

Position Description

Position Title:	Speech Pathologist, Grade 2	Division:	Enhanced Daily Living and Wellbeing
Position Reports to:	Therapy Manager	Direct Reports:	Nil
Classification	Allied Services Agreement 2018	Band	Grade 2
Approved by:	Director, Health and Wellbeing	Date approved	Oct 2019

Primary Position Objective:

Yooralla recognises the fundamental role of Speech Pathology in supporting the rights of the person with a disability to communicate their beliefs and ideas in the way that they choose. This right extends to informed choices relating to mealtimes, where the person with a disability may choose supports different from those recommended by Speech Pathology. Speech Pathologists at Yooralla use flexible, integrated and outcomes focused practice to support people to live their lives and achieve their full social, educational, and vocational potential. In this way, Speech Pathology works across communication and mealtime domains in partnership with the person with a disability to ensure that valued roles within their family and community are maintained. This role will primarily be working out of the Southern region with negotiation available for other regions.

This position requires the incumbent to be flexible in terms of their working arrangements. It will involve travel to other locations on a needs basis.

Organisational Overview

Yooralla is a not-for-profit organisation offering high quality support services for people with disability. Established in 1918, Yooralla offers a wide range of services to people with a disability. Yooralla employs over 2000 Yooralla employees who provide services to people with disability across Victoria

Vision

A world where people with disability are equal citizens

Mission

To provide quality, sustainable and flexible services that uphold human rights and create opportunities, empowering individuals to live the life they choose

Values

Customer Focused in our service, creative in our solutions
Courageous in speaking up, determined in facing challenges
Authentic in our relationships, honest in our conduct
Accountable in our work, responsible for our actions
Respectful of choices, embracing of diversity
Passionate about our work, driven by our vision

Organisational Accountabilities (applicable to all employees)

Position Description

Positive Working Relationships	Customer Safeguards and Wellbeing	Occupational Health and Safety	Quality Assurance and Continuous Improvement
<ul style="list-style-type: none"> • Demonstrated ability to work as part of, and contribute to, a person centred team. • Facilitate good working relationships with the community, customers, their families, and carers, and all departments in Yooralla through clear communication and a willingness to work towards positive outcomes. • Demonstrated ability to initiate and maintain contacts with a broad range of people and community organisations to facilitate customers' access to services, appropriate communication with fellow workers, families and other people involved with the service and in the life of the customer. 	<p>Safeguard and promote the rights and wellbeing of every individual so they are recognised, respected, protected and fulfilled.</p> <p>In providing quality services, Yooralla staff must comply with</p> <ul style="list-style-type: none"> • the Disability Service Standards • Victorian Charter of Human Rights and Responsibilities Act 2006 • the Principles and Objectives of the Disability Act 2006 • the United Nations Convention of the Rights of Persons with Disabilities 2006 <p>Cultural and Linguistic Diversity</p> <p>Undertake all interactions with customers and co-workers in a culturally sensitive manner.</p>	<p>Comply with the requirements of Victorian Occupational Health and Safety (OHS) Act 2004 and related OHS procedures and Safe Operating Procedures developed by Yooralla, including:</p> <ul style="list-style-type: none"> • Work in a manner that considers the health and safety of self and others • Report to work fit for duty and not negatively affected by alcohol, drugs, medication or other substances • Ensure that all work areas are maintained in a safe condition • Complete site induction • Identify, report and record all safety hazards, incidents and injuries • Participate in OHS training programs • Participate in OHS consultation and communication meetings • Wear and maintain personal protective equipment and clothing correctly 	<ul style="list-style-type: none"> • Attend meetings, workshops, conferences and training as required. • Become familiar with and follow Yooralla's policies, procedures and management instructions. • Be open to new ways of doing things that enhance the quality of life of people with disabilities; respond to challenges with innovative ideas and solutions. • Strive for and promote a continuous quality improvement culture in the quality system and work practices, and offer strategic advice to improve customer relations.

Decision Making Authority:

Please refer to the delegation schedule available on the Yooralla Intranet <http://intranet.yooralla.com.au>

Position Specific Responsibilities

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Key Result Area Speech Pathology Support

Key tasks

- Manage an active caseload and use evidence based practice to assess individual needs, develop and document strategies using an outcomes focused framework to reach identified goals. This may include the prescription of assistive technology and environmental modifications.
 - Staying safe – providing advice and support about how the person can enhance their engagement in life roles, while balancing the person's dignity of risk with planning for customer and staff safety.
 - Choosing supports – supporting the person with information & strategies for supportive decision making. People with a disability choose their supports and contribute to determining the manner in which supports are provided.
 - Communicating – People with a disability seek, receive and impart information, ideas, opinions & feelings through their preferred communication style, including assistive technology aids & equipment.
 - Mealtime Management - Develop and document strategies to ensure safe mealtimes for the person and stakeholders relevant to the person's support profile.
- Develop strategies that balance choice and risk, ensuring the person with a disability is assisted to make informed choices about their supports and the anticipated impacts or consequences on their health and wellbeing.
- Provide training in specialist areas to support service aligned with divisional and organisational training objectives.
- Other duties as required.

Administrative requirements

- Maintain and input relevant data in to the Total Client Management data base system
- Complete documentation and reporting relevant to role including invoicing.

Collaborative relationships and developing leadership within the sector

- Attend training & present at conferences to develop and share professional learnings as agreed with line manager
- Participate in projects to support organisational goals as prioritised with the therapy or organisational business plans
- Generate ideas for innovation and enhanced working practices to achieve organisational mission
- Work collaboratively with the other clinicians and others across Yooralla
- Model effective active listening skills
- Deliver training as required.

Selection Criteria

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Mandatory Requirements	<ul style="list-style-type: none">• A current Victorian Police Records Check• Valid driver's license to drive in Victoria, Australia
Qualifications	<p>Mandatory:</p> <ul style="list-style-type: none">• Bachelor of Speech Pathology or equivalent tertiary qualification <p>Desirable:</p> <ul style="list-style-type: none">• Certificate IV work place assessment and training
Professional Experience and Key Knowledge Areas	<p>Mandatory:</p> <ul style="list-style-type: none">• Demonstrated experience in Speech Pathology• Efficient working knowledge of Windows based computer programs <p>Desirable:</p> <ul style="list-style-type: none">• Experience in working within the Disability sector with people with complex communication needs and swallowing disorders.• Membership with Speech Pathology Australia• Understanding of the National Disability Insurance Scheme / Agency
Personal Skills and Attributes	<ul style="list-style-type: none">• Proven ability to work as an effective team member• Strong organisational & time management skills• Use data accurately to inform decision making• Creatively solve problems• Excellent oral, written and analytical skills• Good communication skills to effectively communicate with all stakeholders• Good time management skills and the ability to work well autonomously