

## POSITION DESCRIPTION

# Speech Pathologist Level 4 - Paediatric

Our CORE values  
Collaboration Openness Respect Empowerment



Organisation	NSW Health
Local Health District / Agency	Hunter New England Local Health District
Position Classification	Speech Pathologist Lvl 4
State Award	NSW Health Service Health Professionals (State) Award
Category	Allied Health   Speech Pathologist
Vaccination Category	Category A
ANZSCO Code	252712 Speech Pathologist
Website	<a href="http://www.hnehealth.nsw.gov.au">www.hnehealth.nsw.gov.au</a>

## PRIMARY PURPOSE

Deliver high quality clinical service for consumers and their families/carers.  
Provide professional/clinical expertise for staff and students across HNE Health within the identified clinical speciality.

## COVID-19 VACCINATION COMPLIANCY

The Public Health (COVID-19 Vaccination of Health Care Workers) Order 2021 commenced on 26 August 2021. The Order establishes mandatory requirements for health staff and persons working in health settings to be vaccinated with a COVID-19 vaccine. Mandatory COVID-19 vaccination will now be required for all NSW Health staff.

## ESSENTIAL REQUIREMENTS

- Must hold a bachelor or post graduate degree in Speech Pathology which provides eligibility for membership of Speech Pathology Australia, or other qualification deemed equivalent by the employer.

## KEY ACCOUNTABILITIES

- Participate in planning, implementing and evaluating service delivery within the context of site, sector and district levels of responsibility to ensure optimal service delivery.
- Develop and maintain collaborative relationships and networks to support seamless service delivery across health care teams and the optimisation of outcomes for patient/clients.
- Ensure team and organisation goals and objectives are achieved including playing an active role in development of team culture
- Provide speciality or more complex clinical service/s for consumers of the service to ensure delivery of best practice care.
- Provide a consultative service in area/s of clinical expertise to enhance the knowledge and skills of clinicians across the District and promote delivery of consistent care.
- Lead activities aimed at continually improving the delivery of clinical care related to the field of expertise.
- Participate in clinical research projects as and when required.
- Engage with ongoing education and development activities including regular professional practice

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supervision.

- Provide education and supervision for less experienced professionals and students to ensure their ongoing professional development.
- Actively contribute to working groups/projects aimed at enhancing service delivery.
- Model and actively promote workplace behaviour that reflects the HNE Health Values Charter and NSW Health Code of Conduct; drive, lead and model behaviours to staff and patients that reflect the Excellence Framework (Every Patient, Every Time), including 90 day action plans; accountability meetings; leader and service rounding and ensure work is conducted in a manner that demonstrates values of cultural respect in accordance with HNE Health's Closing the Gap strategy
- Comply with and implement the NSW Health Work Health and Safety Better Practice Procedures and relevant District procedures by identifying, assessing, eliminating / controlling and monitoring hazards and risks within the workplace, to the extent of delegated authority for the role and escalating to the appropriate Management level if the issue exceeds the extent of delegated authority for the role.

## KEY CHALLENGES

- Applying evidence based practice while dealing effectively & efficiently with a broad range of issues including interventions, health promotion programs, education and research.
- Managing human resources to meet service delivery targets in conjunction with the demand for clinical consultancy.
- Managing organisational change by providing expertise, leadership, guidance and direction to staff. Ensuring delivery of care for patients with complex needs by prioritising competing demands and allocating resources in an environment requiring adaptation to a variety of clinical settings.

## KEY RELATIONSHIPS

Who	Why
Manager / team leader	For day to day supervision and direction.
Less experienced staff and students	Mentor and supervise to ensure their ongoing professional growth and enhanced application of clinical knowledge
Health Professionals/Multidisciplinary Team	For consultation and advice regarding clinical risk, care planning and clinical handover
Community Partners/Care and Service Providers	Liaise with other providers to ensure seamless continuum of care between services
Universities/Educational institutions	Two way support with training and/or students

## SELECTION CRITERIA

1. Demonstrated ability to proactively prioritise across a team to balance the delivery of patient care and non-clinical demands to meet deadlines
2. Demonstrated application of verbal communication and interpersonal skills in building and maintaining effective professional and therapeutic relationships.
3. Demonstrated ability to teach and mentor colleagues, other health professionals and students.

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4. Demonstrated expertise and advanced clinical reasoning skills within area of clinical speciality.
5. Proven ability to initiate, lead, implement and evaluate the outcomes of quality improvement initiatives.
6. Proven capacity to analyse and solve problems of a complex nature.
7. Demonstrated ability to use initiative and operate independently.