

Speech Pathologist

Section / Service	Kurrajong Therapy Plus
Location:	Wagga Wagga/Griffith/Tumut/Narrandera
Reporting to:	Speech Therapy Supervisor / Manager Kurrajong Therapy Plus
Supervises (direct and indirect):	nil
Last reviewed:	August 2023

About Kurrajong - Kurrajong is a voluntary charitable organisation offering a broad range of services to babies, children, young people and adults with disabilities (aged 0-65) and their families. Kurrajong is a registered provider of the National Disability Insurance Scheme (NDIS) services and supports.

Our Vision - To create open, accessible and inclusive communities for all people.

Our Attributes – We are caring and community minded focusing on the needs of people with disability and their families. Our services are anchored in the communities we serve, where we seek continuous improvement and excellence.

About Kurrajong Therapy Plus - Kurrajong Therapy Plus provides supports to children, young people and adults with disability and/or complex developmental delays.

Kurrajong Therapy Plus consists of a unique Interdisciplinary team of Speech Pathologists, Occupational Therapists, Physiotherapists, Allied Health Assistants, Teachers and Aides.

Kurrajong Therapy Plus supports individuals and their families/carers to assist with learning, development, inclusive community access, specific therapeutic supports and prescription of specialised equipment for all people with disability.

Position Summary

The primary role of the Speech Pathologist is to support children, young people and adult's ability to communicate and interact with others in their environment.

Position Key Responsibilities

It is expected that the Speech Pathologist will perform the following activities:

1. Assessment – to be responsible for the assessment of communication and feeding skills development. To provide input to transdisciplinary assessments and complete detailed speech pathology specific reports. Assessment formats may be informal or formal e.g. play based or standardised assessments.
2. From the assessment data, set relevant, appropriate and specific therapy goals (in conjunction with family/person's NDIS goals).
3. Therapy – to implement therapy using a variety of service delivery options including individual appointments, Interdisciplinary sessions, communication groups, home programmes, SAS, SOS, LEGO therapy, parent and staff training, telepractice and input into early learning groups.

Position description

4. Conduct oral muscular assessment (OMA) and plan and implement programs to assist in the development of saliva control, speech and feeding skills.
5. Equipment – to prescribe, design, construct and implement alternative and augmentative communication systems, resource families and education settings on how to use these to facilitate communication, participation and inclusion.
6. Family Centred Practice: to build family capacity to support to their child's development and participation.
7. Person Centred Practice: To build a person's capacity in regards to participation and inclusion respecting the person's values and priorities.
8. Key Worker – be responsible for the coordination of Individual Profile paperwork and the overall management of the child and family's program whilst liaising with key stake holders. **Refer to Key Worker procedure.**
9. Communication – to participate as an active member of the Interdisciplinary team and be able to 'multi-skill' and 'role release' within the team.
10. Liaise – to liaise with other professionals, services and other medical practitioners in relation to the implementation and coordination of programs developed by the family and team.
11. Administrative – to prepare and maintain documentation and correspondence including assessment reports, progress notes, data entry and referral letters and to attend and participate in all appropriate meetings. Maintain an up to date calendar.
12. Consultation – to consult with families and education settings to assist in the implementation of Speech Pathology programs. As required conduct information sessions to other team members, families and other relevant service providers.
13. Professional Development – to attend and participate in relevant professional development workshops and seminars and to keep abreast of current professional issues.
14. Meetings - to participate in regular individual, discipline and team meetings.
15. Supervision - Meet for supervision when agreed upon and be responsible for the development and continuation of your own professional learning.
16. Line management - accountable for caseload, provide evidence of clinical reasoning and evidence-based practice. Meet Key Performance Indicator (KPI) as set out in the table below and follow Kurrajong procedures.
 - KPI's/billables are set according to your experience, other roles you may have. For example: School Aged Therapy coordinator, Student coordinator, Supervisor.
 - KPI expectations vary from time to time. This is managed by Supervisors and Manager.

Therapist, educators and family support worker.	KPI's/billables
3 years' experience and above.	5 x KPI's/billables a day.
2 years' experience	4 x KPI's/billables a day.
First year out/new Graduates	3 x KPI's/billables a day.

Position description

17. Act in accordance with Kurrajong's Code of Conduct and the organisation's policies and procedures
18. Must maintain the currency of their Membership with Speech Pathology Australia.
19. Other Duties – to perform any other service-based duties as directed by the Manager at Kurrajong Therapy Plus.
20. Mandatory Reporter - please refer to Kurrajong Child Protection Policy 6.14
21. Child Safe Standards – Adhere to the Office of the Children's Guardian 10 Child Safe Standards

The Speech Pathologist will focus on the development of communication and feeding. Areas of emphasis include:

Speech Sounds:	The physical production of sounds.
Receptive language:	The understanding of spoken and written language.
Expressive Language:	The way we communicate a message using spoken and written language.
Alternative and Augmentative Communication (AAC)	The use of alternative or additional methods to communicate. This may include using sign language, communication boards or electronic communication aids.
Pragmatic:	The way we use language to interact with others. It includes eye contact, conversational turn taking, greetings and the purpose of communication (e.g. to question or comment).
Fluency:	The smooth rhythm and pattern of speech.
Voice:	The quality and resonance of the sounds produced.
Swallowing/Feeding:	Ability to safely suck, bite, chew and swallow a variety of food textures and fluid.

Priority is given to:

1. Clients with feeding difficulties.
2. Clients with behaviour issues associated with receptive and expressive communication difficulties.
3. Clients with moderate to severe physical/communication needs that require the implementation of Alternate and Augmentative Communication (AAC).

Position Criteria

Qualification, Certificates and Licences

1. Degree in Speech Pathology
2. Current member of Speech Pathology Australia (or willing to obtain)

Position description

3. Current Class C Drivers Licence
4. NSW Working with Children Check clearance (or willing to obtain)
5. NDIS Worker Screening Check (or willing to obtain before employment)

Experience, Skills & Knowledge

1. Relevant experience as a Speech Pathologist or student placements if a recent graduate
2. Ability to prioritise, plan, anticipate risks and problem solve
3. Ability to work as part of a team and lead above the line in all areas of your work.
4. Excellent written and verbal communication skills
5. Understanding of person centred and family centred practice
6. Ability to think creatively and use initiative to work through issues
7. Ability to implement Work Health and Safety, Risk Management and Quality Assurance requirements

Risk assessed role requirements in accordance with the NDIS Quality and Safeguarding Standards

- ☐ NDIS Worker Screening Check
- ☐ Working with Children Check
- ☐ NDIS Worker Orientation – Quality, Safety and You

Signed and Accepted:

Staff Signature: [acceptance_status]

Date: [acceptance_date]