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GOVERNANCE AND IMPLEMENTATION

This resource should be reviewed and endorsed in accordance with the organisation's governance and document control processes prior to implementation.

DUTY STATEMENT

POSITION TITLE:	Speech Pathologist
REMUNERATION/CONDITIONS:	Contracted through Local Health District (LHD), Rural Doctors Network (RDN), or alternate funding body.
POSITION STATUS:	Contracted or Part-time
DIRECTLY RESPONSIBLE TO:	Practice Manager
PERFORMANCE APPRAISAL:	Annual review conducted jointly with Practice Manager and funding body (if applicable), considering community demand and service feedback.
POSITION FUNCTION:	To assess and support the communication, speech, language, voice, fluency, and swallowing needs of patients across the lifespan through culturally appropriate and person-centred therapy.
MINIMUM SKILLS REQUIRED:	SPA (Speech Pathology Australia) membership and relevant tertiary qualification

POSITION SUMMARY

The Speech Therapist works with Aboriginal and Torres Strait Islander patients to improve communication and swallowing outcomes, enhance functional independence, and support learning and participation. The role includes assessment, therapy, education, and collaboration with families, schools, and healthcare teams. Culturally secure practice and trauma-informed care are central to the delivery of services.

RESPONSIBILITIES

- Provide culturally safe speech pathology assessments and interventions
- Support patients with speech, language, communication, and/or swallowing difficulties
- Deliver therapy tailored to developmental, social, and educational needs
- Collaborate with families, teachers, Aboriginal Health Workers, and clinical teams
- Provide therapy in individual, group, outreach, and school-based settings where appropriate
- Create and deliver speech and language support programs in collaboration with the community
- Develop therapy goals and progress reports in partnership with families and care teams
- Support transition to school, learning participation, and early language development
- Contribute to care planning, early childhood screening, and health promotion activities
- Make referrals to external services as needed and assist in care coordination

MEETINGS

- Attend team case discussions and briefings where relevant and feasible
- Participate in service review, community feedback, and reflective practice annually

KEY PERFORMANCE INDICATORS

Focus Area	KPI
Service Delivery	Deliver [**] therapy sessions or assessments annually
Documentation	Document all contacts and plans in PMS within 24 hours
Community Engagement	Participate in at least 1 community wellbeing or education activity

PROFESSIONAL DEVELOPMENT

- Maintain SPA CPD requirements
- Engage in training in Aboriginal cultural safety and trauma-informed communication
- Participate in professional supervision and reflective practice
- Attend workshops related to early childhood development, literacy, or AAC (as appropriate)

ESSENTIAL SKILLS AND EXPERIENCE

- Demonstrated experience in speech pathology across developmental stages
- Strong knowledge of early intervention, communication disorders, and therapy planning

- Experience working in Aboriginal community settings or commitment to Aboriginal health
- Respectful and clear communicator, with strong documentation and organisational skills

MANDATORY REQUIRMENTS

- Membership with Speech Pathology Australia (SPA)
- Evidence of cultural awareness training or willingness to complete
- Public liability and professional indemnity insurance
- Current CPR certificate
- Current National Police Check
- Current Working with Children Check or equivalent clearance
- Current Driver's Licence
- Compliance with all organisational policies and procedures
- Adhere to confidentiality and privacy requirements in line with the Health Records and Information Privacy Act 2002 (NSW) and other relevant legislation.

SIGNATURE & ACKNOWLEDGEMENT

I agree to abide by the standards and policies and have read and understood the job description and agree to comply with same.

Employee Signature: _____

Date: _____

Manager Signature: _____

Date: _____