



JOB DESCRIPTION FORM

Section 1 – POSITION IDENTIFICATION

WA COUNTRY HEALTH SERVICE		Position No:	607648
Division:	Wheatbelt	Title:	Speech Pathologist
Branch:	Population Health Unit	Classification:	HSU P-1
Section:	Avon and Central Primary Health Service	Award/Agreement	WA Health – HSU Award 2006 and Health Services Union – WA Health State Industrial Agreement 2008.

Section 2 – POSITION RELATIONSHIPS

Responsible To	Title: Manager, Primary Health Services Western Classification: HSU G - 8 Position No: 607754	↑
Responsible To	Title: Senior Speech Pathologist Classification: HSU P-2 Position No: 607031	↑
This position	Title: Speech Pathologist Classification: HSU P-1 Position No: 607648	↑

OTHER POSITIONS REPORTING DIRECTLY TO THIS POSITION:

Title Allied Health Therapy Assistant (607040)
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Positions under direct supervision:	← Other positions under control:				
<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; text-align: center;">Position No.</td> <td style="width: 50%; text-align: center;">Title</td> </tr> </table>	Position No.	Title	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; text-align: center;">Category</td> <td style="width: 50%; text-align: center;">Number</td> </tr> </table>	Category	Number
Position No.	Title				
Category	Number				

Section 3 – KEY RESPONSIBILITIES

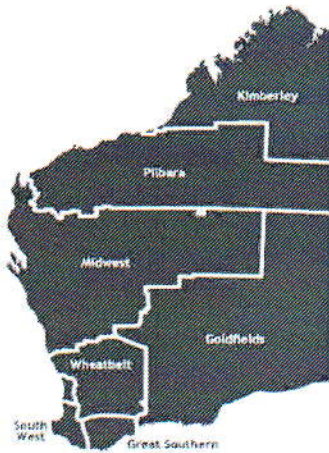
In collaboration with the Primary Health Manager and Senior Speech Pathologist develops, plans, implements and evaluates Speech Pathology services and relevant health promotion programs in the Avon and Central Wheatbelt in accordance with primary health principles and service priorities. This includes providing and maintaining an effective Speech Pathology service to a broad range of clients of designated areas in the Wheatbelt, including the assessment, diagnosis and management of communication and swallowing disorders in both children and adults.

WA Country Health Service

19 OCT 2010

Effective date of document
 October 2010

TITLE	Speech Pathologist	POSITION NO	607648
		CLASSIFICATION	HSU P-1



The WA Country Health Service (WACHS) is the largest country health system in Australia and one of the biggest in the world, providing health services to approximately half a million people, including 45,000 Aboriginal people, over a vast two and a half million square kilometres area.

WA Country Health Service hospitals handle as many births as the State's major maternity hospital – and as many emergency presentations as Perth metropolitan hospitals combined. The range of health services provided cover population health, mental health, Indigenous health and aged care.

Our dedicated and committed staff work hard to fulfil our purpose *Working together for a healthier country WA*, to deliver health services that support the health and well-being of individuals and communities in rural and remote Western Australia.

OUR PURPOSE

Working together for a healthier country WA

WHAT WE STAND FOR

A fair share for country health – securing a fair share of resources and being accountable for their use.

Service delivery according to need – Improving access based on need and improving health outcomes.

Closing the gap to improve Aboriginal health – Improving the health of Aboriginal people.

Workforce stability and excellence – Building a skilled workforce and a supportive workplace.

OUR VALUES

Community - country hospitality, where there is openness, generosity and cooperation. Building healthy and empowered communities and teams, being inclusive, working together, valuing each other and the difference we can all make. A 'can-do' attitude.

Compassion - commitment to caring for others with consideration, appreciation, understanding, empathy, kindness and respect. Listening and being heard.

Quality - always striving to provide the best possible care and service through questioning and review, high standards, innovation, creativity, learning and improving. All of us being part of the solution.

Integrity - building trust based on openness, honesty, accountability and valuing and respecting others opinions and points of view. Demonstrating the values. Respectful communication and relationship building. Being mindful of the legacy we hand on to future staff and communities.

Justice - achieving equity and fairness, showing cultural respect, valuing and embracing diversity and respecting confidentiality. Treating everyone equally. Speaking up when there is injustice. Transparency.

WA Country Health Service

1 OCT 2010

REGISTERED
Effective date of document
October 2010

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		CLASSIFICATION	HSU P-1

Section 4 – STATEMENT OF DUTIES

Duty No.	Details	Freq.	%
1	<u>CLINICAL PRACTICE</u>		85
1.1	In collaboration with the Primary Health Manager and the Senior Speech Pathologist plans, implements and evaluates Speech Pathology services and relevant health promotion programs in the designated communities serviced by the Avon and Central Wheatbelt Primary Health Service according to program priorities and client needs.	D	
1.2	Provides Speech Pathology services for clients and families, which are consistent with Primary Health Care philosophy and the development of self-care and personal responsibility for health.	D	
1.3	Provides Speech Pathology services to inpatients that are consistent with the clinical pathway for that diagnostic group and to the patient's individual needs.	D	
1.4	Undertakes a clinical caseload involving assessment, diagnosis and management of clients presenting with communication and swallowing disorders and related difficulties.	D	
1.5	Plans, implements and supports health promotion and education to individuals, families and communities in the district, according to program priorities and client needs.	R	
1.6	Advises and instructs therapy assistants in Speech Pathology programs.	R	
1.7	Facilitates appropriate education for health service staff.	O	
1.8	Evaluates service delivery in relation to program goals.	R	
1.9	Participates in multidisciplinary team meetings and liaises with other staff to coordinate client care and intervention programs.	R	
1.10	Liaises with relevant agencies and organisations and provides written reports when needed.	O	
1.11	Maintains relevant clinical and service documentation, including HCARE statistical data collection.	D	
2	<u>ADMINISTRATION</u>		5
2.1	Provides supervision for students on clinical practicum at the Avon and Central Wheatbelt Primary Health Service.	O	
2.2	Contributes to the selection, development and maintenance of appropriate Speech Pathology equipment	R	
3	<u>PROFESSIONAL DEVELOPMENT</u>		5
3.1	Participates in own performance development program with the Senior Speech Pathologist.	A	
3.2	Participates in continuing education of self, including professional, primary health and health promotion skill development.	R	
4	<u>OTHER</u>		5
4.1	Participates in other program activities and duties as negotiated with the Primary Health Manager and the Senior Speech Pathologist.	O	

The occupant of this position will be expected to comply with and demonstrate a positive commitment to the highest achievement level in Equal Employment Opportunity and Diversity Policy, Prevention of Bullying, Harassment & Discrimination in the Workplace Policy, Occupational Safety & Health, Public Sector Standards, WA Health Code of Conduct, WA Public Sector Code of Ethics, Quality Improvement, Performance Management, Customer Focus, Disability Services Act and Confidentiality throughout the course of their duties.



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Section 5 – SELECTION CRITERIA

ESSENTIAL

1. Tertiary qualification in Speech Pathology and eligible for full membership of Speech Pathology Australia (SPA).
2. Demonstrated knowledge and understanding of current Speech Pathology Theory and its application for both paediatric and adult clients.
3. Demonstrated effective communication (written and verbal) and interpersonal skills.
4. Demonstrated ability to work independently and in a multidisciplinary team
5. Demonstrated computer literacy and an ability to utilise information systems.
6. Demonstrated knowledge and understanding of the WA Health Cultural Respect Implementation Framework.
7. Current class "C" driver's licence

DESIRABLE

1. Demonstrated knowledge and understanding of the principles of Primary Health Care.
2. Knowledge of issues affecting rural health.
3. Current knowledge and commitment to Equal Opportunity in all aspects of employment and service delivery

Section 6 – APPOINTMENT FACTORS

Location	Avon and Central Population	Accommodation	As determined by the WA Country Health Service Policy
Allowances/ Appointment Conditions	Appointment is subject to: <ul style="list-style-type: none"> • Evidence of eligibility for full membership of Speech Pathology Australia (SPA) must be provided prior to commencement • Completion of a 100 point identification check • Successful Aged Care Criminal Record Screening clearance and a Working with Children Check. • Successful Pre- Placement Health Screening clearance • Current C Class drivers licence 		
Specialised equipment operated			

Section 7 – CERTIFICATION

The details contained in this document are an accurate statement of the duties, responsibilities and other requirements of the position.

Signature and Date: 19/OCT/2010
Executive Services

Signature and Date: 19/OCT/2010
Chief Executive Officer

REGISTERED

REGISTERED

As occupant of the position I have noted the statement of duties, responsibilities and other requirements as detailed in this document.

Name	Signature	Date Appointed	Date Signed