

Position	Speech Pathologist
Classification	AHP 2
Division	Rehabilitation, Aged & Palliative Care
Department / Section / Unit / Ward	GEM at Home
Role reports to	Operationally: > Advanced Nurse Unit Manager, GEM at Home Professionally: > Director Speech Pathology RAP
CHRIS 21 Position Number P38622	Role Created / Review Date 28/05/2021
Criminal History Clearance Requirements <input checked="" 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 Speech Pathologist participates as a member of the GEM at Home team, which provides care to older people with complex medical, functional and/or psychosocial needs in their own home in lieu of an extended or avoidable hospital admission.

This includes the provision of geriatrician-led, multidisciplinary assessment, restorative interventions, and sustainable care planning in collaboration with the older person, their family, carer and existing community services involved in their care.

Assessment, treatment plans and implementation will focus on assisting individual consumers to optimise management of their medical condition and functional impacts as well as establishing sustainable community based support networks and/or suitable supported accommodation.

GEM at Home will have a strong focus on innovation and digital strategies, with Telehealth and home-based monitoring integrated into the provision of care. Targeted, evidence-based interventions will be key to the success of the service and all team members will be responsible for service outcomes and evaluation.

Direct Reports:

Nil

Key Relationships / Interactions:

Internal:

- > Operationally reports to the Advanced Nurse Unit Manager, GEM at Home
- > Professionally reports to Director Speech Pathology, RAP
- > Works collaboratively with staff and all members of the GEM at Home and broader health care team, including General Practitioners and relevant community care providers
- > May be required to supervise Allied Health Assistants and students in the provision of clinical care to clients.
- > Contributes to the day to day operations of the unit.

External:

- > Patients and their carers within the program

- > Relevant government and non-government organisations as required to meet the needs of the client group.

Challenges associated with Role:

Major challenges currently associated with the role include:

- > Working within a fast paced and dynamic health environment
- > Managing and adapting to change in a positive manner

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.

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.
- > Must have current South Australian driver's license and willingness to drive a government plated vehicle when employed in a community setting.
- > Will be required to work off site, travel between locations and work within the client's own environment within the metropolitan region.
- > May be required to work on weekends as part of a 7 day roster

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. > Assessing patients' communication and/or swallowing abilities, problems and goals using a variety of formal and informal assessments including use of instrumentation e.g. Modified Barium Swallow with supervision as needed > Planning and implementing intervention programs > Devising therapy programs and supervise therapy assistants in their implementation of these > Prescribing and arranging for the provision of appropriate equipment if necessary > Communicating with patients' family, carers and other service providers > Collaborating with other team members and community agencies > Providing Speech Pathology services to Home, Outreach and Telerehabilitation patients including using a broad range of technologies including iPads, videoconferencing equipment and therapeutic apps
Communication to support patient management	<ul style="list-style-type: none"> > Participating in interdisciplinary clinical and planning activities to enhance the overall service provided to patients > Documenting assessment findings and interventions > Providing information to patients and/or relatives about level of functioning and ongoing management > Linking patients and carers with relevant community resources and services
Quality Improvement and deliver of high quality speech pathology services	<ul style="list-style-type: none"> > Participating in, and, where appropriate initiating quality and service improvement activities within the team > Liaison and education for staff and students from other disciplines > Monitoring and improving the standards of services provided to patients > Assisting in the development of strategies, procedures, protocols for use of technology in the provision of Speech Pathology interventions > Undertaking Speech Pathology projects, especially those related to GEM at Home, as directed > Participating in and contributing to planning with the Senior Speech Pathologist for Speech Pathology services in Ambulatory Rehabilitation > Initiating, participating in and supporting the development of relevant research activities
Effective management of GEM at Home service	<ul style="list-style-type: none"> > Maintaining relevant work statistics > Communicating regularly with the Senior Speech Pathologist and/or Manager, GEM at Home regarding all issues relevant to speech pathology services within the service > Supervising students and undertaking teaching activities > Follow relevant procedures for home based management as directed by the Manager, GEM at Home
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).

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| | <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 and Wellbeing 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

- > Ability to provide clinical Speech Pathology services to GEM at Home as a member of an interdisciplinary team. This includes ability to undertake assessment and intervention with clients with a variety of disorders and disabilities.
- > Ability to critically analyse or evaluate issues related to Speech Pathology care in a manner which can be applied to quality activities, service evaluation, professional education or research with a commitment to ongoing professional development.
- > Organisational skills including the ability to prioritise work, meet deadlines. This includes the ability to supervise students and Allied Health Assistants.
- > Interpersonal, negotiating, counselling and problem solving skills with the ability to communicate with clients, other professional staff, and community agencies both orally and in writing.
- > 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

- > Experience as a clinician in the assessment and provision of high quality Speech Pathology to patients with a variety of complex communication and/or swallowing issues of neurological, medical or surgical origin.
- > Experience in establishing and maintaining high standards of Speech Pathology.
- > Experience in the supervision of students and assistants.
- > Experience in implementing service improvements, quality activities or research
- > 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

- > Knowledge of issues arising from home based care services and management of patients in a home based setting
- > Knowledge of Telehealth service delivery modalities and applications.
- > A sound theoretical knowledge of communication and swallowing problems of neurological origin and in relation to the process of aging.
- > Awareness of person and family centred care principles and consumer engagement principles and procedures.
- > Understanding of Work Health Safety principles and procedures
- > Understanding of Quality Management principles and procedures
- > Understanding of Delegated Safety Roles and Responsibilities
- > Awareness of National Safety and Quality Health Service Standards

2. DESIRABLE CHARACTERISTICS (to distinguish between applicants who meet all essential requirements)

Personal Abilities/Aptitudes/Skills

- > Ability to demonstrate the use of outcome measures to evaluate efficacy of treatments
- > Ability to develop and monitor treatment programmes to be implemented by junior speech pathologists and Allied Health Assistants
- > Ability to utilise technology to provide innovative and evidence based care e.g. video-conferencing and use of applications

- > Demonstrated interest in developing leadership and management skills especially in regard to implementing quality activities and contributing to service development and research

Experience

- > Proven experience in basic computing skills, including email and word processing.
- > Proven experience in establishing and maintaining high standards of clinical practice
- > Experience with Modified Barium Swallow and/or FEES procedures
- > Experience in the Speech Pathology management of older people
- > Experience in a home based setting
- > Experience in using telehealth service delivery modalities and applications
- > Proven experience in basic computing skills, including email and word processing
- > Experience in the supervision and teaching of Speech Pathology students

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.
- > Knowledge of a variety of care service delivery models.
- > Awareness of the Charter of Health and Community Services rights.

Educational/Vocational Qualifications

- > Training or postgraduate qualifications in relevant clinical, supervisory or management theory or skills.

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 AHP2 Speech Pathologist in the Rehabilitation, Aged and Palliative Care Division and organisational context and the values of SA Health as described within this document.

Name

Signature

Date