



Position:	Speech & Language Pathologist
Accountable To:	Allied Health Manager
Award Level:	Physiotherapists State Award – Level A/PO2 – A/PO3 & Cerebral Palsy League Certified Agreement

Job Purpose

To provide services and advocate for people with physical disability to:

- Maximise independence and opportunities
- Promote physical and emotional well being
- Enhance social and economic participation
- Support the achievement of a fair and fulfilling life

To support continuous improvement in business performance and effectively contribute towards achievement of the organisation's vision and purpose.

Key Result Areas

- Provide high quality speech pathology intervention (e.g.: consultation, assessment, therapy intervention, advocacy and prescription of assistive technology and equipment) in collaboration with family and other team members that facilitates children and their families to have opportunities for valued and inclusive lifestyles and maximum benefit from services.
- Provide speech pathology information and liaison for clients, families and their networks, the Speech Pathology community, the general community, other team members and associated organisations (e.g.: Education Queensland and Queensland Health) in order to enhance client independence, decision-making, rights and access to relevant services.
- Operate in accordance with the principles of Family-Centred Practice.
- Collaborate with team members in effective decision-making by contributing relevant speech pathology information and considering the roles and responsibilities of all personnel involved in the client’s service at organisational, interagency, family and community levels.
- When appropriate, assume a variety of team roles in collaboration with other agencies to meet client needs.
- Undertake the role of Service Coordinator for a defined number of families, including the assessment of needs and the completion of Service Plans/Reviews in conjunction with the other team members.
- Maintain professional and ethical standards in achieving quality client outcomes.
- Develop knowledge and clinical skills with supervision from the Senior Speech Pathologist and/or support from PO3 Speech Pathologists. This includes regular attendance at, and contribution toward in-service activities and seeking guidance from others to problem solve and achieve optimal client outcomes.
- Undertake or contribute to speech pathology or multi-professional evidence based practice and/or research activities.
- Undertake and/or contribute to the identification, development and delivery of Fee for Service Speech Pathology services.
- Apply the Queensland Disability Services Standards and the Vision and Purpose of the Cerebral Palsy League during practice and service delivery with children and families.



Supplementary Responsibilities

- Proactively contributes to identifying personal training and development needs and the means to address those needs, to maintain up to date knowledge, skills and abilities which ensure ongoing competence to achieve the required outcomes of the job as it develops.
- Contributes effectively to the promotion of equal opportunity and non-discrimination in the workplace.
- Contributes effectively to the identification, removal and reduction of workplace hazards and risks to ensure a safe and healthy work environment.
- Contributes effectively to the achievement of continuous improvement through adherence to the Quality Management System in all areas within the influence of the role.

Communications

- Report to the Allied Health Manager
- Liaises and interacts with clients, their families and organisational staff

Selection Criteria

- Demonstrated understanding of issues faced by clients with physical disability and their families at both the personal and societal levels. Demonstrated values and attitudes that reflect the organisation's philosophy and mission statement and enhance positive community values and attitudes in relation to devalued groups.
- Demonstrated knowledge and skills in Speech Pathology practices required for working with clients with physical disability.
- Demonstrated ability to develop, maintain and improve a range of Speech Pathology specific knowledge and skills required to achieve functional outcomes for clients of the CPL. This includes a commitment to continuing education, evidence based practice and/or research.
- Demonstrated ability to work effectively within a team to meet the needs of clients and their families with an ability to clearly articulate and demonstrate the Speech Pathology role to clients, families, team members and the community
- Demonstrated ability to use effective problem solving, prioritisation and time management skills to work in a flexible way to meet the needs of children and their families within their environmental and societal contexts; including an understanding of the model of service delivery.
- Demonstrated effective communication skills, including effective written and verbal communication and interpersonal skills required to develop and foster relationships within a multi-professional team.
- Demonstrated understanding of, positive attitude toward, and ability to satisfy and uphold professional accountability mechanisms and contemporary human resource management concepts, such as anti-discrimination, equal opportunity and Occupational Health & Safety guidelines and practices.

Other Requirements

- Possession of Bachelor of Speech Pathology (or equivalent) and evidence of registration with the Speech Pathologists Board of Queensland.
- Current 'C' Class Driver's Licence.
- Health Commission Provider Number - is required to enable services to be charged out to our clients for services that are not funded through government.
- Eligibility to meet the requirements of a Department of Communities and Commission for Children and Young People and Child Guardian criminal history screening.



Our Vision

An inclusive world for all people.

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