



UNION JOB DESCRIPTION

JD2710

JOB TITLE:	Speech-Language Pathologist	JOB DESCRIPTION NO.:	P.NI.52300.002
CLASSIFICATION:	Speech/Language Pathologist P1	GRID/PAY LEVEL:	H-I-P1
COLLECTIVE AGREEMENT:	Health Science Professionals	HSCIS NO.:	52901
UNION:	HSA	JOB/CLASS CODE:	52901
PROGRAM/DEPARTMENT:	Rehabilitation Services	BENCHMARKS (If Applicable):	
REPORTING TO:	Manager or designate		
FACILITY/SITE:	VIHA-NI (CRH, CVH)		

JOB SUMMARY:

In accordance with the Mission, Vision and Values, and strategic direction of the Vancouver Island Health Authority (Island Health) patient and staff safety is a priority and a responsibility shared by everyone; as such, the requirement to continuously improve quality and safety is inherent in all aspects of this position.

Reporting to the Manager or designate and working without general supervision as a member of a multidisciplinary team, the Speech-Language Pathologist is responsible for the delivery of quality patient/client-centered speech-language therapy services, including the development of goals and objectives and standards, resource utilization, program planning and quality assurance. Provides work direction to designated staff as required.

TYPICAL DUTIES AND RESPONSIBILITIES:

1. Provides direct patient care as well as designs therapeutic programs that will provide compensatory strategies or optimum recovery of speech-language functions and coordinates, administers, provides and ensures the delivery of quality patient/ client-centered speech-language therapy services in accordance with standards, policies, procedures, guidelines, by:
 - Screening referrals through the intake process to ensure clients meet service mandate;
 - Providing assessments and therapy, including swallowing;
 - Ensuring services and programs are developed in partnership and coordinated with the patient/client, significant other or caregiver, and the multidisciplinary team;
 - Representing and coordinating speech-language therapy services within the multidisciplinary team;
 - Communicating and integrating speech-language therapy procedures into practice. Monitors and evaluates results, changing and adjusting procedures as required;
 - Acting as a resource for community agencies and providing assessments on a referral basis from the health care team as appropriate, maintaining records of treatment and providing written and verbal reports, as required
 - Collaborating and consulting with the Manager regarding changes to speech-language therapy services;
 - Collaborates with the Manager and other multidisciplinary team members in planning, implementing, monitoring and evaluating new programs and speech-language therapies.

2. Plans, develops, participates in, delivers and evaluates inservices and other education programs for designated staff. Communicates policies, programs and procedures by written form and by providing verbal direction. Participates in orientation processes in cooperation with the Manager to meet patient/client, staff and general operational needs, including participating in various meetings, committees, and orientation of new staff and students, as required.
3. Provides input to the Manager relating to capital and operational budget requirements for speech-language therapy programs, including monitoring, assessing and planning for materiel and capital equipment needs and operating within approved limits unless otherwise authorized.
4. Ensures effective long-term speech-language therapy planning by monitoring the volume and nature of work assignments and identifying utilization issues. Reports opportunities for improved efficiencies and significant concerns to the Manager.
5. Sets standards for the quality of speech-language therapy services. Carries out quality assurance activities and projects, analyzing and acting upon information received through incident reports, evaluations and other data, including collecting and compiling statistical data for research and evaluation purposes. Works with the Manager to develop outcome measures for speech-language therapy programs and services. Collects statistics on care delivery including priority rating.
6. Demonstrates personal initiative in maintaining professional currency and skills by participating in relevant educational activities, as required.
7. Ensures adherence to safe practices and procedures and compliance with Workers' Compensation Board regulations and standards, including maintaining records of current Material Safety Data Sheets and compliance with Workplace Hazardous Material Information System. Communicates and interprets regulations and standards to designated staff.
8. Cooperates and collaborates with the Occupational Health & Safety Committee, by performing regular workplace inspections, investigation of injuries and related documentation, and participating in fire prevention and disaster plans as required.
9. Ensures a safe and healthy working environment by observing universal precautions and infection control procedures; removing obvious hazards; reporting faulty equipment, accidents, injuries and near misses; and adhering to and enforcing rules regarding safety.
10. Performs other related duties as assigned.

QUALIFICATIONS:

Education, Training And Experience

Current licensure in a practicing category with the College of Health and Care Professionals of BC as a Speech Language Practitioner.

Masters degree in Speech Pathology from a recognized university;

Knowledge of current Speech-Language Therapy standards, modalities and scope of practice, including swallowing assessments and therapy, communication aids, management of neurological disorders, and voice assessment and therapy;

Knowledge of the processes related to continuous quality improvement;

Four (4) years recent related experience, including two (2) years working with adult clients/patients; or

An equivalent combination of education, training and experience.

Skills And Abilities

- Provide leadership, supervision and staff evaluation for any direct reports
- Demonstrate clinical competence congruent with service area-specific needs
- Work effectively as part of an multidisciplinary team, with other staff, and with patients/clients and caregivers/families

- Utilize sound judgement, tact and empathy
- Demonstrate good observational and assessment skills
- Prioritize and organize work for self and others
- Assign and delegate work appropriately
- Foster and promote good public relations
- Problem solve and resolve conflict
- Deal with others effectively
- Communicate effectively, both verbally and in writing
- Operate related equipment, including computerized systems
- Physical ability to perform the duties of the position