

Position	Senior Speech Pathologist
Classification	AHP3
Division	Rehabilitation, Aged Care and Palliative Care
Department / Section / Unit / Ward	Speech Pathology
Role reports to	Operationally: > Director – Speech Pathology Professionally: > Director – Speech Pathology
CHRIS 21 Position Number M63001	Role Created / Review Date 19/01/2020
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 Speech Pathologist is responsible for the effective leadership, coordination and management of discipline specific speech pathology services to maximise the rehabilitation outcomes for clients referred to Rehabilitation/Laurel Hospice and OPMH and provides clinical/professional leadership to speech pathologists working within and external to the Rehabilitation Service.

The Senior Speech Pathologist is accountable for the planning, development, co-ordination, implementation and evaluation of high quality Speech Pathology services provided to patients admitted to Rehabilitation/Laurel Hospice and OPMH with neurological and associated communication and swallowing disorders

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

> Nil

Key Relationships / Interactions:

Internal:

- > May supervisor AHP2, AHP1 and AHA staff
- > Works collaboratively with staff and all members of the health care team;
- > Contributes to the day to day operations of the unit.

External:

- > Statewide SA Health Services

Challenges associated with Role:

Major challenges currently associated with the role include:

- > None

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. > > Responsible, in consultation with the Director speech Pathology - RAP, for the development and provision of high quality speech pathology services that are patient centred and maximise functional / health outcomes including: <ul style="list-style-type: none"> – Providing leadership, consultancy and advice to management and other health professionals across the work unit, region, Statewide or professional network including community and regional based speech pathologists on service delivery, development and practice within speech pathology services relating to the complex neurology field. – Developing, reviewing and evaluating clinical protocols, policies, procedures and resources within a best practice framework within the service stream. – Actively participating in and / or co-ordinating multi-disciplinary service team projects, quality activities, research and evaluation programs within the site and / or region. – Coordinating continuous quality improvement, research and advice to management on professional service delivery development activities, practice and redesign to improve services and ensure quality patient outcomes. – Collection and entry of required data sets, and participating in the review and evaluation of this as required. – Management and maintenance of equipment and supplies in a cost effective manner. – Providing support and being a resource in the use of complex procedures for the assessment and treatment of adult neurological disorders of voice, communication and swallowing. > Provide highly skilled clinical speech pathology services to maximise functional health outcomes of rehabilitation ambulatory care patients including: <ul style="list-style-type: none"> – Conducting instrumental swallowing investigation / assessment eg, VFSS, salivary and swallowing management, complex voice, speech and language and cognitive-communication management and participating in FEES investigations – Participating in the management of patients with tracheostomies in situ, in liaison with other allied health and medical staff – Assessing and implementing intervention / treatment programs that reflect best practice guidelines. – Ensuring documentation is consistent with service policy and practice. – Providing information to patients, families, carers and community services. – Undertaking comprehensive discharge planning in conjunction with other team members. – Maintaining, developing and operating with professional independence, clinical competence, knowledge and skills

Clinical/Student Supervision	<ul style="list-style-type: none"> > Contribute to the effective management of human resources within speech pathology services in Rehabilitation, Palliative and OPMH, including: <ul style="list-style-type: none"> – Providing professional clinical supervision to speech pathologists within the team – Contributing to the education activities including to other health professionals, and less experienced staff relating to speech pathology neurological conditions. – Conducting performance management of designated staff, including career planning and development. – Participating in the recruitment and selection of staff. – Implementing staff orientation programs, development plans and training programs.
Contribution to the educational and research culture of speech pathology services	<ul style="list-style-type: none"> > Undertaking clinical training and educational activities including the development of training resources. > Liaising with educational providers regarding educational outcomes of clinical placements. > Providing training and supervision to students on placement. > Acting as a mentor and clinical supervisor. > Participating in appropriate interdisciplinary projects, quality activities, service wide committees, working parties, research and evaluation programs/projects as required. > Conducting education sessions for a range of staff within the division..
Contribution to delivery and management of efficient work practices and a culture of continued quality improvement	<ul style="list-style-type: none"> > Participating in, and facilitating the delivery of, collaborative team work and effective continuous learning and professional development. > Actively participating in continuous Quality Improvement activities, including the identification of performance standards and increased efficiencies
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). > 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.

1. ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- > An Appropriate Degree or equivalent qualification which gives eligibility for full membership of the Speech Pathology Association of Australia

Personal Abilities/Aptitudes/Skills

- > High level professional skills relevant to speech pathology practice
- > Demonstrated ability to provide consultancy services in area of expertise and advice to peers, managers, other disciplines and service providers.
- > Highly developed verbal and written communication skills across all levels of service provision
- > Demonstrated organisational abilities including the ability to work under pressure, prioritise workloads and meet deadlines
- > Demonstrated capacity to foster and participate in multi-disciplinary teamwork
- > Demonstrated skills in leading service change and quality improvement practices
- > Demonstrated ability to work in an independent manner with limited supervision
- > 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

- > Demonstrated leadership, role modelling, planning and management within an acute or rehabilitation setting
- > Extensive experience working with adult patients with swallowing and communication disorders resulting from medical, surgical or neurological conditions.
- > Demonstrated experience in the training and supervision of staff or students, and/or attendance at student supervision workshop
- > Demonstrated experience in the effective development, implementation and evaluation of quality improvement programs within an acute or rehabilitation setting
- > Demonstrated experience in collecting, analysing and interpreting data, and making appropriate recommendations
- > Demonstrated experience in policy development and committee procedure
- > Experience in the implementation and interpretation of Modified Barium Swallow assessments
- > 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

- > 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.
- > Sound understanding of Speech Pathology assessment and intervention practices relevant to the management of general medicine, neurology and geriatric patients including the clinical specialty in swallowing and acquired communication and voice disorders.

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

- > Evidence of detailed ability to apply Speech Pathology practices within specific areas of managing stroke / aged care and/ or neurology / neurosurgical patients

Experience

- > Proven experience in basic computing skills, including email and word processing.
- > Experience in rehabilitation or community services in the areas of stroke / aged care and/ or neurology / neurosurgical patients
- > Experience in inpatient or outpatient Palliative Care and Older Persons Mental Health
- > Proven experience in basic computing skills, including email and word processing
- > Credentialed in Fibreoptic Endoscopic Evaluation of Swallowing

Knowledge

- > Awareness of the Charter of Health and Community Services rights.
- > Knowledge of evidence based medicine, outcome measures and current professional practices with an interest in evaluating clinical practice in relation to these

Educational/Vocational Qualifications

- > Relevant postgraduate research/clinical qualification in specialist area, or willingness to undertake further study within a relevant area.

Other Details

- >

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 Division of Rehabilitation, Aged Care and Palliative Care and organisational context and the values of SA Health as described within this document.

Name

Signature

Date