UNION JOB DESCRIPTION

JD6083

JOB TITLE:	Speech-Language Pathologist, Child, Youth & Family	**JOB DESCRIPTION NO.:**	6083
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:	Child, Youth & Family Services	**BENCHMARKS (If Applicable):**	
REPORTING TO:	Manager or designate		
FACILITY/SITE:	Queen Alexandra Centre for Children's Health		

JOB SUMMARY:

In accordance with the Vision, Purpose, 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, The Speech-Language Pathologist, Child, Youth & Family provides Speech-Language Pathology services tailored to the unique needs of children, youth and young adults with a family centered philosophy, by identifying, assessing, diagnosing and treating communication and swallowing disorders and providing relevant consultation and/or education for patients, families, caregivers, staff and the community, within professional scope of practice and in accordance with the College of Health and Care Professionals of BC standards of practice in order to promote the social, physical, and psychological well-being of the child. This position prioritizes referrals, assesses, develops and implements individual and group treatment programs to ensure optimum patient care for assigned caseload.

The Speech-Language Pathologist, Child, Youth & Family contributes to the achievement of organizational and departmental objectives, in accordance with established standards of practice, Island Health policies, and work-related processes, procedures and guidelines, including safety and quality protocols.

Travel may be a requirement of this position. Transportation arrangements must meet the operational requirements of Island Health in accordance with the service assignment and may require the use of a personal vehicle.

TYPICAL DUTIES AND RESPONSIBILITIES:

1. Screens referrals and performs intake of patients with communication and/or swallowing disorders. Conducts assessments and/or examinations of patient status; interviews/gathers information from patient/family; reviews patient health record including test results to determine, develop and implement care/treatment plans using diverse approaches and/or coordinates services for patient.

2. Evaluates and prioritizes interventions including diagnostic and other testing procedures to support diagnosis and treatment of communication and/or swallowing disorders to promote, develop, maintain or restore optimal function of the patient.

3. Administers standard clinical diagnostic tests during communication consults. Engages with patient and caregiver in setting treatment/service goals.

4. Provides education to patient and family/caregiver regarding functional and rehabilitation issues of patient; coaches patient to ensure their maximum effort and cooperation and promotes their independence and return to optimum functioning.

5. Monitors patient progress, evaluates outcomes/goals and reassesses and/or modifies care/treatment plan and/or refers patient to other health care resources as required. Identifies patient/family learning needs and provides related instruction, guidance and/or education materials. Advocates on behalf of patient and family/caregiver informing of the importance of early identification, intervention and prevention programs.

6. Assists patients/family/caregiver to obtain community support and links patients to community partners and programs.

7. Collaborates with multi-disciplinary care teams, practice leaders, patient, family and other partners in the provision of care across the continuum; provides clinical work direction to designated care providers and volunteers; and coordinates administrative tasks related to the provision of care.

8. Participates in employer programs and initiatives such as clinical rounds, discharge planning, research activities, quality improvement, team conferences, meetings, and the development of new policies, procedures and standards for care/program delivery. Contributes to discussions; reports back on decisions, outcomes and recommendations.

9. Utilizes, maintains, and participates in the evaluation of work-related systems, tools, supplies, and equipment in the provision of care/treatment. Gathers, enters, reviews, and maintains patient information in health systems in accordance with CHCPBC Documentation Standards and Island Health Clinical Documentation Policy. Compiles/prepares reports.

10. Provides orientation, guidance, and collegial information or demonstration of equipment or work methods and processes to others including peers, new staff, and students. Provides instruction and/or supervision to students; evaluates and provides feedback on student progress. Provides work direction to support staff.

11. Performs other related duties as assigned.

QUALIFICATIONS:

Education, Training And Experience

- Graduation from a recognized university program in Speech-Language Pathology; and
- Current licensure in a practicing category with the College of Health and Care Professionals of BC as a Speech-Language Pathologist; and
- Two (2) years' recent, related experience working with children, youth and young adults who have multiple disabilities such as Down Syndrome, Autism, Cerebral Palsy and communication disorders; and
- Valid Class 5 BC Driver's License.

An equivalent combination of training and experience may be considered.

Skills And Abilities

- **Communication:** Demonstrated ability to communicate effectively with patients, families, the public, medical staff and multi-disciplinary teams using verbal, written and computer-based communication. Ability to utilize conflict resolution skills to promote collaboration and effective problem-solving in multi-disciplinary settings.
- **Judgment:** Demonstrated ability to exercise good professional judgment with empathy, tact and integrity when dealing with patients and their families/caregivers. Ability to promote culturally safe, patient focused care by incorporating an understanding of cultural and spiritual beliefs and preferences, patient advocacy and social justice concerns to enhance service provision and decision making.
- **Teamwork:** Demonstrated ability to establish and maintain effective working relationships in a complex, multi-disciplinary environment.
- **Organization:** Demonstrated ability to independently organize work, set objectives, problem-solve and establish priorities in a complex, continuously changing environment. Manages time and resources effectively to consistently complete tasks with accuracy in the interest of ensuring effective and timely delivery of services.

- **Equipment:** Demonstrated ability to operate equipment including computerized systems, Microsoft Office Suite applications and clinical software programs. Ability to operate other related equipment as required in the specific practice area.
- **Physical Ability:** Physical ability to perform the duties of the position.