



Position Description: Full time Speech Pathologist

Job Title:	Speech Pathologist	Practice operating hours:	Monday to Thursday 8:30am – 6:00pm Saturday 8:00am – 12pm
Business Type:	Speech Pathology Practice	Regular hours:	38 hours
Location:	Belmore NSW	Travel Required:	Yes
Position: Level/Salary Range:	Employee –Full time	Annual leave:	4 weeks per year; pro rata (Christmas closure and by negotiation)
HR Contact:	Business Manager/Owner	Superannuation:	As per legislation 10%
Reporting, working relationships	The Speech Pathologist reports to the Directors and liaises with other Speech Pathology and Practice Manager and customer services team. The team member operates as a member of a speech pathology practice and receives professional support and assistance from peers, clinical mentors and manager.		
Special conditions	<ul style="list-style-type: none"> • Successful applicants will need to provide proof of an acceptable criminal history screening check (Working with Children), Australian Federal Police Check. • Membership with Speech Pathology Australia. • Current Medicare Provider Registration – eligibility. • A current driver's licence, reliable vehicle and driving is essential. • \$10 million professional indemnity insurance. 		



SPEECH IN FOCUS Speech Pathology Services

Changing the individual's life and enhancing their world.

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Job Description:	<ul style="list-style-type: none"> • The Speech Pathologist is responsible for providing an evidenced based, and efficient clinical speech pathology service to clients (a combination of adults, adolescents and children). • The speech pathologist will continually develop of clinical skills and competencies in related areas of speech pathology, with the ability to self-evaluate and seek support key to this role. • The speech pathologist will ensure that client therapeutic needs are within the relevant settings. • The speech pathologist will follow appropriate administrative procedures to ensure efficient and ethical provision of service.
Minimum Qualifications:	<ul style="list-style-type: none"> • Bachelor or Master's degree in Speech Pathology • Current registration with Speech Pathology Australia • Ongoing CPSP status • Eligibility for registration as a Medicare Provider and as a provider with health funds
Values	<p>Speech in Focus, Speech Pathology Services aims to facilitate changes to an individual's capacity to function in their daily lives, whilst incorporating their cultural and personal circumstances.</p> <p>This service operates with a respectful and compassionate belief towards the individuals from a broad socioeconomic, linguistic and cultural backgrounds as well as maintaining a professional and ethical standard.</p> <p>All staff are treated with the same level of respect and dignity afforded to clients. Speech in Focus, Speech Pathology Services strives to be a family oriented, welcoming, safe and professional environment.</p>
Core Experience	<p>Essential</p> <ul style="list-style-type: none"> • Ideals and values are aligned with Speech in Focus, Speech Pathology Services values • Well-developed written and verbal communication skills with a diversity of individuals and groups • Excellent interpersonal skills • Demonstrated ability to work independently, self-motivate and evaluate own performance, seeking support as needed • Ability to work effectively within a multidisciplinary team • Demonstrated organisational and time management skills • Accurate record keeping skills using practice management software • Awareness of and willingness to institute quality improvement measures into area of practice • Commitment to ongoing Professional Development • A sound knowledge base in areas of practice relevant to position: Autism, Developmental Delay, AAC, Aphasia, Dysphagia, Language Learning Difficulties, Fluency, Speech Sound Disorders as well as familiarity with a range of assessment and intervention options for



	<p>clients with communication and/or swallowing difficulties</p> <ul style="list-style-type: none"> • Demonstrated ability to apply theoretical knowledge to a diverse client caseload • Working knowledge of policies relating to Occupational Health and Safety, Child Protection and Mandatory Notification <p>Desirable</p> <ul style="list-style-type: none"> • Previous experience in a private speech pathology practice • Knowledge and experience with adults and children with autism, intellectual disability, aphasia, dysphagia. • Familiarity with client management systems, electronic record keeping.
<p>Roles and Responsibilities</p>	<p>Client Services</p> <ul style="list-style-type: none"> • Provision of a high quality clinical service as required (clinic , preschool and school based services) • Identify communication and/or feeding needs of individuals by providing assessment and diagnostic services, using appropriate formal and informal assessment, and observation, in consultation with families and relevant agencies (e.g. schools, child care centres, NDIA, medical practitioners) • Plan, prepare, implement, evaluate and modify intervention programs for individuals and groups. • Liaise with family members, professionals and agencies involved in the client's care in a professional and timely manner. • Maintain complete and accurate documentation records, complying with Speech in Focus, Speech Pathology Services standard operating procedures and policies which align with the code of ethics, and professional standards as outlined by Speech Pathology Australia. <p>Clinical Roles</p> <ul style="list-style-type: none"> • Assist in the development, implementation and monitoring of speech pathology services • Participate in quality improvement activities as required Provide education and training to other health professionals, students and others within the organisation and externally, where appropriate, on issues pertaining to Speech Pathology • Participate in the development, implementation and review of training programs for staff, families, carers and the wider community • Provide support for less experienced speech pathology staff when required. • Provide supervision to speech pathology students when required –if has suitable clinical experience to be eligible as a clinical educator. • Assessment and intervention resources are to be used without breach of copyright, personal financial gain.



	<ul style="list-style-type: none">• Equipment will be used for professional and clinical purposes unless negotiated by the business owner/manager.• Damaged or loss of equipment by will be replaced by the responsible speech pathologist at their own expense. <p>Professional development</p> <ul style="list-style-type: none">• Undertake self-evaluation, encouraging informal feedback from clients and acting upon it• Participate in professional appraisal process with the Director.• Undertake professional development to extend relevant professional knowledge and further develop clinical skills, as per Speech Pathology Australia Self-Regulation.• Contribute to continuing education of colleagues through peer meetings and feedback• Support practice in accepting work experience students and those on clinical placement.• Undertake professional development as directed, and independently pursue professional development with approval. <p>Organisational requirements</p> <ul style="list-style-type: none">• Comply with and promote work related policies and procedures relating to OHS&W, Emergency procedures, Child Safe Environments• Actively participate in the ongoing identification, assessment, treatment and prevention of risks• Undertake networking and liaison with other professionals and agencies, initiating and maintaining collaborative relationships providing early childhood services to children and their families• Provide input into discussions regarding goals and objectives for programs and the practice
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