

SPEECH LANGUAGE THERAPIST

1. PURPOSE OF POSITION

The appointee to this position is responsible for providing a quality Speech Language Therapy service to paediatric clients in a variety of settings.

The position is responsible for assessment, provision of appropriate therapy, equipment and support for preschool children and their family/whanau who are identified as having a physical, sensory or intellectual disability or a combination of these, which is likely to continue for a minimum of six months. Also children who have autism spectrum disorder or are at risk of developing a disability or have a developmental delay.

The appointee may be required to regularly commute in work time around Taranaki using an allocated hospital vehicle.

2. ORGANISATIONAL VALUES

3. The Taranaki District Health Board's (DHB) our mission (Te Kaupapa) is improving, promoting, protecting and caring for the health and well-being of the people of Taranaki. Taranaki DHB's values define who we are as an organisation, the way we work with each other, our patients, whanau and external partners. Our Te Ahu Taranaki DHB values are:
- 4.

Partnerships	WHANAUNGATANGA	We work together to achieve our goals
Courage	MANAWANUI	We have the courage to do what is right
Empowerment	MANA MOTUHAKE	We support each other to make the best decisions
People Matter	MAHAKITANGA	We value each other, our patients and whanau
Safety	MANAAKITANGA	We provide excellent care in a safe and trusted environment

5. DIMENSIONS

Reports to:	XXX
Number of people reporting to you	Nil
Financial limits authority	Nil
Operating Budget	Nil

6. WORKING RELATIONSHIPS

External	Internal
Community Providers General Practitioners Other DHBs Ministry of Education Staff	Speech Language Therapy Team Multidisciplinary Team Medical and Nursing staff Allied Health Assistants

7. ACCOUNTABILITIES

Key area of responsibility	Expected outcomes
<p>1. Clinical Duties and Technical Functions</p> <p>Effectively provides a Speech Language Therapy Service to designated clients and team.</p>	<ul style="list-style-type: none"> • Undertakes a clinical workload to meet the prioritised needs of the service. • Carries out assessment and diagnosis of speech, language, swallowing and related problems and provides ongoing therapy, where appropriate. • Negotiates goals with the client/tangata Whaiora, and where appropriate family/whanau and other involved parties. • Develops and implements action plans to achieve and identify goals. • Provides support/advice as appropriate to client/family/whanau/ caregivers/ other educational or health personal and other therapists. • Provides holistic speech language therapy management in a variety of settings. • Be responsible for the provision of equipment required by the client and caregivers. • Works within budgetary restraint. • Evaluates outcomes throughout the process and discontinues intervention as appropriate. • Contributes to the development of Speech Language Therapy within the service. • Provides reports on all clients who have undergone assessment or review. • Written home based programmes are provided and maintained for parents or caregivers to implement with the child.

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	<ul style="list-style-type: none"> Complies with monthly statistics and reporting requirements.
<p>2. Professional Practice</p> <p>Acts in compliance with ethical, legal, professional and safety requirements</p>	<ul style="list-style-type: none"> Speech Language therapy practices are maintained at all times according to the Code of Ethics for the profession, NZSTA and other legislative requirements. Actions are in accordance with TDHB and Speech Language Therapy service policies. Protocols and procedures. Patient/client clinical records are maintained to professional, service and organisational standards.
<p>3. Team work and communication</p> <p>Works effectively with clients/tangata Whaiora, family/whanau and other involved parties within the organisation and community to maintain effective therapeutic and working relationships.</p>	<ul style="list-style-type: none"> Speech Language Therapy interventions are client-centred. Services are provided that respect client/tangata Whaiora cultural beliefs, attitudes and practices. Liaison and communication occurs with other health professionals and relevant services and community agencies. The multidisciplinary team concept is utilised to ensure effective management of the client/tangata Whaiora. Contribution is made to the development of Speech Language Therapy services by identifying quality improvements and assisting with the implementation of service changes. Contributes to student and staff training as required. Statistics are recorded daily as per department procedure. Information is provided to generate invoices for any contract work. Ie: ACC. Equipment and resources are used and tracked according to organisation procedures. Speech Language Therapy is promoted within the TDHB and the community.

Organisational Accountabilities	Expected Outcome for all employees
<p>Health Equity</p>	<p>The TDHB strives to eliminate health inequalities and achieve health equity for the Taranaki population. In practical terms this means all staff are required to implement relevant health equity policies, procedures, approaches and guidelines issued from time to time including:</p> <ul style="list-style-type: none"> the Pae Ora Framework which requires: <ul style="list-style-type: none"> Demonstrating the principles of Partnership, Participation and Protection under the Treaty of Waitangi; improving understanding of the determinants of ethnic inequalities in health, in particular the “Drivers of ethnic inequalities in health” and the “Pathways to Inequalities” both of which are referenced in the TDHB Pae Ora Framework, Appendix 1;

Organisational Accountabilities	Expected Outcome for all employees
	<ul style="list-style-type: none"> ○ Ensuring Health Equity assessment is embedded into your practise where services, policies or programmes are expected to improve outcomes for Māori; ○ Effectively implementing health equity approaches outlined for Health Professionals in “Equity of Health Care for Maori: A Framework” published by the Ministry of Health to support He Korowai Oranga Refresh 2014, national Maori Health Strategy; ○ Ensuring appropriate health literacy responses are used for effective engagement with Māori; ● You must ensure accurate ethnicity data is collected or held for patients and clients you interact with by following the TDHB Ethnicity Data Collection Policy and procedures; ● You must attend the Cultural Competency training provided by and for staff of the TDHB including Treaty of Waitangi workshop, General/Clinical Refreshers, Engaging Effectively with Maori and any other training identified as essential for staff.
<p>Health and Safety</p>	<ul style="list-style-type: none"> ● Maintains a safe and healthy environment ● Complies with health & safety policies and procedures ● Carries out work in a way that does not adversely affect their health and safety or that of other workers ● Complies with procedures and correctly use personal protective equipment and safety devices provided ● Contributes to hazard identification and management process ● Reports accurately near misses/incidents/accidents in a timely manner ● Participates in health and safety matters
<p>Personal Development</p>	<ul style="list-style-type: none"> ● Fully contributes to the individuals team performance and is committed to identify and pursue opportunities for developing new knowledge and skills. ● Participates in the performance appraisal process where personal performance and development is reviewed. ● Willing to accept new responsibilities, acquire and demonstrate relevant new knowledge.

8. VARIATION TO DUTIES

Duties and responsibilities described above should not be construed as a complete and exhaustive list as it is not the intention to limit in any way the scope or functions of the position. Duties and responsibilities can be amended from time to time either by additional, deletion or straight amendment to meet any changing conditions, however this will only be done in consultation with the employee.

9. CAPABILITY REQUIREMENTS

Capabilities are the behaviours demonstrated by a person performing the job. Capabilities identify what makes a person most effective in a role. Those listed below are expected for the **Speech Language Therapy** team roles in the organisation. The required capabilities can change as the organisation develops and the roles change.

Capability
<p>Effective Communication</p> <p>Shares well thought out, concise and timely information with others using appropriate mediums. Ensures information gets to the appropriate people within the organisation to facilitate effective decision making</p>
<p>Decision Making/Problem Solving</p> <p>Demonstrates effective and timely decision making/problem solving techniques. Aware of the impact of decisions on key stakeholders and consults as appropriate utilizing available resources. Is proactive and effective when problem solving is required.</p>
<p>Innovation/Initiative</p> <p>Continually strives for new and improved work processes that will result in greater effectiveness and efficiencies. Questions traditional ways of doing things when choosing a course of action or finds new combinations of old elements to form an innovative solution.</p>
<p>Resilience/Flexibility</p> <p>Articulates differing perspectives on a problem and will see the merit of alternative points of view. Will change or modify own opinions and will switch to other strategies when necessary. Adjusts behaviour to the demands of the work environment in order to remain productive through periods of transition, ambiguity, uncertainty and stress.</p>
<p>Cultural Safety</p> <p>Demonstrates a commitment to cultural safety by meeting and exceeding the cultural needs of clients/customers/colleagues. Manages cultural ambiguity and conflicting priorities well. Understands concepts of whanaungatanga and manaakitanga and Maori cultural orientation to whanau, hapu and iwi.</p>
<p>Teamwork</p> <p>Works to build team spirit, facilitates resolution of conflict within the team, promotes/protects team reputation, shows commitment to contributing to the teams success</p>

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10. EDUCATION

Speech Language Therapist with qualification recognised by NZSTA.
Holds Annual practicing Certificate

11. SKILLS

Hold a current drivers licence.
Time management skills and ability to prioritise.
Proven interpersonal skills.
Evidence of problem solving skills and advanced reasoning ability.
Computer literate and experienced using Microsoft packages.

12. EXPERIENCE

Possess relevant clinical knowledge and experience working with paediatric clients who have speech, language and/or swallowing difficulties.