

Position Description | Te whakaturanga ō mahi Health New Zealand | Te Whatu Ora

Title	Speech-language Therapist		
Reports to	Operationally Allied Health Unit Manager Professionally Speech-language Therapy Professional Lead		
Location	Dunedin		
Department			
Direct Reports		Total FTE	
Budget Size	Opex	Capex	
Delegated Authority	HR	Finance	
Date			
Job band (indicative)			

The Health System in Aotearoa is entering a period of transformation as we implement the Pae Ora/Healthy Futures vision of a reformed system where people live longer in good health, have improved quality of life, and there is equity between all groups.

We want to build a healthcare system that works collectively and cohesively around a shared set of values and a culture that enables everyone to bring their best to work and feel proud when they go home to their whānau, friends and community. The reforms are expected to achieve five system shifts. These are:

1. The health system will reinforce Te Tiriti principles and obligations.
2. All people will be able to access a comprehensive range of support in their local communities to help them stay well.
3. Everyone will have equal access to high quality emergency and specialist care when they need it.
4. Digital services will provide more people the care they need in their homes and communities.
5. Health and care workers will be valued and well-trained for the future health system.

Te Mauri o Rongo – The New Zealand Health Charter

The foundation for how we ensure our people are empowered, safe and supported while working to deliver a successful healthcare system, is Te Mauri o Rongo – the New Zealand Health Charter. It guides all of us as we work towards a healthcare system that is more responsive to the needs of, and accessible to all people in Aotearoa New Zealand.

It applies to everyone in our organisation and sits alongside our code of conduct as our guiding document.

Te Mauri o Rongo consists of four pou (pillars) within it, including:

Wairuatanga – working with heart, the strong sense of purpose and commitment to service that health workers bring to their mahi.

Rangatiratanga – as organisations we support our people to lead. We will know our people; we will grow those around us and be accountable with them in contributing to Pae Ora for all.

Whanaungatanga – we are a team, and together a team of teams. Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe.

Te Korowai Āhuru – a cloak which seeks to provide safety and comfort to the workforce.

These values underpin how we relate to each other as we serve our whānau and communities.

Together we will do this by:

- caring for the people
- recognising, supporting and valuing our people and the work we all do
- working together to design and deliver services, and
- defining the competencies and behaviours we expect from everyone.

About the role

The primary purpose of the role is to:

This position involves working with adults who have impairments of communication and swallowing. It is based in the SLT team in Dunedin with service provided to the acute inpatient wards and outpatient clinics.

Movement across clinical areas may occur in a planned and supported fashion to allow for skill development and sustained, high quality SLT service provision to our patients.

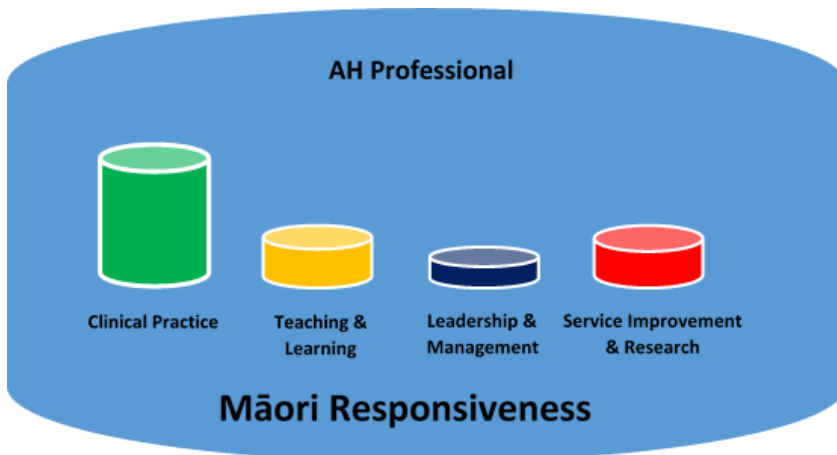
You will provide a safe and clinically effective patient/client assessment and intervention with demonstration of advanced knowledge and skills to manage complex presentations.

- There is an expectation of competence and confidence working in a Multi-Disciplinary Team (MDT) context.
- Working as an integral part of our wider SLT team across the District.
- Should you work in ICU you will require sound knowledge and competence in Tracheostomy and Videofluoroscopic Swallowing Study (VFSS).
- Knowledge of Fiberoptic Endoscopic Evaluation of Swallowing (FEES) and laryngectomy is desirable.
- You should have evidence of these competencies and where appropriate placement on the NZSTA National register.
- Your role will involve supporting other SLT's to achieve their clinical competencies and will include an element of supervision and leadership.

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- Regularly reassesses and evaluates the patient/client’s progress against identified goals and adjust intervention as situations change.
- Carries out and support others with assessment, formulation and management of risks.
- Demonstrates provision of and support others with culturally safe/bicultural practice with patients/clients and their whānau.
- Demonstrate an awareness of health inequalities, with evidence of implementing actions within clinical practice and identifying solutions for wider service delivery that contribute towards reducing inequalities for patients/clients and/or whānau.
- Represent the service and/or individual patients/clients at clinical meetings and case conferences to ensure the delivery of a coordinated multidisciplinary service and to ensure speech language therapy is integrated into the overall treatment programme (where appropriate) including discharge planning.
- Complete documentation consistent with legal and organisational requirements.
- Adhere to any applicable recognised best practice and any relevant clinical policies and practice guidelines.
- Provide specialist advice, teaching and instructions to patients/clients, carers, relatives and other professionals to promote coordination of support being delivered.
- Identify unmet needs of patients/clients.
- Demonstrate recognition that the patient/client's knowledge, experiences and culture are integral to effectively addressing the needs of the patient/client.
- Be familiar with and prescribe adaptive equipment (e.g. dysphagia utensils) and communication aids within the parameters of relevant funding sources for patients
- Complete relevant documentation in the clinical record, electronic data and statistics.
- Assist in the support and mentoring of students/new graduates/other staff as required.



Teaching and Learning

- Maintains competency to practice through identification of learning needs and continuing professional development activities. This should comply with professional body requirements.

	<ul style="list-style-type: none"> • Leads and fosters a learning environment for staff including teaching and participating in the running of training relevant to area of clinical practice. • Contributes to the training needs analysis for the team / service / profession. • Supervises, educates and assesses the performance of speech language therapy students as required. • Provides interdisciplinary education in direct clinical area, or discipline specific teaching across teams. • Provides critical analysis, appraisal and integration of current research outcomes and relevant literature to maintain advanced levels of knowledge and practice. • Demonstrates application of this knowledge in practice. • Maintains an awareness of current developments in relevant clinical areas. • Is involved in the induction and training of newly appointed staff as required. • Develops clinical skills of others by providing learning opportunities. • Completes core training as applicable for the role. • Participates in an annual performance review and associated clinical assurance activities. • Participates in professional supervision in line with the organisation's requirements and/or professional body. • Provides mentoring and clinical support and / or professional supervision.
<p>Leadership and management</p>	<ul style="list-style-type: none"> • From information available, prioritises patients/clients to enable appropriate allocation of referrals, delegates appropriate tasks and has oversight of workload for staff in the clinical area. • Attends and actively contributes to all relevant department, clinical and team meetings, leading and facilitating such meetings as required. • Assists team leaders and professional leaders in clinical assurance activities of speech language therapy staff as requested. • Demonstrates negotiation and management of conflict skills within the workplace. • Provides reports to team leaders/professional leaders in relation to area of clinical practice, as requested. • Is involved in recruitment and selection processes as requested by line manager or professional leader. • Provides advice and recommendations to line manager where this will support delivery of services.
<p>Service Improvement and Research.</p>	<ul style="list-style-type: none"> • Promotes professional practice that is based on best practice and research that supports organisational strategic aims.

	<ul style="list-style-type: none"> • Takes responsibility for leading local audit and research projects as identified by self, team leaders, professional leaders. • Takes the lead on development of quality improvement activities to develop and improve service delivery, clinical practice or professional standards. This may include care pathways / treatment protocols, standards of practice etc. • Develops / updates competency-based frameworks for clinical staff in relevant clinical areas as agreed to by line manager or professional leader. • Proactively challenges and questions established interventions and approaches. • Actively participates in national, regional and sub-regional working groups / clinical networks to identify and implement innovative practice and or service improvements as appropriate. • Establishes collaborative partnerships with external organisations to promote integrated working that improve the outcomes and experience of patients/clients. • Contributes to annual planning process, including identifying gaps in service and participating in work / projects that may result from the planning process. • Practises in a way that uses resources (including staffing) in the most sustainable and cost-effective manner. • Awareness of and complies with all legislative, contractual and employment requirements as applicable to the role (e.g. Privacy Act 1993, Vulnerable Children’s Act 2014, Health & Safety at Work Act 2015, ACC service specifications etc.).
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Key Result Area	Expected Outcomes / Performance Indicators
Te Tiriti o Waitangi	<ul style="list-style-type: none"> • Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori. • Supports tangata whenua- and mana whenua-led change to deliver mana motuhake and Māori self-determination in the design, delivery and monitoring of health care. • Actively supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership.

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Equity	<ul style="list-style-type: none"> • Commits to helping all people achieve equitable health outcomes. • Demonstrates awareness of colonisation and power relationships. • Demonstrates critical consciousness and on-going self-reflection and self-awareness in terms of the impact of their own culture on interactions and service delivery. • Shows a willingness to personally take a stand for equity. • Supports Māori-led and Pacific-led responses.
Culture and People Leadership	<ul style="list-style-type: none"> • Leads, nurtures and develops our team to make them feel valued. • Prioritises developing individuals and the team so Health New Zealand has enough of the right skills for the future, supporting diversity of leadership to develop – Māori, Pacific, people with disabilities and others. • Provides leadership that shows commitment, urgency and is visibly open, clear, and innovative whilst building mutually beneficial partnerships with various stakeholders both internally and externally. • Implements and maintains People & Communications strategies and processes that support provide an environment where employee experience, development, and performance management drive achievement of the organisation’s strategic and business goals. • Ensures Business Unit culture develops in line with expectations outlined in Te Mauri o Rongo, ensuring unification of diverse teams whilst simultaneously supporting local cultures to be retained & strengthened.
Innovation & Improvement	<ul style="list-style-type: none"> • Is open to new ideas and create a culture where individuals at all levels bring their ideas on how to ‘do it better’ to the table. • Models an agile approach –tries new approaches, learns quickly, adapts fast. • Develops and maintains appropriate external networks to support current knowledge of leading practices.
Collaboration and Relationship Management	<ul style="list-style-type: none"> • Models good team player behaviour, working with colleagues to not allow silo thinking and behaviour at decision making level to get in the way of doing our best and collegially supports others to do the same. • Works with peers in Hauora Māori Service and Pacific Health Business Unit to ensure the voice of and direct aspirations of Māori and Pacific People are reflected in planning and delivery of services.

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Health & safety	<ul style="list-style-type: none"> • Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives. • Takes all reasonably practicable steps to eliminate and mitigate risks and hazards in the workplace that could cause harm, placing employee, contractor and others' health, safety, and wellbeing centrally, alongside high-quality patient outcomes. • Leads, champions, and promotes continual improvement in health and wellbeing to create a healthy and safe culture.
Compliance and Risk	<ul style="list-style-type: none"> • Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place. • Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit. • Understands, and operates within, the financial & operational delegations of their role, ensuring peers and team members are also similarly aware.

Relationships

External	Internal
<ul style="list-style-type: none"> • CU Allied Health Educator for SLT if working in ICU. • Tāngata whaiora and their whānau. • Other professional colleagues across the Southern region and nationally (and internationally as appropriate). • Relevant training institutions and Special interest Professional groups. • Support Groups • NZSTA • Consumer Groups, family-whānau groups. • Local Iwi • Union Partners 	<ul style="list-style-type: none"> • Operational Management • Chief Allied Health, Scientific and Technical Officer (CAHSTO) and Directors of Allied Health • Medical Professions, House Officers, Registered Medical Professionals and Senior Medical Officers. • Allied Health Educators, Coordinators and Professional Leaders • Nursing and Allied Health Medical professionals and leaders • The Dunedin ICU Team and Trache response team.

About you – to succeed in this role

You will have

Essential:

- Expectation of at least 5 years clinical practice.
- Clinical experience and advanced knowledge is to be evidenced with competencies., e.g VFSS, FEES, Tracheostomy or AAC Enable accreditation.
- Professional Qualifications / Accreditations / Registrations and Evidence of competence in specialty areas.
- Relevant qualification in Speech-language Therapy that is recognised and approved by the New Zealand Speech-language Therapists' Association (NZSTA) (essential).
- Member of NZSTA (essential).

Someone well-suited to the role will place a high value on the following:

- Delivering high quality care for the patient/client/whānau
- Contributing to the development of others
- Leading and facilitating clinical improvements
- Continual improvement focus.
- Evidence based and reflective practice.

Other:

- A commitment and understanding of the Treaty of Waitangi (and application to health) and a willingness to work positively in improving health outcomes for Maori.
- Current full NZ driver's licence with ability to drive a manual and automatic car (required for roles based in the community or where the role may be required to work across multiple sites).
- Proficiency in using technology within the workplace.
- A high standard of written and spoken English.

You will be able to

Essential:

- Demonstrate an understanding of the significance of and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way in your role.
- Take care of own physical and mental wellbeing, and have the stamina needed to go the distance.
- Maximise the quality and contributions of individuals and teams to achieve the organisation's vision, purpose and goals.
- Establish and maintain positive working relationships with people at all levels within the public and private sectors, related industry and community interest groups and the wider national and international communities.
- Demonstrate a strong drive to deliver and take personal responsibility.

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- Demonstrate self-awareness of your impact on people and invests in your own leadership practice to continuously grow and improve.
- Demonstrate the highest standards of personal, professional and institutional behaviour through commitment, loyalty and integrity.

Desired:

- FEES competence
- Experience with Laryngectomy

This position description is intended as an insight to the main tasks and responsibilities required in the role and is not intended to be exhaustive. It may be subject to change, in consultation with the job holder.