

## Position Description | Te whakaturanga ō mahi

### Te Whatu Ora | Health New Zealand

<b>Title</b>	Paediatric Speech-language Therapist Child Development Service		
<b>Reports to</b>	Operationally: Allied Health Clinical coordinator Professionally: Professional Lead Speech-Language Therapy.		
<b>Location</b>	Dunedin		
<b>Department</b>	Ratoka Whakawanake Tamaiti Child Development Service – Vera Hayward Centre		
<b>Direct Reports</b>		<b>Total FTE</b>	0.5 permanent position
<b>Budget Size</b>		<b>Capex</b>	
<b>Delegated Authority</b>	<b>HR</b>		<b>Finance</b>
<b>Date</b>			
<b>Job band (indicative)</b>	Speech-language Therapist New Graduate or Fully Registered (step 1 onwards)		

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

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.

<b>Wairuatanga</b>	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>
<b>Rangatiratanga</b>	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>
<b>Whanaungatanga</b>	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 whānau, we are the workforce - kaimahi hauora"</i>
<b>Te Korowai Manaaki</b>	Seeks to embrace and protect the workforce	<i>"The wearer of the cloak has responsibility to act/embody those values and behaviours"</i>

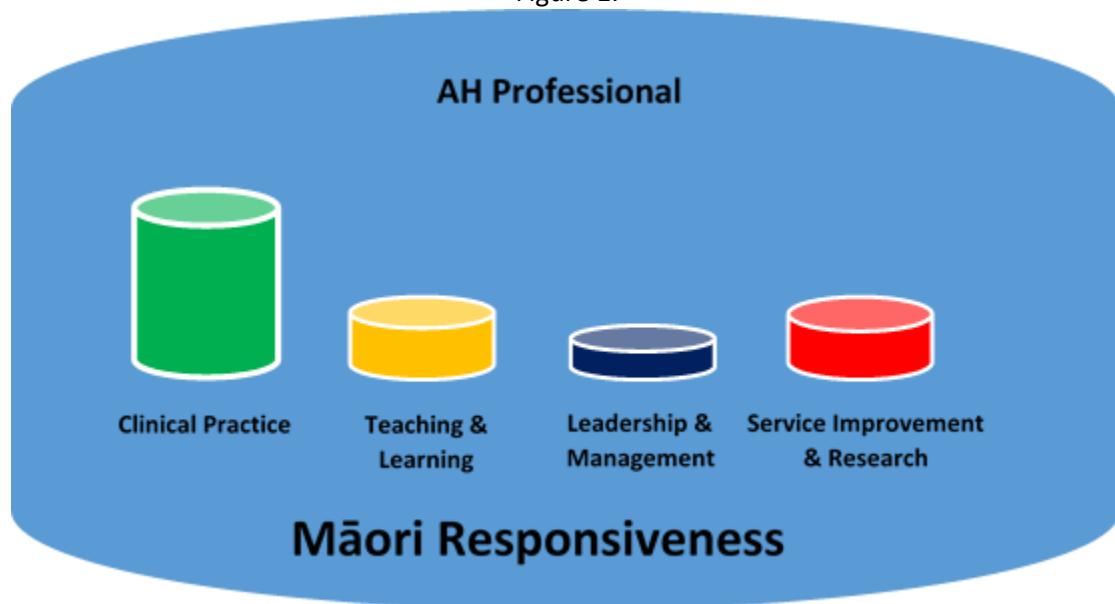
## About the role

The primary purpose of the role is to:

Provide Speech-Language Therapy services to infants, children, and young people 0-16 years of age and their whānau. This client group may present with developmental delay and complex needs which include impairments and differences in communication, feeding and swallowing. Services are delivered in a range of settings (home, pre-school and Child Development Services) to best meet the needs of the child and their family/ whānau.

**PILLARS OF PRACTICE:** As an Allied Health Professional you have opportunities for progression within the Te Waipounamu Allied and Public Health Career Framework / Te Anga Mahi Hauora Haumime Hauora-a-iwi. Your Te Whatu Ora Southern pillars of professional practice are described below. Figure 1 indicates the different amounts of time and focus are spent on the four pillars.

Figure 1.



Key Result Area	Clinical Practice
<p><b>Professional Practice</b></p>	<ul style="list-style-type: none"> <li>• Facilitate an appropriate and high-quality Speech-Language Therapy process for service users/patients, using evidence-based practice.</li> <li>• Be able to work actively and co-operatively in a multidisciplinary team and liaise appropriately with relevant health care professionals, service managers and organisations</li> <li>• Be an active participant in the continual development and improvement of Speech Language Therapy provision of care within the Child Development Service and other settings as applicable, and to the profession of Speech Language Therapy in directing professional development and personal growth</li> </ul>
<p><b>Legislative requirements</b></p> <ul style="list-style-type: none"> <li>• Practise in accordance with relevant legislation, codes, policies etc. and upholds consumer rights</li> <li>• Uphold professional code of ethics</li> </ul> <p><b>Assessments and interventions (if appropriate to profession)</b></p> <ul style="list-style-type: none"> <li>• Undertake accurate and comprehensive assessments and evaluations</li> <li>• Plan and implement appropriate interventions</li> <li>• Provide relevant education - including any relevant alternative options - in a format that can be clearly understood</li> <li>• Collaborate with whānau and other key people to set realistic child and whānau centred outcomes and goals.</li> </ul> <p><b>Evidence-based practice and research</b></p> <ul style="list-style-type: none"> <li>• Consistently refer to and relate practice to literature and research</li> </ul>	<ul style="list-style-type: none"> <li>• You adhere to professional and legislative standards of practice</li> <li>• You work according to the scope of your NZSTA Annual Practising Certificate</li> <li>• Your interventions are realistic and based on best practice evidence</li> <li>• You use standard measurement tools and equipment as set down by departmental or professional protocols</li> <li>• If you are working in an area where NZSTA competencies are present, that these are followed and signed as complete.</li> <li>• Your documentation is timely, clear, concise and accurate</li> <li>• You assist others to gain appropriate support and representation which reflects their cultural needs and preferences.</li> <li>• You implement evidence-based best practice procedures and guidelines</li> <li>• You update your knowledge related to best practice guidelines and area of practice You maintain a professional portfolio and participate in NZSTA's approved CPD programme (as per professional requirements)</li> </ul>

<ul style="list-style-type: none"> <li>• Critique, discuss and disseminate evidence based best practice</li> <li>• Reflect on and evaluate the effectiveness of own practice</li> </ul>	
<b>Documentation</b>	<ul style="list-style-type: none"> <li>• Maintain confidentiality of patient information and documentation</li> <li>• Adhere to Te Whatu Ora Southern documentation standards</li> </ul>

Key Result Area	Expected Outcomes / Performance Indicators
Te Tiriti o Waitangi	<ul style="list-style-type: none"> <li>• Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori</li> <li>• 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</li> </ul>
Equity	<ul style="list-style-type: none"> <li>• Commits to helping all people achieve equitable health outcomes</li> <li>• Demonstrates awareness of colonisation and power relationships</li> <li>• 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</li> <li>• Willingness to personally take a stand for equity</li> <li>• Supports Māori-led and Pacific-led responses</li> </ul>
Innovation & Improvement	<ul style="list-style-type: none"> <li>• 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</li> <li>• Model an agile approach –tries new approaches, learns quickly, adapts fast</li> </ul>
Health & safety	<ul style="list-style-type: none"> <li>• Exercises due diligence in Health and Safety matters</li> <li>• 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</li> </ul>

### Teaching & Learning // Ako Atu, Ako Mai

<b>Of Self</b> <ul style="list-style-type: none"> <li>• Develop both personally and professionally to meet the changing needs of your career and profession</li> <li>• Reflect on and evaluate the effectiveness of own practice</li> <li>• Develop and maintain professional competency</li> </ul>	<ul style="list-style-type: none"> <li>• You have formal supervision as per NZSTA requirements.</li> <li>• You implement evidence-based best practice procedures and guidelines</li> <li>• You regularly update your knowledge related to best practice guidelines and area of practice</li> </ul>
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<ul style="list-style-type: none"> <li>• Appraisal, peer review, observed practice or other professional audits as applicable</li> </ul> <p><b>Of Others</b></p> <p>Contribute to the support and education of colleagues and students to enhance development of the profession</p> <ul style="list-style-type: none"> <li>• Consistently refer to and relate practice to literature and research</li> <li>• Critique, discuss and disseminate evidence based best practice</li> <li>• Provides interdisciplinary education in direct clinical area, or discipline specific teaching across teams as required.</li> <li>• Maintains an awareness of current developments in the clinical areas being worked in and make recommendations to changes in practice.</li> <li>• Be involved in the induction and training of newly appointed staff as required.</li> <li>• Provides mentoring and clinical support and / or professional supervision where required.</li> </ul>	<ul style="list-style-type: none"> <li>• You maintain a professional portfolio and maintain your NZSTA CPD record.</li> <li>• You hold current registration.</li> <li>• You maintain an up-to-date professional development plan</li> </ul>
<p><b>Leadership and Management/ Te Ārahi me te Whakahaere</b></p>	
<ul style="list-style-type: none"> <li>• Participate in and contribute to the functioning of the interprofessional team</li> <li>• Attends and contributes to relevant department, clinical and team meetings.</li> <li>• Establish and maintain an effective working relationship with other staff</li> </ul> <p><b>Time management</b></p> <ul style="list-style-type: none"> <li>• Manage own time in consultation with others in the MDT where required. At all times following identified role-related priorities and access criteria.</li> </ul> <p><b>Skill Sharing</b></p> <ul style="list-style-type: none"> <li>• Share skills (as appropriate) with other health professionals and unregulated (assistant) workforces where appropriate.</li> </ul>	<ul style="list-style-type: none"> <li>• You participate as a team member to ensure the best outcomes for patients/ people</li> <li>• Your tasks are scheduled and completed in a timely manner</li> <li>• You use recognised skill sharing processes such as the Calderdale framework to delegate parts of your practice to other team members where appropriate.</li> </ul>
<p><b>Service Improvement and Research / / Te Whakapai Ratonga me te Rangahau</b></p>	
<ul style="list-style-type: none"> <li>• Broadens research and development skills through participation in local audit and research projects as identified by team leaders, professional leaders or other AH professionals.</li> <li>• Participates in 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.</li> </ul>	<ul style="list-style-type: none"> <li>• Active participation in department quality and service developments.</li> </ul>

Other Duties	
Undertaking duties from time to time that may be in addition to those outlined above but which fall within your capabilities and experience.	<ul style="list-style-type: none"> <li>You respond positively to requests for assistance in own and other areas, demonstrating adaptability and willingness.</li> </ul>
Professional Development – self	
Identifying areas for personal and professional development.	<ul style="list-style-type: none"> <li>Training and development goals are identified/agreed with your manager.</li> <li>Performance objectives reviewed annually with your manager.</li> <li>You actively seek feedback and accept constructive criticism.</li> </ul>

### Relationships

External	Internal
<ul style="list-style-type: none"> <li>Clients, families, whānau and caregiver</li> <li>Services from the community, funding bodies, student or intern clinical liaison staff</li> <li>Primary care - GPs, other medical staff</li> <li>Other service providers e.g Te Mahau</li> <li>Kindergartens and preschools</li> </ul>	<ul style="list-style-type: none"> <li>AHS&amp;T Professional Leaders (PLs)</li> <li>Multidisciplinary colleagues working in interprofessional ways</li> <li>Operational manager</li> <li>Administration staff</li> </ul>

### About you – to succeed in this role

#### You will have

#### Essential:

- A bachelor's degree or masters in Speech-Language Therapy or equivalent as recognised by NZSTA.
- Experience in implementing Te Tiriti o Waitangi in action
- Eligibility for full or Graduate registration with NZSTA
- Experience in or desire to work as a Speech-Language Therapist in a paediatric environment.
- Must have and maintain a full New Zealand driver's license.
- Be eligible to work in New Zealand
- Have an appropriate level of fitness and an ability to undertake physically demanding tasks safely.
- Have up to date knowledge and use evidence-based practice in appropriate paediatric clinical areas. Experience in providing speech therapy interventions, including 1:1 and group work (as appropriate) in person and via telehealth.
- Excellent communication skills, both written and spoken.
- Willingness to work in an MDT environment with Allied Health and Medical professionals.
- Be an active participant in the continual development and improvement of Speech Language Therapy provision of care within the

Child Development Service and other settings as applicable, and to the profession of Speech Language Therapy in directing professional development and personal growth

**Desired:**

- Paediatric Dysphagia experience
- Experience of use of AAC in a paediatric context. Be familiar with and prescribe adaptive equipment and communication aids
- Hanen training
- Willingness to sing to lead music groups.

**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.
- 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 own practice to continuously grow and improve
- Demonstrate the highest standards of personal, professional, and institutional behaviour through commitment, loyalty and integrity
- Demonstrate organisational, time management and clinical priority-setting skills
- Work actively and co-operatively in an inter-professional and MDT team and liaise appropriately with other professionals in Health and Education.
- Assist in the support and mentoring of students and Allied Health Assistants as required

*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**

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Employee

Date

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Manager

Date