



JOB DESCRIPTION FORM

Section 1 – POSITION IDENTIFICATION

WA COUNTRY HEALTH SERVICE		Position No:	400062
Division:	Pilbara	Title:	Senior Speech Pathologist
Branch:	Population Health	Classification:	HSO Level P2
Section:	West Pilbara	Award/Agreement	Health Salaried Officers Agreement

Section 2 – POSITION RELATIONSHIPS

Responsible To	Title:	Director Population Health
	Classification:	HSO Level G11
	Position No:	608202



Responsible To	Title:	Manager Primary Health
	Classification:	HSO Level G8
	Position No:	608105

This position	Title:	Senior Speech Pathologist
	Classification:	HSO Level P2
	Position No:	400062



OTHER POSITIONS REPORTING DIRECTLY TO THIS POSITION:

Title
Senior Physiotherapist
Senior Social Worker
Senior Occupational Therapist
Dietitian
Clerical Assistant

Positions under direct supervision:	← Other positions under control:								
<table><tr><th>Position No.</th><th>Title</th></tr><tr><td>400173</td><td>Speech Pathologists</td></tr><tr><td>400252</td><td>Allied Health Assistant</td></tr></table>	Position No.	Title	400173	Speech Pathologists	400252	Allied Health Assistant	<table><tr><th>Category</th><th>Number</th></tr></table>	Category	Number
Position No.	Title								
400173	Speech Pathologists								
400252	Allied Health Assistant								
Category	Number								

Section 3 – KEY RESPONSIBILITIES

Plans, implements and evaluates speech pathology services for clients within the West Pilbara region, including hospital, community, and outreach services, and relevant health promotion activities. Integrates speech pathology services within a primary health service delivery model as a member of a multidisciplinary team.

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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 over half a million people, including over 50,000 Aboriginal people, over a vast two and a half million square kilometres area.

WA Country Health Service hospitals handle almost as many births as the State's major maternity hospital – and 40% of the State's emergency presentations. The range of health services provided include acute inpatient and emergency care, population and public health, mental health, Aboriginal health, aged care and includes increasing number of services provided by telehealth video-conferencing.

Our dedicated and committed staff work hard to fulfil our vision of Healthier country communities through partnerships and innovation, to deliver health services that support the health and well-being of individuals and communities in rural and remote Western Australia.

OUR MISSION

To deliver and advance high quality care for country WA communities

OUR VISION

To be a global leader in rural and remote healthcare

OUR STRATEGIC PRIORITIES

Caring for our patients - Providing safe, patient-centred care, ensuring the needs of our patients are at the core of everything we do

Addressing disadvantage and inequity - Delivering focussed and accessible services for those who need it most

Building healthy, thriving communities - Supporting country people to be as healthy as they can be and continuing to play our part in the economic and social viability of country communities

Delivering value and sustainability - Ensuring that the services we provide are sustainable and we are transparent about our performance

Enabling our staff - Supporting our staff to deliver great care, empowering them to learn, grow, innovate and lead

Leading innovation and technology - Embracing innovation and technology to create a safer, more connected and equitable health system

Collaborating with our partners - Partnering to deliver more integrated services that improve patient outcomes and experience, giving consumers more choice and control

OUR VALUES

Community – We live and work in country communities. We are invested in the health, wellness and viability of country communities and the vibrancy, diversity and future of country WA.

Compassion – We are inclusive, respectful, and considerate. We care deeply about the people in our care and country communities.

Quality – We provide safe, high-quality care, constantly striving to innovate, improve and achieve trust in our care.

Integrity – We bring honesty, collaboration and professionalism to everything that we do.

Equity – We are passionate about fairness in healthcare for all Western Australians, especially the most vulnerable and disadvantaged people and communities.

Curiosity – We continually enquire and seek to understand, using the best evidence, insight and research to improve care.

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Section 4 – STATEMENT OF DUTIES

Duty No.	Details	Freq.	%
1.0	CLINICAL		
1.1	Undertakes a clinical caseload involving assessment, diagnosis and management at an advanced level of practice of persons presenting with communication and swallowing and/or feeding disorders.		70
1.2	Plans, develops, implements, coordinates and evaluates speech pathology services and programs.		
1.3	Trains support staff, volunteers and carers and associates of clients in the management of communication and/or swallowing disorders and related difficulties.		
1.4	Participates in interdisciplinary conferences and liaises with other professional staff in developing and coordinating clinical services and primary health programs.		
2.0	LEADERSHIP AND MANAGEMENT		20
2.1	Leads and manages speech pathology services within the Karratha district of the Pilbara region		
2.2	Provides supervision for administrative support staff, therapy assistants and health workers as required.		
2.3	Develops speech pathology services in accordance with primary health principles, practice and Pilbara population health service priorities.		
2.4	Promotes speech pathology services and the profession within WACHS Pilbara and to the wider Pilbara community.		
2.5	Selects, develops and maintains speech pathology equipment and work programs for all places of work.		
2.6	Maintains a reliable data management, documentation and record keeping system in accordance with organisational, professional and legal requirements.		
2.7	Responsible for timely and accurate recording of statistics, and preparation of departmental monthly reports, annual reports and business plans		
3.0	PROFESSIONAL		5
3.1	Develops and extends own professional knowledge and skills by reading relevant literature and attending approved educational programs and meetings.		
3.2	Coordinates placements for speech pathology students.		
3.3	Prepares and presents educational programs for health and education personnel and for volunteer staff when required.		
3.4	Actively engages in speech pathology peer, service and professional practice review.		
3.5	Actively reflects on speech pathology practices and services to enhance evidence-based practice and inform primary health service development.		
3.6	Delivers services and uses resources with respect to staff and client safety, cost, and environmental considerations consistent with guidelines and best practice.		
4.0	OTHER		5
4.1	Actively contributes to the development and application of health promoting strategies and interventions within speech pathology services.		
4.2	Under takes other duties as directed by the West Pilbara Primary Health Manager as required.		
The occupant of this position will be expected to comply with and demonstrate a positive commitment to the WACHS values and the highest achievement in demonstrating positive commitment to Equal Employment Opportunity, Occupational Safety and Health, Public Sector Standards, Code of Conduct, 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 advanced clinical knowledge and skills applicable to a generalist caseload.
3. Demonstrated high level interpersonal and communication skills (written and verbal), including computer skills.
4. Demonstrated management skills including resource management and supervision and mentoring of others.
5. Proven ability to work individually and interprofessionally as part of a primary health team.
6. Proven efficient administrative and caseload management skills, demonstrating strong problem solving, time management, and organisational skills.
7. Demonstrated experience undertaking quality improvement projects.
8. Demonstrated knowledge and understanding of cultural factors and social determinants particularly relating to Aboriginal health.
9. Current C Class Driver's Licence.

DESIRABLE

1. Experience providing outreach speech pathology services in a rural and remote context with vulnerable populations.
2. Understanding of the principles of occupational safety and health, equal employment opportunity, and disability services requirements.
3. Post graduate qualifications or a commitment to ongoing professional skill development.

Section 6 – APPOINTMENT FACTORS

Location	Karratha	Accommodation	As determined by WA County Health Service (WACHS) Policy
Appointment Conditions/ Allowances	Where applicable - District Allowance, Annual Leave Travel Concession, one week additional Annual leave for above the 26th parallel, air conditioning subsidy. Appointment is subject to: <ul style="list-style-type: none"> • 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 Health Assessment • Successful WA Health Integrity Check • Successful Working With Children Check • Evidence of a current C or C-A 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: ____/____/____
Pilbara Population Health Director

Signature and Date: ____/____/____
Regional Director

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