

# Position Description

<b>Position Title:</b>	Speech Pathologist - Allied Services and Wellbeing Practitioner	<b>Division:</b>	Quality, Innovation and Safeguards
<b>Position Reports to:</b>	Allied Services and Wellbeing Manager	<b>Direct Reports:</b>	0
<b>Classification</b>	Yooralla Allied Services Agreement 2018	<b>Band</b>	Grade 1
<b>Approved by:</b>	Rod Carracher, Chief Practitioner	<b>Date approved</b>	4/12/2019

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## Primary Position Objective:

The Allied Services and Wellbeing division provides high quality, evidence based supports and services across the lifespan for people with disability. The Speech Pathologist is responsible for supporting our customers to achieve their goals in relation to living the life they choose. The position will hold an understanding of working in a human rights practice framework, transdisciplinary/multidisciplinary models of support and have the ability to develop clinical skills in their area of practice.

The role will ensure customer/family centered practice across the lifespan including strength based practice, an understanding of dignity of risk principles and models of empowerment and capacity building. This will include working in areas of specialist knowledge to deliver and implement evidence based and effective strategies driven by the customer's goals. This position carries portfolios of specialist practice, managing a clinical case load and the opportunity to work with customers in their own environments including home, kindergartens, schools and in the community.

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## 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 employees who provide services to people with disability across Victoria.

# Position Description

## 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

**Participant 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)

### Positive Working Relationships

- 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.

### Customer Safeguards and Wellbeing

Safeguard and promote the rights and wellbeing of every individual so they are recognised, respected, protected and fulfilled.

In providing quality services, Yooralla staff must comply with

- 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
- the Child Safety Standards

### Cultural and Linguistic Diversity

Undertake all interactions with customers and co-workers in a culturally sensitive manner.

### Occupational Health and Safety

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:

1. Work in a manner that considers the health and safety of self and others
2. Report to work fit for duty and not negatively affected by alcohol, drugs, medication or other substances
3. Ensure that all work areas are maintained in a safe condition
4. Complete site induction
5. Identify, report and record all safety hazards, incidents and injuries
6. Participate in OHS training programs
7. Participate in OHS consultation and communication meetings
8. Wear and maintain personal protective equipment and clothing correctly

### Quality Assurance and Continuous Improvement

9. Attend meetings, workshops, conferences and training as required.
10. Become familiar with and follow Yooralla's policies, procedures and management instructions.
11. 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.
12. Strive for and promote a continuous quality improvement culture in the quality system and work practices, and offer strategic advice to improve customer relations.

# Position Description

## Decision Making Authority:

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

## Position Specific Responsibilities

### Customer Involvement, Clinical Risk Management and Systems

- Manage a clinical case load in their area of identified practice using person/ family centred practice frameworks and evidence informed assessment and interventions across the lifespan.
- To contribute within your discipline to key areas of service provision as determined by role and skillset. These *may* include:

75%

#### *Early Childhood Intervention Support*

Specialised support and services for infants and young children with disability and/or development delay and their families to help their development, well-being and participation in family and community life using individual specialized therapy or a keyworker model transdisciplinary approach.

#### *Therapy*

Improving independence and participation in daily living through a range of specialist therapy supports. The Speech Pathologist will have skill sets in a broad range of areas that support our customers to live the life they choose. The Speech Pathologist works with the customers and their family/carers through the early years, through school and beyond to ensure seamless transitions through key life stages.

#### *Communication and Augmentative and Alternative Communication*

Enhancing lifestyle and independence by providing information, conducting comprehensive assessment, intervention, prescription, and training/program development in relation to a person's communication needs. This includes electronic and non-electronic AAC.

#### *Delivering Disability Health Supports - Dysphagia*

Speech Pathologists will conduct comprehensive assessment, determine diagnosis and develop appropriate recommendations, strategies and intervention for customers with issues with eating and

drinking. 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

- Demonstrate positive working relationships with customers/participants, their families, all divisions of Yooralla and the broader sector that enhance quality outcomes for people with a disability.
- Deliver competent standards of performance and high customer satisfaction that helps to promote the service
- Use practice frameworks that ensure the involvement at each decision making point for customers/participants, families and significant others as applicable
- Provide an ongoing analytical approach to service delivery to facilitate the social, educational and economic participation of children, young people and adults with a disability
- Complete clinical documentation in a timely manner in accordance to Yooralla's Allied Services and Wellbeing policy requirements

## Research and Development Policy and Practice Frameworks

- Hold portfolio responsibilities in areas of practice that align with service delivery
- Ensure that clinical case load is managed in line with policy and agreed frameworks
- Demonstrate awareness of networks in place both within Yooralla and in the community with key partners, services and organisations that lead to measurable outcomes for people with a disability
- Participate in key working groups within Yooralla and/or the sector including supporting the Yooralla Research Agenda where applicable to role and agreed through Annual Performance Review and Learning Plan.

5%

## Workforce Planning, Staff Education and Training

- Engage in reflective practice and learning, identify areas of priority for self development and develop/ maintain core and specialist skill sets that are based on key growth areas, evidence based program provision, organizational risk management and individual, family and group based service delivery
- Participate in internal and external professional development in accordance with the Speech Pathology Australia (Association) professional development requirements for membership.
- Support managers by providing information and advice upon request, to ensure your registration board and licensing requirements are met, stay fully informed of your requirement to maintain these obligations including the requirement to track and evidence your continuous professional development

5%

### Practice Supervision, Practice Effectiveness and Clinical Audit

- Performs work under specific direction and direct supervision with an expectation to progress to working without direct supervision
- If eligible, to participate in the Early Careers Professional Program including a peer support program
- Demonstrate practice effectiveness through direct clinical work and as requested via line management,
- Engage in regular and structured clinical supervision to ensure person directed, outcome focused and cost effective allied service and wellbeing supports.
- Support allied health student placements and liaison with Universities as required

15%

# Position Description

## Selection Criteria

### Mandatory Requirements

- Current National Police Record Check
- International Police Check (if required)
- Not listed on Disability Worker Exclusion Scheme register
- Current driver's licence to drive in Australia
- Speech Pathology Australia Membership
- Victorian Current Working with Children Check
- **Applicants should be mindful that travel is an expectation of the position**

### Qualifications

Mandatory:

- Bachelor of Speech Pathology or equivalent tertiary qualification

### Professional Experience and Key Knowledge Areas

- This position requires foundational Speech Pathology skills and a willingness to embrace new learning opportunities and develop specialised skills in areas of interest within the role and organisation.
- The ability to develop clinical and analytical skills in key areas of practice to deliver customer outcomes
- The ability to manage relationships with key internal and external stakeholders including broader engagement with allied health/ nursing/education sector
- The ability to understand sector-wide issues in this area and to inform practice regarding clinical service delivery models and associated practice frameworks
- The ability to work towards achieving clinical KPIs in line with divisional requirements
- Proficient computer skills including knowledge of Microsoft Outlook, Word and PowerPoint, as well as ability to learn supporting systems such as records management and customer databases.

### Personal Skills and Attributes

- Demonstrated initiative and commitment to professional learning and continuous improvement
- Effective interpersonal skills, including verbal and written communication skills and ability to lead and engage people, motivate them and build their capability
- Relationship management skills and a strong customer focus
- Analytical and problem-solving capability
- Commitment to Yooralla's values, mission and strategic direction