



POSITION DESCRIPTION

POSITION TITLE:	SPEECH LANGUAGE PATHOLOGIST – PEDIATRIC
DEPARTMENT:	ALLIED HEALTH
CLASSIFICATION:	SPEECH LANGUAGE PATHOLOGIST
UNION:	MGEU - TECHNICAL PROFESSIONAL

REPORTING RELATIONSHIPS

POSITION REPORTS TO:	REGIONAL DIRECTOR ALLIED HEALTH
POSITIONS SUPERVISED:	NOT APPLICABLE

POSITION SUMMARY

Under the direction of the Regional Director Allied Health, the Speech Language Pathologist – Pediatric (SLP-P) will be responsible for the coordination and provision of pre-school speech language pathology services in facilities and communities with the Interlake-Eastern RHA in collaboration with the multidisciplinary team and the external agencies/services. As a member of the Interlake-Eastern RHA, the SLP-P will promote prevention, early identification and efficient community based intervention for communication disorders. The SLP practice will be based upon a client/family centered approach. The science of communication disorders will be applied for prevention, early identification, assessment, diagnosis, intervention, and counseling of any pre-school child in the Interlake-Eastern RHA having a disorder of condition affected communication. The incumbent demonstrates professional responsibility and accountability.

The position of Speech Language Pathologist –Pediatric functions in a manner consistent with, and supports the Mission, Vision and Values of the Interlake-Eastern Regional Health Authority.

ESSENTIAL FUNCTIONS AND DUTIES

Function and duties include but are not limited to the following:

Client Care

- Assesses, analyses, and interprets client information.

- Administers and interprets a wide battery of tests and assessment tools.
- Develops and implements diagnostically appropriate goal oriented treatment plans/recommendations based upon analysis of assessment findings, test results and client/family/caregiver interviews.
- Communicates assessment findings, goals, and treatment plans/recommendations to clients/family, healthcare staff and other appropriate care providers (including but not limited to; daycares, nursery/ pre-schools, family services, school division personnel)
- Engages the client and/or significant others in decisions related to the treatment plans/recommendations, priority goals, and intervention needs to achieve the best possible outcome.
- Completes a written report or chart note on each client summarizing findings, goals, treatment plan and intervention.
- Provides treatment using safe and appropriate techniques.
- Monitors, documents, and reviews progress with client on an ongoing basis to adjust treatment plans/recommendations appropriately in communication with client and other team members.
- Works with client/family to provide timely and effective communication with other care providers when client transitions between services or settings to ensure seamless transitions.

Team Collaboration

- Provides ongoing educational and therapeutic guidance to promote and increase awareness to other involved professional and caregivers within the team.
- Provides consultation and training for the family and other professionals/care providers who will be administering/monitoring the client's care plan.
- Provides training and education to health care staff and other professionals/care providers.
- Provides training, home programming/recommendations to enhance client function.
- Shares schedules and pertinent information to ensure collaborative approach to client care.
- Attends client care planning and program planning meetings as required.
- Acts as a resource for the Speech Language program.
- Promotes professional and community awareness of communication disorders and SLP program.
- Participates in the training, supervision, and evaluation of Speech Language Pathology students/Speech Language Pathology/Rehabilitation Assistant students.
- Participates in the orientation of new therapists, and peer mentorship/coaching within the regional Rehab Team.

Program Planning and Administration

- Participates in the development of program policies, guidelines and resources with review and revision as deemed necessary.
- Provides ongoing evaluation of services and implementing changes to ensure delivery of best practices.
- Establishes priorities and organizes daily schedule for designated caseload.
- Complete required statistical reporting.
- Attend staff meetings.
- Participates in the development and maintenance of quality improvement initiatives.
- Adheres to all policies, procedures, and guidelines.

Professional Development

- Participates in regular performance review.
- Participates in continuing competency program as per the College of Audiologist and Speech- Language Pathologists of Manitoba.
- Attends/completes required regional in-services/self-learning modules and other regional education as deemed appropriate.
- Participates and contributes to shared learning with Allied Health staff and other care providers.

OTHER

- Performs other duties as assigned.
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QUALIFICATIONS

EDUCATION/CERTIFICATION:

- Masters Degree in Speech Language Pathology required
- Active registration and hold a valid certificate of practice with the College of Audiologists and Speech Language Pathologists of Manitoba
- Eligibility for membership in Speech-Language and Audiology Canada (SAC) or the American Speech and Hearing Association (ASHA) preferred

REQUIRED KNOWLEDGE:

- Proficiency in Microsoft Office Applications

EXPERIENCE REQUIRED:

- Three (3) years recent experience in the field of Speech Language Pathology preferred.
- Previous experience in an institutional setting required and additional experience in a community therapy services setting preferred.
- Previous experience with relevant population is preferred.

SKILLS/COMPETENCIES:

- Strong organizational, interpersonal, problem solving, decision making, verbal, and written communication skills.
 - Ability to build and maintain positive working relationships and to work in a multi-disciplinary team based working environment.
 - Demonstrated ability to work both independently and as part of a team.
 - Skilled ability in the assessment, identification, and treatment of pre-school clients with diverse diagnoses.
 - Demonstrated ability to meet the physical and mental demands of the job.
 - Valid drivers' license.
 - Completes and maintains a satisfactory pre-employment security check.
 - Satisfactory employment record.
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WORK CONDITIONS

- The incumbent functions autonomously on a day-to-day basis and manages assigned duties accordingly.
 - Will be required to travel throughout the region as duties may require.
 - No hazardous or significantly unpleasant conditions.
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WORKPLACE SAFETY AND HEALTH

The incumbent contributes to making the organization safe for clients and staff and recognizes the importance of reporting unsafe situations and participating in follow up reviews as a learning opportunity.

- Provides a safe environment by ensuring the adherence to Workplace Safety and Health Regulations and Policies and Infection Control Guidelines. Obeys all safety and health rules and follows recommended Safe Work Procedures. Informs supervisor of any unsafe acts, work conditions, incidents, near misses, injuries or illnesses immediately.
- Demonstrates a working knowledge of Workplace Hazardous Materials Information Systems (WHMIS) and adheres to procedures for handling and storing controlled substances as described in the Material Safety Data Sheets (MSDS). Uses personal protective equipment as required.
- Demonstrates understanding of role and responsibilities in fire prevention and disaster preparedness and participates in safety and health training programs including the health facility's' Fire, Disaster and Evacuation Plan.

PATIENT SAFETY

- Participates in and demonstrates an understanding of patient safety principles and practices into all day to day activities. Follow all safe work practices and procedures and immediately communicates any activity or action which may constitute a risk to patient safety.
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Created: September 2017
Date

Revised: _____
Date

Approved by: _____
Regional Manager/ Supervisor Date

Approved by: _____
Vice President/ CEO Date

Reviewed by: _____
Vice President, Human Resources Date

Position descriptions assist organizations in ensuring that the hiring process is fairly administered and that qualified employees are selected. They are also essential to an effective appraisal system and related promotion, transfer, layoff, and termination decisions. Well constructed position descriptions are an integral part of any effective compensation system.

All descriptions have been reviewed to ensure that only essential functions and basic duties have been included. Peripheral tasks, only incidentally related to each position, have been excluded. Requirements, skills and abilities included have been determined to be the minimal standards required to successfully perform the position. In no instance, however, should the duties, responsibilities, and requirements delineated be interpreted as all inclusive. Additional functions and requirements may be assigned by supervisors as deemed appropriate.