
- Physical strength, flexibility and endurance sufficient for the manual handling requirements of the case load.

Experience

- Experience working in an interdisciplinary team.
- Experience in computing skills, including email and word processing to facilitate effective use of Electronic Medical Records (EMR) and other relevant systems

Knowledge

- Clinical knowledge, sufficient to enable safe and effective work with appropriate supervision in a variety of clinical areas.
- Familiar with various medical/ clinical documentation methods.

- Awareness of responsibilities with regard to work health and safety.
- Knowledge of Information Sharing Guidelines, confidentiality and privacy principles protocols
- Familiar with relevant state government legislation such as the Equal Opportunity and Work Health and Safety Act 2012 (SA) and Return to Work Act 2014 (SA)).

DESIRABLE CHARACTERISTICS

Educational/Vocational

- Demonstrated involvement in relevant professional development.

Personal Abilities/Aptitudes/Skills:

- Ability to prioritise a varying caseload.
- Ability to engage the team in service delivery.
- Ability to make positive contributions towards improving service quality.
- Commitment to implement evidence-based, patient-focused, holistic practice.

Experience

- Experience in the rehabilitation of adults in an inpatient setting.
- Experience in working in an inter-disciplinary setting.
- Experience in the technological needs of individuals with a disability and /or culturally and linguistically diverse backgrounds.

Knowledge

- Understanding the needs of individuals with a disability and /or culturally and linguistically diverse backgrounds

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.
- Must have current South Australian driver's license and willingness to drive a government plated vehicle when employed in a community setting.
- May be required to work off site, travel between locations and work within the client's own environment within the metropolitan region.

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)
- 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 DonatLife 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

Speech Pathology

CALHN Speech Pathology services provide client-centred assessment and management of swallowing and communication difficulties across acute inpatient/outpatient, inpatient rehabilitation, home and community settings. The goal is to achieve functional outcomes for clients, to optimise safety, independence and quality of life. CALHN speech pathology services are available through Royal Adelaide Hospital (RAH), The Queen Elizabeth Hospital (TQEH), Hampstead Rehabilitation Centre (HRC), Rehabilitation in the Home (RITH), Day Rehabilitation Services (DRS), State-wide Services - SA Brain Injury Rehabilitation Service and SA Spinal Cord Injury Service. Outreach services are provided to Mental Health, Mary Potter Hospice and SA Prison Service.

South Australian Brain Injury Rehabilitation Services (SA BIRS)

The South Australian Brain Injury Rehabilitation Service is a statewide service providing rehabilitation services for people suffering traumatic or acquired brain injury. Clients of the service have complex physical, cognitive, perceptual, communication, social and/or behavioural issues frequently compounded by mental health issues and substance abuse. In addition, SA BIRS provides consultative and specialist support to other therapists and services relating to acquired and traumatic brain injury.

Brain Injury Rehabilitation Unit (BIRU) is a designated post-acute inpatient rehabilitation ward for clients with a traumatic or acquired brain injury with complex physical, cognitive, communication or behavioural needs. BIRU is located at Repat Health Precinct and provides skilled 24-hour management to this highly complex group through an interdisciplinary approach.

Brain Injury Rehabilitation Community & Home (BIRCH) is a specialised interdisciplinary team that provides rehabilitation for adults with an acquired brain injury who are living in the community. BIRCH is located at Hampstead Rehabilitation Centre and Repat Health Precinct and provides lifestyle-focussed rehabilitation through an inter-disciplinary approach.

Other SABIRS services include **Concussion** and **Medical** and **Spasticity Clinics**.

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		