



**HSS REGISTERED**

**Senior Speech Pathologist**  
**Health Salaried Officers Agreement: Level P2**  
**Position Number: 115286**  
**Speech Pathology / Adult Community and Allied Health**  
**Rockingham Peel Group / South Metropolitan Health Service**

**Reporting Relationships**

Manager Adult Community and Allied Health  
 Award Level: HSO G-10  
 Position Number: 111545



Speech Pathology Coordinator  
 Award Level: HSO P-3  
 Position Number: 112539



**This Position**



Directly reporting to this position:

Title	Classification	FTE
Nil		

← Also reporting to this supervisor:

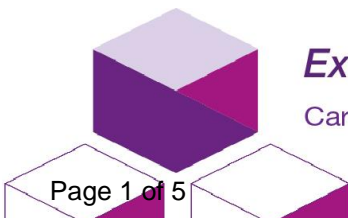
- Senior Speech Pathologist, Level P2, 1.8 FTE
- Speech Pathologist, Level P1, 1.0 FTE

**Key Responsibilities**

As part of a multidisciplinary team provides advanced level speech pathology clinical practice to patients requiring assessment, diagnosis and management of communication and swallowing disorders. Advises and trains staff in relation to complex disorders and policy and procedures.

Plans, implements and evaluates patient safety and quality of care. Supervises Speech Pathology staff and support staff in the unit/clinical area, coordinates duties and manages performance as delegated by the Speech Pathology Coordinator.

Practices as a Senior Speech Pathologist and ensures practice is in accordance to the Speech Pathology Australia *Code of Ethics*, the Speech Pathology Australia *Scope of Practice* and SMHS policies and guidelines.



*Excellent health care, every time*

Care ■ Integrity ■ Respect ■ Excellence ■ Teamwork

## SMHS Values

The SMHS considers the values, attributes and attitudes of candidates along with the assessment of competency-based criteria of the position as part of employee recruitment and ongoing performance development.

SMHS is unified across its hospitals and services by its values and behaviours that provide a strong expectation of conduct for all SMHS staff no matter where they work.



## Brief Summary of Duties (in order of importance)

### 1. Specific Duties/Scope of Practice

1.1 Flexibility to work across clinical specialities and location with the ability to perform within the assigned caseload when required.

### 2. Clinical (70%)

2.1 Plans, implements and coordinates Speech Pathology services to patients/clients with communication and swallowing disorders.

2.2 Provides evidence based practice for screening, assessment, treatment/intervention and evaluation of speech pathology services at an advanced level of practice, to complex and general caseload/s within organisational service delivery frameworks.

2.3 Undertakes clinical shifts at the direction of the Speech Pathology Coordinator.

2.4 Actively prioritises and coordinates own and team's caseload.

2.5 Ensures prioritisation and coordination of Speech Pathology service delivery.

2.6 Participates in clinical review meetings and case conferences as appropriate.

2.7 Provides advanced speech pathology clinical consultation to Speech Pathologists, other health professionals and others in the area of clinical specialty.

2.8 Provides clinical supervision to junior staff and students as delegated by the Coordinator.

2.9 Completes clinical documentation and undertakes administrative tasks as required in a timely manner.

2.10 Initiates, implements and participates in quality improvement and research activities in consultation with the Coordinator to systematically evaluate service delivery and meet customer needs.

2.11 Educates patients/carers in post discharge management and organises discharge summaries/referrals to other services, as appropriate.

2.12 Supports and liaises with patients, carers, colleagues, medical, nursing, allied health, support staff, external agencies and the private sector to provide coordinated multidisciplinary care.

2.13 Ensures maintenance of appropriate clinical documentation and clinical information systems required by speech pathology staff as delegated by the Coordinator.

2.14 Participates in departmental and other meetings as required to meet organisational and service objectives.

2.15 Participates in ongoing evaluation of clinical practice.

2.16 Assigns Speech Pathology interventions and tasks to assistants/support staff as appropriate, clinically/professionally supervises assigned work and obtains feedback on patient progress and clinical issues.

### 3. Education/Training/Research (25%)

3.1 Engages in continuing professional development/education and ensures continuous eligibility for membership of Speech Pathology Australia (SPA) as per essential criterion 1.

3.2 Coordinates and/or provides professional support, professional development, clinical orientation and direction to Speech Pathology staff within the area.

3.3 Participates in own regular supervision and undertakes the supervision and development of Speech Pathology students and other staff.

3.4 Develops and participates in evidence based clinical research activities where applicable.

### **4. SMHS Governance, Safety and Quality Requirements**

- 4.1 Commits to undertake the duties of the role in accordance with the WA Health Code of Conduct, the SMHS Vision and SMHS Values of Care, Integrity, Respect, Excellence and Teamwork.
- 4.2 Ensures, as far as practicable, the provision of a safe working environment in consultation with staff under their supervision.
- 4.3 Participates in an annual performance development review and undertakes performance development review of staff under their supervision.
- 4.4 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.
- 4.5 Performs duties in accordance with Government, WA Health, South Metropolitan Health Service and Departmental / Program specific policies and procedures.
- 4.6 Abides by the WA Health Code of Conduct, Occupational Safety and Health legislation, the Disability Services Act and the Equal Opportunity Act.

### **5. Undertakes other duties as directed.**

## Work Related Requirements

The following criteria should be read together with the Brief Summary of Duties and considered in the context of the role and the SMHS Values.

### Essential Selection Criteria

1. Tertiary qualification in Speech Pathology and eligibility for full membership of Speech Pathology Australia (SPA).
2. Demonstrated clinical competence in advanced evidenced based skills and knowledge in appropriate speciality area/s for assessment, treatment and evaluation of communication and swallowing disorders (including instrumental assessment and tracheostomy management).
3. Demonstrated commitment to undertaking and initiating evidence based professional development/education relevant to speciality area/s.
4. Demonstrated experience to plan, develop, coordinate, implement and evaluate Speech Pathology services including application of quality improvement principles and practices.
5. Demonstrated effective high level time management, administrative and organisational skills, and leading a team.
6. Demonstrated effective interpersonal (including conflict resolution and negotiation), written and verbal communication skills within profession and as part of a multidisciplinary team.
7. Current "C" or "C.A." class drivers licence.
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 towards a postgraduate qualification in a relevant clinical area.
2. Relevant training and experience in providing clinical practice education and supervision to students and staff.
3. 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
- Evidence of current "C" or "C.A." class drivers licence.
- Provision of the minimum identity proofing requirements.
- Successful Criminal Record Screening Clearance.
- Successful Pre-Employment Integrity Check.
- Successful Pre-Employment Health Assessment.