



HSS Registered

Senior Speech Pathologist

Health Salaried Officers Agreement: HSO Level P2

Position Number: 115321

Critical Care and Medical Specialties - Allied Health

Fiona Stanley Fremantle Hospital Group/ South Metropolitan Health Service

Reporting Relationships

Director of Allied Health & State Rehab Services
Award Level: Level 14
Position Number: 115538



Head of Department Speech Pathology
Award Level: Level 4
Position Number: 115508



This Position



Reporting to this position:

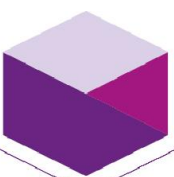
Title	Classification	FTE
Speech Pathologist	Award Level: P1	1.0



Also reporting to this supervisor:
Senior Speech Pathologists (P3: 1.8FTE
P2, 10.8 FTE)
Speech Pathologists (P1, 8.5 FTE)

Key Responsibilities

Undertakes professional practice as a Senior Speech Pathologist in accordance to the Speech Pathology Australia Code of Ethics, the Speech Pathology Australia Scope of Practice, the FSFHG Allied Health Credentialing Policy and Procedure and SMHS policies and guidelines. As part of the inter-disciplinary team, provides an advanced level of speech pathology clinical practice in both direct care delivery and support to other staff in the specialty areas including Intensive Care, Coronary Care, Cardiothoracic and Burns and medical specialties including Respiratory, Cardiology and Oncology. The focus of the role is to provide advanced, high quality assessment, diagnosis and management of communication and swallowing disorders, and contribute to the profession through application of evidence based practice and policy. This role supports the Head of Department in providing supervision to staff in the unit/clinical area, including allocating clinical duties and in managing performance. Acts as a Speech Pathology clinical consultant/resource to Speech Pathologists and other health professionals in the areas of specialty. Plans, implements and evaluates patient safety and quality of care in the area/s of specialty.



Excellent health care, every time

Care ■ Integrity ■ Respect ■ Excellence ■ Teamwork

Brief Summary of Duties (in order of importance)

1. Clinical

- 1.1 Plans, implements and coordinates evidence based Speech Pathology services to patients/clients with communication and swallowing disorders within specialty area/s.
- 1.2 Provides Speech Pathology screening, assessment, treatment/intervention and evaluation at an advanced level of practice to complex and general caseload/s.
- 1.3 Undertakes clinical shifts at the direction of the Head of Department/Manager/Coordinator.
- 1.4 Actively prioritises and coordinates own caseload including participating in clinical review meetings and case conferences as appropriate.
- 1.5 Provides advanced Speech Pathology clinical consultation to Speech Pathologists, other health professionals and others in the area of clinical specialty.
- 1.6 Initiates, implements and participates in quality improvement and research activities in consultation with the Head of Department to systematically evaluate service delivery and meet customer needs.
- 1.7 Educates patients/carers in post discharge management and organises discharge summaries/referrals to other services, as appropriate.
- 1.8 Supports and liaises with patients, carers, colleagues, medical, nursing, allied health, support staff, external agencies and the private sector to provide coordinated multidisciplinary care.
- 1.9 Undertakes administrative tasks as required and ensures maintenance of appropriate clinical documentation and clinical information systems required of Speech Pathology staff under their supervision including own caseload.
- 1.10 Participates in departmental, service stream and other meetings as required to meet organisational and service objectives.
- 1.11 Participates in ongoing evaluation of clinical practice.

2. Education/Training/Research

- 2.1 Engages in continuing professional development/education and ensures continuous eligibility for membership of Speech Pathology Australia (SPA) as per essential criterion 1.
- 2.2 Coordinates and/or provides professional support, professional development, clinical orientation and direction to Speech Pathology staff within the area.
- 2.3 Undertakes supervision and development of Speech Pathology students.
- 2.4 Develops and participates in evidence based clinical research activities where applicable as directed by the Head of Department Speech Pathology /Allied Health Research Director.

3. SMHS Governance, Safety and Quality Requirements

- 3.1 Ensures, as far as practicable, the provision of a safe working environment in consultation with staff under their supervision
- 3.2 Participates in an annual performance development review and undertakes performance development review of staff under their supervision.
- 3.3 Supports the delivery of safe patient care and the consumers' experience including identifying, facilitating and participating in continuous safety and quality improvement activities, and ensuring services and practices align with the requirements of the National Safety and Quality Health Service Standards and other recognised health standards.
- 3.4 Completes mandatory training (including safety and quality training) as relevant to role.
- 3.5 Performs duties in accordance with Government, WA Health, South Metropolitan Health Service and Departmental / Program specific policies and procedures.
- 3.6 Abides by the WA Health Code of Conduct, Occupational Safety and Health legislation, the Disability Services Act and the Equal Opportunity Act.

4. Undertakes other duties as directed.

Work Related Requirements

Essential Selection Criteria

1. Tertiary qualification in Speech Pathology and eligible for full membership of Speech Pathology Australia (SPA).
2. Demonstrated advanced clinical and leadership skills and extensive experience in assessment and treatment of communication and swallowing disorders, including application of evidence based practice within the relevant specialty area/s.
3. Demonstrated skills and competence in instrumental swallowing assessment and tracheostomy management.
4. Demonstrated ability in applying high-level self-management and organisational skills.
5. Demonstrated high level interpersonal and communication skills, including the ability to work effectively in a multidisciplinary team.
6. Demonstrated ability to plan, coordinate, implement and evaluate Speech Pathology services including experience in quality improvement activities.
7. Appropriate supervision training and demonstrated ability to provide clinical practice education and supervision to staff and students.
8. Current knowledge of legislative obligations for Equal Opportunity, Disability Services and Occupational Safety and Health, and how these impact on employment and service delivery.

Desirable Selection Criteria

1. Completion or progress toward a relevant postgraduate qualification in a relevant clinical area.
2. Demonstrated skills and experience in research activities.

Appointment Prerequisites

Appointment is subject to:

- Evidence of eligibility for or current full membership of Speech Pathology Australia (SPA) must be provided prior to commencement.
- Provision of the minimum identity proofing requirements.
- Successful Criminal Record Screening Clearance.
- Successful Pre-Employment Integrity Check.
- Successful Pre-Employment Health Assessment.

Certification

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

Manager / Supervisor Name	Signature or	HE Number	Date
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Dept. / Division Head Name	Signature or	HE Number	Date
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As Occupant of the position I have noted the statement of duties, responsibilities and other requirements as detailed in this document.

Occupant Name	Signature or	HE Number	Date
Effective Date			

HSS Registration Details (to be completed by HSS)

Created on	July 2014	Last Updated on	June 2020
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