



THE EASTERN REGIONAL HEALTH AUTHORITY

POSITION DESCRIPTION

1. JOB TITLE	2. DIVISION	3. DEPARTMENT
SPEECH AND LANGUAGE THERAPIST	- SANGRE GRANDE HOSPITAL - PRIMARY CARE CLINICS	- PAEDIATRICS - NEUROLOGY - EAR, NOSE AND THROAT
4. ORGANIZATIONAL RELATIONSHIP The Speech and Language Therapist will report to the Head of Paediatrics, Neurology, ENT in the provision of services. This will be coordinated by the Office of the Medical Director and will also report to the CMOH's for the provision of services in the primary care clinics.		5. NATURE & SCOPE The Speech and Language Therapist will be responsible for the evaluation, therapeutic intervention and/or rehabilitation and training of adult and paediatric clients and training of their caregiver(s). Work involves evaluating and treating adults and paediatric clients with a variety of neurodevelopmental disabilities and/or complex medical challenges, that lead to communication skills challenges, of the nature to affect their expressive, receptive and/or language processing, regardless of etiology; in addition to the evaluation, therapeutic intervention and/or rehabilitation/training of paediatric patients with oro-motor, feeding and swallowing challenges. As necessary, these duties are to be performed individually (as guided by their professional scope of practice) or within a multi-disciplinary frame-work as guided by the policies of the Departments. Work involves assessing patients with communication skills disorders, deafness and/or auditory deficits and/or oral-motor challenges and feeding disorders; providing them with remedial services and evaluating the patient's progress. Work is performed with considerable independence under the general supervision of the relevant consultant, who reviews work through discussions, reports and general observations.
6. SPECIFIC ACCOUNTABILITIES The Speech and Language Therapist: <ul style="list-style-type: none"> □ Organises, plans and directs relevant activities, related to their professional scope of practice as a Speech Language Pathologist/Speech Therapist. □ Evaluates, diagnoses and records the nature of the client's communication skills strengths and weaknesses; developmental speech and communication difficulties/disorders by using clinical and 		

observational assessments, as well as special standardized evaluation tools and instruments, per scope of practice and establish international standards, to analyse speech, language, oro-motor function and/or swallowing.

- Provides treatments by developing and revising individualised plans of care tailored to each patient's needs.
- Selects and/or recommends for use – augmentative or alternative communication methods, including automated devices and manual sign language, and other modalities and teach their use to individuals with little or no verbal language, as well as their caregiver(s).
- Collaborates with the Business Manager in managing caseloads taking account of priority cases, waiting lists, successful outcomes, referrals and timing of discharge of service users.
- Provides treatments by developing and revising individualized plans of care tailored to each client's needs.
- Establishes and maintains a system of written documentation that is professional, efficient and accountable inclusive of patient records.
- Develops as appropriate home and community programming to maintain and enhance the performance of the clients in their natural environments.
- Communicates assessment findings in an appropriate manner (via written report and also via verbal review) to caregivers, clients (as relevant), referral source and any other named agent.
- Coordinates individual goals with caregiver and clients identified “core multidisciplinary team” to ensure that goals are relevant and will generally contribute to the client's progress towards his/her functional ability.
- Improves quality of outcomes by studying, evaluating, and re-designing processes; implementing changes; participating in research programs and evaluating new equipment, devices, and techniques.
- Keeps abreast on new techniques and approaches by participating in educational opportunities; reading professional publications; maintaining personal networks; participating in professional organisations.
- Maintains accreditation compliance by adhering to the respective regulations, and professional standards.
- Counsels and provide guidance to clients with language-related challenges, and educate their families and caregivers.
- Assists in professional development of other members of the multidisciplinary in the Departments on the fundamentals of Speech Language Pathology and facilitating communication skills as well as the eating and feeding.
- Maintains supplies inventory by checking stock; anticipating needs; placing and communicating these in a timely manner to the relevant Head of Department.
- Performs all other related duties in accordance with the Authority.

7. KEY KNOWLEDGE, SKILLS AND ABILITIES

- Sound knowledge of the regulations and practice standards of Speech Language Pathology/Speech Therapy.
- Intermediate team working skills.
- Intermediate organisation and flexibility skills.
- Skill in dealing with infants, children and adolescents, of various age groups with developmental delays, developmental disabilities and/or (complex) medical challenges.
- Ability to plan and direct treatment to patients oro-motor/oropharyngeal pathology, and communication skills deficits.
- Ability to achieve and maintain empathy with patients.
- Ability to understand, interpret and apply a Physician's written or oral directions regarding treatment to be administered.
- Ability to create programs that tailor to different learning styles of caregiver.

- Ability to establish and maintain effective working relationships with employees and the public.
- Ability to manage patients that may be slow in recovery.
- Willingness to participate in team meetings, case conferences and in-service teaching/learning activities in varying Departments.
- Ability to establish and maintain effective working relationships with other allied health professionals (including Occupational Therapists, Physiotherapists, Special Educators, Behavioral Therapists, Medical Doctors, Medical Social Workers and other clinicians, other employees and the public).
- Sound communication and analytical skills.

8. MINIMUM TRAINING AND EXPERIENCE

- Training as evidenced by a Bachelor Degree in Speech Therapy/Speech Language Pathology from an accredited institution.
- Licensed & Registered to practice in Trinidad and Tobago with the Council for Professions related to medicine.
- A minimum of two (2) years' experience in a similar or related job function.

9. SUPERVISORY RESPONSIBILITIES

- Clerk I

10. COMMUNICATION AND WORKING RELATIONSHIPS

Internal:

- All Staff

External:

- Government Agencies
- Other Regional Health Authorities
- Non-governmental Agencies
- International Organisations
- General Public