Onemda strives to continually develop and support our people. Our Position Descriptions aim to provide purpose and understanding of the impact, importance and expectation of the personal and professional role each person plays in the business.

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| **OVERVIEW** |
| Title | Allied Health Professional – Speech Pathologist  |
| Reports To | Lead Therapist |
| Location  | Doncaster East |
| Award and Classification | Health Professionals and Support Services Award 2010Classification & remuneration commensurate of experience  |
| Date Prepared | February 2019  |

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| **PURPOSE** |
| To provide evidence based professional and holistic speech pathology assessment, intervention and evaluation services to participants of the Onemda Association Allied Health Service. This may include clinic, community, school or workplace based individual and/or group based therapy intervention. To assist the lead therapist in the growth, development and implementation of allied health services in accordance with the Onemda Association’s mission and values.  |

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| **QUALIFICATIONS AND REGISTRATIONS** |
| * Tertiary qualifications as a speech pathologist
* Current membership or eligibility for membership with Speech Pathology Australia
* Current Drivers Licence
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| **KNOWLEDGE AND EXPERIENCE**  |
| Essential* Demonstrated knowledge of varied allied health team professional roles and responsibilities
* Demonstrated knowledge of family centred approaches
* Demonstrated ability to work independently and as part of a team with limited supervision
* Exceptional written, oral and verbal communication skills
* Strong computer literacy
* Demonstrated high level organisational and time management skills and ability to prioritise workloads

Desirable* Recent experience working as a speech pathologist
* Experience within the field of paediatric and/or adult disability
* Experience with augmentative and alternative communication (AAC) options
* Knowledge and experience in complex communication needs and the prescription of assistive technology
* Working knowledge of the National Disability Insurance Scheme (NDIS)
* Experience in service growth, development and quality improvement
* Experience with complex behaviours and/or behaviours of concern
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| **CORE SKILLS** |
| * Demonstrated ability to work effectively as part of both interdisciplinary and multidisciplinary team environments
* Demonstrated ability to approach challenging situations positively and proactively
* Demonstrated ability to participate in quality improvement processes within the department/organisation
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| **MUTUAL COMMITMENTS** |
| **Equal Opportunity.** Onemda is committed to being an equal opportunity employer, aiming to provide every employee with fair access to all workplace opportunities and benefits. In return, employees will treat each other fairly, without discrimination.**Diversity.** Onemda welcomes and embraces diversity through providing safe, positive and nurturing environment which celebrates the rich dimensions and contributions of diversity contained within each individual.**Safety Screening.** An offer of employment cannot be confirmed until the safety screening requirements have been conducted, assessed and clearance has been given.The safety screening process incorporates the completion of the following:* Criminal history check (crimcheck.org.au)
* Reference check (including, but not limited to, disciplinary action disclosure, confirmation of qualifications and training and an understanding of appropriate behaviours)
* Disability Worker Exclusion Scheme (DWES) check

**Safeguards**: Vulnerable people have the right to be and feel safe. Onemda has zero tolerance for any form of abuse. |

| KEY PERFORMANCE AREA | **ACTIVITIES AND RESPONSIBILITIES** |
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| Clinical Care | * Assist the allied health team with interdisciplinary allied health screening assessments to determine overall allied health needs and initiate referral to relevant disciplines for ongoing assessment as indicated
* Provide consistently high quality, participant centred, evidence based clinical assessment of participants speech pathology intervention and assistive technology needs and develop individualised intervention plans
* Support participants and their families to identify and prioritise goals and intervention to maximise outcomes within available resources
* Advocate for, with and on behalf of participants to obtain resources needed to achieve identified goals
* Pilot and contribute to participant evaluation and review processes
* Support participants with mealtime and swallowing needs and assessment
* Undertake and model evidence based practice principles in the provision of care
* Work flexibly between multi and interdisciplinary practice models
* Undertake discipline specific activities under the direction of management
* Contribute to the quality, integrity and development of speech pathology and allied health services at Onemda
* Assist in clinical supervision of students and staff as indicated
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| Report Writing and Administration | * Produce timely, detailed and personalised allied health plans, reports, evaluations and documentation in line with professional competency standards and organisational frameworks and policies
* Provide reports/referrals/documentation to internal and external agencies as required
* Undertake additional departmental administration activities as directed
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| Department Responsibilities | * Demonstrate active involvement in additional departmental activities as directed
* Attend and participate in team meetings and professional development opportunities
* Maintain and develop departmental specific policies and resources
* Integrate evidence base into daily practice
* Create and/or participate in quality projects as directed
* Contribute towards the growth and development of allied health services at Onemda
* Develop and maintain strong relationships with internal and external agencies, departments and stakeholders
* Support department and organisational clinical research, teaching, learning and innovation opportunities
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| Information Management | * Undertake additional departmental administration activities as directed
* Maintain clinical report writing and documentation in an organised and timely manner in line with departmental and organisational procedures and requirements
* Adhere to and become familiar with Onemda policies and procedures
* Record accurate statistics to account for billable clinical time and input bookings within a timely manner for billing and accounting purposes
* Aim to meet billable targets and key performance indicators as directed
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| Culture | * Consistently lives and demonstrates the Onemda Values – leadership, development, respect, welcoming, caring and supportive
* To ensure Onemda’s service provision is in accordance with the principals of social justice and with respect for the dignity and human rights of all persons
* To safeguard the positive culture of Onemda and identify and address any risks to the good reputation, caring culture and ethical standing of the organisation

To adhere to the principles of The Victorian Charter of Human Rights 2006 |

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| WHS | * To work in a safe manner and adhere to safety instructions as outlined in the Onemda Association’s Policy and Procedure Manual and Emergency Management Plan
* To participate in regular safety checks, including fire drills and contribute to the evaluation and review of such procedures.
* To remain competent, physically able and informed in safe manual handling procedures
* To use program areas, vehicles, equipment and program materials in a responsible and careful manner. An employee must not intentionally or recklessly interfere with, or abuse anything provided at the workplace
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| Other Activities | Other activities and projects as reasonably directed. |