

Position Description | Te whakaturanga ō mahi

Te Whatu Ora | Health New Zealand

Title	Speech-language Therapist CCU		
Reports to	Operationally Allied Health Unit Manager Professionally Speech-language Therapy Professional Lead		
Location	Southland		
Department			
Direct Reports		Total FTE	0.4
Budget Size	Opex		Capex
Delegated Authority	HR		Finance
Date	26/04/2023		
Job band (indicative)			

The Health System in Aotearoa is entering a period of transformation as we implement the Pae Ora/Healthy Futures vision of a reformed system where people live longer in good health, have improved quality of life, and there is equity between all groups.

We want to build a healthcare system that works collectively and cohesively around a shared set of values and a culture that enables everyone to bring their best to work and feel proud when they go home to their whānau, friends and community. The reforms are expected to achieve five system shifts. These are:

1. The health system will reinforce Te Tiriti principles and obligations
2. All people will be able to access a comprehensive range of support in their local communities to help them stay well
3. Everyone will have equal access to high quality emergency and specialist care when they need it
4. Digital services will provide more people the care they need in their homes and communities
5. Health and care workers will be valued and well-trained for the future health system

Te Mauri o Rongo – The New Zealand Health Charter

Te Mauri o Rongo is currently being finalised – this section provides an overview of anticipated content. In order to guide the culture, values, and behaviour expected of the health sector, Health New Te Mauri o Rongo provides common values, principles and behaviours through four Pou, to guide health entities and their workers, enabling a cultural transformation of the health sector. Te Mauri o Rongo fundamentally upholds a key system shift of the New Zealand health reforms to reinforce and embrace Te Tiriti and our obligations to it.

The pou are a platform and a foundation to empower a culture transformation, every person is guided to align themselves to the pou and enact the values and behaviours that the pou represent. Employers and employees are expected to uphold Te Mauri o Rongo in their work and environments as part of our commitment to achieving Pae Ora (healthy futures) for all.

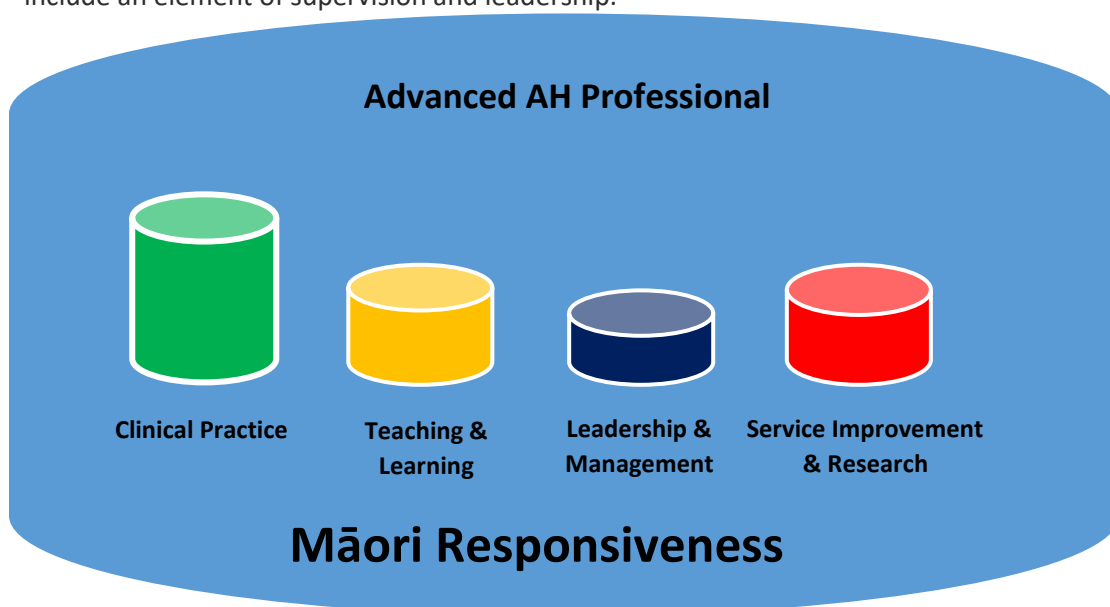
It is fundamental that the four Pou of Te Mauri o Rongo are upheld by the health entities and their workforce.

Wairuatanga	The ability to work with heart	<i>"When we come to work, we are able and supported by others to be our whole selves. When we return home we are fulfilled".</i>
Rangatiratanga	Ensuring that the health system has leaders at all levels who are here to serve	<i>"As organisations we support our people to lead. We will know our people; we will grow those around us and be accountable with them in contributing to Pae Ora for all"</i>
Whanaungatanga	We are a team, and together a team of teams	<i>"Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe. Together we are whānaunga, we are the workforce - kaimahi hauora"</i>
Te Korowai Manaaki	Seeks to embrace and protect the workforce	<i>"The wearer of the cloak has responsibility to act/embody those values and behaviours"</i>

About the role

The primary purpose of the role is to:

- Work as a part of the Inpatient Speech-language therapy team particularly in the Critical Care Unit
- You will provide a safe and clinically effective patient/client assessment and intervention with demonstration of advanced knowledge and skills to manage complex presentations. This role will also have responsibility for providing clinical leadership within the team or service which assists in developing the clinical capability of others.
- There is an expectation of competence and confidence working in an MDT context.
- Your work in CCU will require sound knowledge and competence in Tracheostomy, VFSS. Knowledge of FEES and laryngectomy is desirable. You should have evidence of these competencies.
- Works in other areas as identified or following a reasonable request to support the organisation in managing safe patient care and maintaining service delivery.
- Your role will involve supporting other SLT's to achieve their clinical competencies and will include an element of supervision and leadership.



Key Result Area	Expected Outcomes / Performance Indicators – Position Specific
Clinical Practice	<ul style="list-style-type: none"> ▪ Takes responsibility for providing day to day clinical leadership in CCU including providing clinical advice, support and guidance to others. ▪ Takes legal and professional responsibility for managing own caseload of patients / clients, including those with complex needs and is able to independently adapt and make decisions regarding speech language therapy intervention. ▪ Carries out comprehensive assessment of patients/clients (and whānau where appropriate) including those with diverse or complex presentations. This may include use of standardised assessment to assist in assessment and intervention planning. ▪ Formulates and delivers individualised speech language therapy intervention at an advanced level, using appropriate clinical assessment, reasoning skills and knowledge of interventions. This should take into account the patient / client's own goals and those of the wider multidisciplinary team (MDT) ▪ Role models effective communication to establish therapeutic relationships and set expectations with patients/clients, whānau, the multidisciplinary and wider health teams. This includes relaying complex, sensitive and contentious information. ▪ Assesses the patient/client's understanding of treatment intervention / goals and gains informed consent to treatment, taking into account capacity (e.g. cognitive function). ▪ Regularly reassesses and evaluates the patient / client's progress against identified goals and adjust intervention as situations change. ▪ Carries out and support others with assessment, formulation and management of risks. ▪ Demonstrates provision of and support others with culturally safe / bicultural practice with patients/ clients and their whānau. ▪ Demonstrates an awareness of health inequalities, with evidence of implementing actions within clinical practice and identifying solutions for wider service delivery that contribute towards reducing inequalities for patients / clients and / or whānau. ▪ Represents the service and / or individual patients/clients at clinical meetings and case conferences to ensure the delivery of a coordinated multidisciplinary service and to ensure speech language therapy is integrated into the overall treatment programme (where appropriate) including discharge planning. ▪ Completes documentation consistent with legal and organisational requirements. ▪ Adheres to any applicable recognised best practice and any relevant clinical policies and practice guidelines. ▪ Demonstrates understanding of local, sub-regional, regional and national context in relation to provision of health and social support.

	<ul style="list-style-type: none"> ▪ Provides specialist advice, teaching and instructions to patients/clients, carers, relatives and other professionals to promote coordination of support being delivered. ▪ Identifies unmet needs of patients/clients. ▪ Demonstrates recognition that the patient/client's knowledge, experiences and culture are integral to effectively addressing the needs of the patient/client.
<p>Teaching and Learning</p>	<ul style="list-style-type: none"> • Maintains competency to practice through identification of learning needs and continuing professional development activities. This should comply with professional body requirements. • Leads and fosters a learning environment for staff including teaching and participating in the running of training relevant to area of clinical practice. • Contributes to the training needs analysis for the team / service / profession. • Supervises, educates and assesses the performance of speech language therapy students as required. • Provides interdisciplinary education in direct clinical area, or discipline specific teaching across teams. • Provides critical analysis, appraisal and integration of current research outcomes and relevant literature to maintain advanced levels of knowledge and practice. Demonstrates application of this knowledge in practice. • Maintains an awareness of current developments in relevant clinical areas. • Is involved in the induction and training of newly appointed staff as required. • Develops clinical skills of others by providing learning opportunities. • Completes core training as applicable for the role. • Participates in an annual performance review and associated clinical assurance activities. • Participates in professional supervision in line with the organisations requirements and/or professional body. • Provides mentoring and clinical support and / or professional supervision.
<p>Leadership and management</p>	<ul style="list-style-type: none"> • From information available, prioritises patients/clients to enable appropriate allocation of referrals, delegates appropriate tasks and has oversight of workload for staff in the clinical area. • Attends and actively contributes to all relevant department, clinical and team meetings, leading and facilitating such meetings as required. • Assists team leaders and professional leaders in clinical assurance activities of speech language therapy staff as requested. • Demonstrates negotiation and management of conflict skills within the workplace. • Provides reports to team leaders/professional leaders in relation to area of clinical practice, as requested. • Is involved in recruitment and selection processes as requested by line manager or professional leader.

	<ul style="list-style-type: none"> Provides advice and recommendations to line manager where this will support delivery of services.
Service Improvement and Research.	<ul style="list-style-type: none"> Promotes professional practice that is based on best practice and research that supports organisational strategic aims. Takes responsibility for leading local audit and research projects as identified by self, team leaders, professional leaders. Takes the lead on development of quality improvement activities to develop and improve service delivery, clinical practice or professional standards. This may include care pathways / treatment protocols, standards of practice etc. Develops / updates competency-based frameworks for clinical staff in relevant clinical areas as agreed to by line manager or professional leader. Proactively challenges and questions established interventions and approaches. Actively participates in national, regional and sub-regional working groups / clinical networks to identify and implement innovative practice and or service improvements as appropriate. Establishes collaborative partnerships with external organisations to promote integrated working that improve the outcomes and experience of patients/clients. Contributes to annual planning process, including identifying gaps in service and participating in work / projects that may result from the planning process. Practises in a way that uses resources (including staffing) in the most sustainable and cost effective manner. Awareness of and complies with all legislative, contractual and employment requirements as applicable to the role (e.g. Privacy Act 1993, Vulnerable Children’s Act 2014, Health & Safety at Work Act 2015, ACC service specifications etc.)

Key Result Area	Expected Outcomes / Performance Indicators – All Te Whatu Ora Leaders
Te Tiriti o Waitangi	<ul style="list-style-type: none"> Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori Supports tangata whenua- and mana whenua-led change to deliver mana motuhake and Māori self-determination in the design, delivery and monitoring of health care Actively supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership
Equity	<ul style="list-style-type: none"> Commits to helping all people achieve equitable health outcomes Demonstrates awareness of colonisation and power relationships Demonstrates critical consciousness and on-going self-reflection and self-awareness in terms of the impact of their own culture on interactions and service delivery Willingness to personally take a stand for equity Supports Māori-led and Pacific-led responses

Culture and People Leadership	<ul style="list-style-type: none"> • Lead, nurture and develop our team to make them feel valued • Prioritise developing individuals and the team so Te Whatu Ora has enough of the right skills for the future, supporting diversity of leadership to develop – Māori, Pacific, people with disabilities and others • Provides leadership that shows commitment, urgency and is visibly open, clear and innovative whilst building mutually beneficial partnerships with various stakeholders both internally and externally • Implement and maintain People & Culture strategies and processes that support provide an environment where employee experience, development and performance management drive achievement of the organisation’s strategic and business goals • Ensures Business Unit culture develops in line with expectations outlined in Te Mauri o Rongo (the Health Charter, once developed), ensuring unification of diverse teams whilst simultaneously supporting local cultures to be retained & strengthened
Innovation & Improvement	<ul style="list-style-type: none"> • Be open to new ideas and create a culture where individuals at all levels bring their ideas on how to ‘do it better’ to the table • Model an agile approach –tries new approaches, learns quickly, adapts fast • Develops and maintains appropriate external networks to support current knowledge of leading practices
Collaboration and Relationship Management	<ul style="list-style-type: none"> • Models good team player behaviour, working with colleagues to not allow silo thinking and behaviour at decision making level to get in the way of doing our best and collegially supports others to do the same • Work with peers in Te Aka Whai Ora Māori Health Authority and Pacific Health Business Unit to ensure the voice of and direct aspirations of Māori and Pacific People are reflected in planning and delivery of services
Health & safety	<ul style="list-style-type: none"> • Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives • Taking all reasonably practicable steps to eliminate and mitigate risks and hazards in the workplace that could cause harm, placing employee, contractor and others’ health, safety, and wellbeing centrally, alongside high-quality patient outcomes • Lead, champion, and promote continual improvement in health and wellbeing to create a healthy and safe culture
Compliance and Risk	<ul style="list-style-type: none"> • Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place • Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit • Understands, and operates within, the financial & operational delegations of their role, ensuring peers and team members are also similarly aware

Relationships

External	Internal
<ul style="list-style-type: none"> • • 	<ul style="list-style-type: none"> • The Trache response team

About you – to succeed in this role

You will have:

Essential

Knowledge, Skills & Experience:

Expectation of at least 5 years clinical practice.

Clinical experience and advanced knowledge relevant to area of specialty.

Essential Professional Qualifications / Accreditations / Registrations:

Relevant qualification in speech-language therapy that is recognised and approved by the New Zealand Speech-language Therapists' Association (NZSTA) (essential).

Member of NZSTA (essential).

Someone well-suited to the role will place a high value on the following:

Delivering high quality care for the patient/client/whānau

Contributing to the development of others

Advanced speciality knowledge in Tracheostomy, VFSS and Communication.

Leading and facilitating clinical improvements

Continual improvement focus.

Other:

A commitment and understanding of the Treaty of Waitangi (and application to health) and a willingness to work positively in improving health outcomes for Maori.

Current full NZ driver's licence with ability to drive a manual and automatic car (required for roles based in the community or where the role may be required to work across multiple sites).

Proficiency in using technology within the workplace.

A high standard of written and spoken English.

Desired:

FEES competence

Experience with Laryngectomy

You will be able to:

Essential:

- Demonstrate an understanding of the significance of and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way in your role
- Take care of own physical and mental wellbeing, and have the stamina needed to go the distance

- Able to maximise the quality and contributions of individuals and teams to achieve the organisation's vision, purpose and goals
- Establish and maintain positive working relationships with people at all levels within the public and private sectors, related industry and community interest groups and the wider national and international communities
- Demonstrate a strong drive to deliver and take personal responsibility
- Demonstrate self-awareness of your impact on people and invests in your own leadership practice to continuously grow and improve
- Demonstrate the highest standards of personal, professional and institutional behaviour through commitment, loyalty and integrity
- You will be able to work autonomously, as well as be part of a multi-disciplinary and wider Speech Language Therapy team.
- You will be required to work across services and will need to be flexible to support the SLT team, where needed.

Capability Profile

Solid performance in the role requires demonstration of the following competencies.

Competency	Behaviours
Problem Solving	<ul style="list-style-type: none"> ▪ Uses rigorous logic and methods to solve difficult problems with effective solutions ▪ Probes all fruitful sources for answers ▪ Can see hidden problems ▪ Is excellent at honest analysis
Priority Setting	<ul style="list-style-type: none"> ▪ Spends his/her time and the time of others on what's important ▪ Can quickly sense what will help or hinder in accomplishing a goal ▪ Creates focus
Decision Quality	<ul style="list-style-type: none"> ▪ Makes good decisions based upon a mixture of analysis, wisdom, experience and judgement. ▪ Sought out by others for advice and solutions.
Interpersonal Skills	<ul style="list-style-type: none"> ▪ Relates well to all kinds of people inside and outside the organisation ▪ Builds appropriate rapport ▪ Builds constructive and effective relationships ▪ Uses diplomacy and tact
Action Oriented	<ul style="list-style-type: none"> ▪ Enjoys working hard. Is action oriented.
Team Work	<ul style="list-style-type: none"> ▪ Develops constructive working relationships with other team members. ▪ Has a friendly manner and a positive sense of humour. ▪ Works cooperatively - willingly sharing knowledge and expertise with colleagues. ▪ Shows flexibility ▪ Supports decisions that have been made by the team. ▪ Shows an understanding of how one's own role directly or indirectly supports the health and independence of the community.

This position description is intended as an insight to the main tasks and responsibilities required in the role and is not intended to be exhaustive. It may be subject to change, in consultation with the job holder.

Acknowledged / Accepted

Employee

Date

Manager

Date