

DEPARTMENT OF HEALTH

Statement of Duties

Position Title:	Senior Speech Pathologist
Position Number:	Generic
Classification:	Allied Health Professional Level 3
Award/Agreement:	Allied Health Professionals Public Sector Unions Wages Agreement
Group/Section:	Hospitals South – Allied Health Services Speech Pathology
Position Type:	Permanent/Fixed-Term/Casual, Full Time/Part Time/Casual
Location:	South
Reports to:	Discipline Lead Speech Pathology Services
Effective Date:	March 2021
Check Type:	Annulled
Check Frequency:	Pre-employment
Essential Requirements:	<p>Tertiary qualification/program of study accredited by Speech Pathology Australia Eligible for membership with the Speech Pathology Australia</p> <p><i>Or where regulatory requirements exist, NDIS Q&S Commission Provider Registration Requirements</i></p> <p>Full member of Speech Pathology Australia</p> <p><i>*Registration/licences that are essential requirements of this role must remain current and valid at all times whilst employed in this role and the status of these may be checked at any time during employment. It is the employee's responsibility to ensure that registration/licences remain current and to advise the Employer if their circumstances change. This includes notifying the Employer if a registration/licence is revoked, cancelled or has its conditions altered.</i></p>
Desirable Requirements:	Current Driver's Licence

NB. The above details in relation to Location, Position Type and Work Pattern may differ when this position is advertised – please refer to these details within the actual advert. The remainder of the content of this Statement of Duties applies to all advertised positions.

Primary Purpose:

The Senior Speech Pathologist always behaves in a manner consistent with the Speech Pathology Australia Code of Conduct, the State Service Code of Conduct, and in accordance with organisational policies.

As an effective member of multidisciplinary and/or interdisciplinary teams, the Senior Speech Pathologist:

- Provides senior level clinical speech pathology services to clients.
- Shares expertise in specialist clinical area/s.
- Provides clinical leadership and professional support to other speech pathologists and students, including peer supervision and clinical supervision of level 1-2 speech pathology staff.

Duties:

1. Provide a high level of clinical expertise, working as an effective member within multidisciplinary teams to achieve client-focused outcomes.
2. Initiate and significantly contribute to the development, implementation and review of policies and procedures, clinical practice guidelines, performance measures and reporting mechanisms for Speech Pathology Services and, where relevant, for the multidisciplinary team.
3. Initiate, implement, and report on quality improvement, education, and research activities.
4. Provide authoritative technical and policy advice which draws on in-depth knowledge of speech pathology practice in the relevant clinical area, and act as a local and statewide resource in their clinical expertise.
5. Provide clinical leadership to Speech Pathologists and, where appropriate, other health professionals, inclusive of supervising Level 1-2 Speech Pathologists and students.
6. Actively pursue contemporary professional knowledge through appropriate continuing professional development activities and research, initiate and contribute to professional development programs.
7. Actively participate in and contribute to the organisation's Quality & Safety and Work Health & Safety processes, including in the development and implementation of safety systems, improvement initiatives, safeguarding practices for vulnerable people, and related training.
8. The incumbent can expect to be allocated duties, not specifically mentioned in this document, that are within the capacity, qualifications and experience normally expected from persons occupying positions at this classification level.

Key Accountabilities and Responsibilities:

The Senior Speech Pathologist will be required to work with minimal supervision and to exercise considerable initiative and professional judgment in complex and novel clinical and service areas and operates under the direction of the Discipline Lead Speech Pathology Services. The occupant is responsible for:

- Providing a safe, effective, efficient, and high-quality speech pathology service as part of the multidisciplinary teams.
- Providing professional leadership, guidance and support to other Speech Pathologists and students.
- Initiating and actively participating in professional and service development, quality improvement and research activities.

- Complying with the Code of Professional Conduct of Speech Pathology Australia, and work within Agency principles, policies, and procedures.
- Exercising reasonable care in the performance of duties consistent with the relevant Work Health and Safety legislation.
- Champion a child safe culture that upholds the *National Principles for Child Safe Organisations*. The Department is committed to the safety, wellbeing, and empowerment of all children and young people, and expect all employees to actively participate in and contribute to our rights-based approach to care, including meeting all mandatory reporting obligations.
- Where applicable, exercise delegations in accordance with a range of Acts, Regulations, Awards, administrative authorities and functional arrangements as mandated by Statutory office holders including the Secretary and Head of State Service. The relevant Unit Manager can provide details to the occupant of delegations applicable to this position.
- Comply at all times with policy and protocol requirements, including those relating to mandatory education, training and assessment.

Pre-employment Conditions:

It is the Employee's responsibility to notify an Employer of any new criminal convictions during the course of their employment with the Department.

The Head of the State Service has determined that the person nominated for this job is to satisfy a pre-employment check before taking up the appointment, on promotion or transfer. The following checks are to be conducted:

1. Conviction checks in the following areas:
 - a. crimes of violence
 - b. sex related offences
 - c. serious drug offences
 - d. crimes involving dishonesty
2. Identification check
3. Disciplinary action in previous employment check.

Selection Criteria:

Knowledge

1. Demonstrated experience and expertise in the clinical management of relevant specialty areas within acute and subacute speech pathology, including research and/or quality activity in the specialist field.
2. Demonstrated understanding of the principles of client centred care, continuous quality improvement and evidence-based practice.
3. Working knowledge of, and ability to comply with, the Agency's Work Health and Safety legislation, policies, and procedures.

Skills

4. **Communication skills** - Individuals will demonstrate excellent verbal, non-verbal and written communication skills with the capability to communicate effectively, share information, negotiate outcomes, and to build and maintain positive relationships with a range of people including colleagues, clients, multidisciplinary team members and other personnel.
5. **Conceptual and analytical skills** - Individuals will demonstrate a capability to understand and analyse information from a range of sources, and to make sound decisions based on evidence, inclusive of excellent problem-solving skills and will demonstrate insight and good judgement.
6. **Organisational skills** - Individuals can work in an organised, logical, and reasoned way and manage their time efficiently, prioritising tasks and effectively using tools such as Outlook to assist them.
7. **Teaching skills** - Individuals will demonstrate a capability to support skill development through teaching, training, and mentoring Speech Pathologists, and students, ensuring that the community has access to excellent care.

Personal Qualities

8. **Initiative** - Individuals will demonstrate a capability to be adaptable and will respond and adjust easily and positively to change. They are proactive and self-directed, and will appropriately act upon opportunities to improve outcomes, working with minimal supervision in a complex work environment.
9. **Resilience** - Individuals will demonstrate a capability to persevere to achieve goals even in the face of obstacles, cope effectively with disappointments and setbacks, and remain calm and in control under pressure.
10. **Lifelong learning** - Individuals will demonstrate an intellectual curiosity and a love of learning. They are passionate about their field and inspired by new knowledge, actively seeking, and creating opportunities for knowledge and skill development for themselves and others to provide the best possible service, client, and community outcomes.

Working Environment:

The Department of Health is committed to improving the health and wellbeing of patients, clients and the Tasmanian community through a sustainable, high quality and safe health system. We value leading with purpose, being creative and innovative, acting with integrity, being accountable and being collegial.

The Department of Health is committed to improving the way we work with vulnerable people, in particular implementing strategies and actions to promote child safety and wellbeing, empower, and prevent harm to children and young people.

The Department upholds the *Australian Charter of Healthcare Rights* in our practice and is committed to the safeguarding and protection of the welfare and rights of all people, particularly those that may be at risk of abuse, neglect, or exploitation. We place emphasis on the provision of culturally safe, respectful, and inclusive care that is responsive to diverse needs.

The Department seeks to provide an environment that supports safe work practices, diversity and respect, including with employment opportunities and ongoing learning and development. We value the diverse backgrounds, skills and contributions of all employees and treat each other and members of the community with respect. We do not tolerate discrimination, harassment or bullying in the workplace. All employees must uphold the *State Service Principles* and *Code of Conduct* which are found in the *State Service Act 2000*. The Department supports the [Consumer and Community Engagement Principles | Tasmanian Department of Health](#).