

Position Description

Private and Confidential

Speech Pathologist

The Organisation

LiveBetter is an organisation formed through an amalgamation of several like-minded, regionally based community service organisations that recognised the need for specialist service provision for the people of regional Australia.

Delivering a range of aged, disability, carer, child & family, mental health and clinical services, LiveBetter takes a holistic approach to working with customers seeking to ensure that customer needs and preferences are met. As well as service delivery LiveBetter assists customers with information, linking and referrals.

The major organisations that merged to form LiveBetter are CareWest [Central West, Orana, Far West, Northern and Riverina Murray regions of NSW], Excelcare [Central Queensland], Age Concern [Albury NSW], Family Link [Wagga Wagga NSW], There4U [Central Queensland], Home and Community Care services [Broken Hill] and Translinc [Central West NSW]. Several other organisations had previously amalgamated with CareWest over the past ten years.

LiveBetter and its antecedent organisations have undergone a period of significant growth, with continuing growth in staff numbers, service capacity and diversity and geographic spread. To support this growth, LiveBetter invests heavily in corporate infrastructure and management systems as well as staff training and development.

LiveBetter employs approximately 1500 staff operating in offices, homes, preschool, respite centres and community hubs across regional and rural Queensland and NSW. Working alongside our staff are more than 250 volunteers who provide extra support and services to our customers and communities. Our annual revenue is now more than \$90 million with strong growth forecast.

LiveBetter is positioned as one of the largest regionally-based providers of community services in Australia. Although we are a large organisation, we remain focused on ensuring programs and services are provided by local staff, and tailored to the individual needs of local people and communities.

Our Purpose: Enabling the people in regional rural and remote Australia to live their best lives.

Our Values

LiveBetter's Values guide the way we conduct ourselves. This includes how we interact with our clients, community and business partners and how we treat each other. LiveBetter's Values are:

- **Integrity:** We live out our values, are honest and ethical in all our dealings and are accountable for our actions.
- **Respect:** We value the individual. We recognise the rights and choices of the client, employees and the community. We encourage teamwork and support diversity within the team.
- **Cooperation:** We strive to identify and create value from partnerships and alliances with other organisations, agencies, businesses, communities and within our own organisation.
- **Empowerment:** We believe that individuals and communities should be encouraged and supported to realise their full potential.
- **Excellence:** We strive for excellence and best practice in all that we do as individuals, teams and as an organisation.

The Position

Position title:	Speech Pathologist
Location:	Rockhampton, Biloela or Emerald
Job Type:	Fixed Term June 30 2019
Reports to:	Team Leader Primary Health Services (Qld)
Direct reports:	NIL

Service Description

The primary health services team provide comprehensive health care and support services to community members and their carers with chronic and complex health conditions. Programs currently delivered include centre based, as well as clinical outreach services covered by various funding streams.

Position Description

The Speech Pathologist works with the LiveBetter primary health services team and other professionals to support service delivery to customers with complex needs and communication difficulties including children and adults.

Key Position Responsibilities

1. Assess and identify speech, communication and swallowing difficulties and disorders and devise and implement individual customer programs and plans.
2. Train personnel, families, carers and others in the implementation of individual customer programs and development and delivery of generalist communication and dysphagia education.
3. Monitor, review and evaluate customer progress and adjust programs accordingly.
4. Assess communication environments and make recommendations for modifications and improvements to meet individual customer needs; assist in the implementation of these changes.
5. Advocate for customers with communication difficulties and support initiatives to overcome barriers to communication and facilitate clear and transparent communication of information.
6. Manage a caseload of customers, as delegated by Senior Speech Pathologist.
7. Fully utilise LiveBetter systems to manage work, risk and compliance tasks.
8. Participate in case reviews of customers with complex needs.
9. Maintain customer case notes and reports and communicate with stakeholders in order to obtain best outcomes.
10. As a member of the clinical team, participate in organisational projects to further the objectives of LiveBetter.
11. Participate in Clinical Supervision, Communities of Practice and Professional Development.

Risk

All staff must be aware of operational and business risks.

They should:

- Provide input into various risk management activities assist in identifying risks and controls

- Report all emerging risks, issues and incidents to their manager or appropriate officer

The Person

Essential

- Degree/Diploma in Speech Pathology and eligibility for practicing membership as recognised by Speech Pathology Australia.
- Experience working with an adult caseload, including experience in management dysphagia and complex communication difficulties.
- Experience working with a paediatric caseload, including providing high quality, evidenced based assessment, intervention and support for the customer and their support network.
- Demonstrated Flexibility in communication style, as well as proven track record of creating sustainable professional relationships with internal and external stakeholders and clients.
- Person centred approaches to working with customers and their supports.
- Experience delivering training or therapy programs to staff, customers and their families.
- Literacy and IT skills for reporting and communicating internally and externally according the requirements of the position.
- Demonstrated ability to work independently and as part of a multidisciplinary team to problem solve and manage chronic and complex customers.
- Current drivers licence & ability to travel if required.

Desirable

- Experience working in community settings (placement).
- Experience working closely with the members of a clinical team (placement).
- Strong human rights and social justice agenda.

Other requirements

1. Pass a National Criminals History Check, Working with Children Check and a pre-employment medical assessment (including drug and alcohol screening).
2. Advise LiveBetter in writing of any conditions which may impact ability to carry out the responsibilities required of the role.
3. Ability to be flexible with work hours to meet reasonable demands of the position.

Remuneration

An appropriate remuneration package in line with the skills and experience of the successful candidate will be negotiated. Salary packaging opportunities are available.

I hereby acknowledge that I have received my Position Description and understand what my duties and responsibilities are:

Employee Name:		Date:	
Signature:			