

THERAPY

Speech Pathology Services
Allied Health Consulting Rooms

Suite 4
43 Tallebudgera Creek Rd
West Burleigh Q 4219
0755207860



APPLICATION PACKAGE

Grade 2 Speech Pathologist (Full-time Appointment)

Current: 16th October, 2014

Position title: Speech Pathologist

Professional Level: Level 2

Recommended Experience: 2+ years experience preferred

Locations: West Burleigh Clinic (Gold Coast) and St Anthony's (Kingscliff)

Employment: Full Time Position

Position Commencement: Term 4, 2014

Selection Criteria: Essential

1. Recognised degree qualification in Speech Pathology
2. Member of Speech Pathology Australia (preferably with Certified Practising Speech Pathologist status) and current Professional Indemnity Insurance
3. Holder of a Valid Blue Card (QLD)
4. Demonstrated knowledge, experience and competence in providing a range of assessments and therapy approaches to a generalist paediatric case load including children and adolescents with speech, language, fluency and literacy difficulties
5. Demonstrated ability to work collaboratively as a member of a team.
6. Demonstrated ability to seek and share advice from others through mentoring, networking and professional development opportunities.
7. Demonstrated effective verbal and written communication skills with colleagues, parents and other professionals.
8. Current drivers licence

Selection Criteria: Desirable

1. Demonstrated knowledge, experience and competence working with children with autism spectrum disorders.

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How to apply

When lodging your application, please provide:

- Covering letter with written responses to the selection criteria
- A current resume
- Contact details of two professional referees

Applications close: 5pm Friday 24th October, 2014

Email your completed application to: tania.teitzel@therapymatters.com.au

Post your completed application to:

Attention: Tania Teitzel
Suite 4
43 Tallebudgera Creek Rd
West Burleigh Q 4219

Enquiries: Tania Teitzel (Senior Speech Pathologist/Centre Director)
0412195165 or 07 55207860

For Further Information: www.therapymatters.com.au

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JOB SPECIFICATION

Core Function

To ensure the provision of high quality speech pathology services to a diverse paediatric caseload.

Key Responsibilities

- Assess and diagnose the communication, oral motor, social and literacy skills of children referred to the clinic.
- Design and implement therapy that is responsive to the needs of the child, family and educational setting (if applicable)
- Establish effective and collaborative relationships with all staff, parents, teachers and , other service providers
- Maintain accurate records of student progress.
- Prepare assessment, observation and progress reports as required.
- Provide consultative support to teachers and early childhood workers in the community
- Attendance at staff meetings
- Professional development presentations to speech pathology colleagues at Therapy Matters where relevant
- Adhere to office procedures for cash handling and receipt documentation
- Attendance at clinical supervision meetings to monitor assessment/therapy practices, review reports written and assist in the diagnostic process.

Performance Indicators

- Completion of reports as required.
- Evidence of appropriate data collection.
- Implementation of evidence based practice.
- Attendance at and participation in all required staff meetings
- Delivery of quality individual therapy.
- Delivery of quality training sessions for parents and professionals.
- Presentation of high quality in-services to staff.
- Evidence of appropriate documentation on receipts.
- Adherence to feedback from clinical supervision meetings
- Demonstration of ongoing professional development and speech pathology specific networking within Therapy Matters and externally.

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DAYS & HOURS OF WORK

Our clinic is open for client appointments 8.30 - 5.00 Mondays to Saturdays. Days and hours of work are negotiated upon appointment. The current advertised position may involve both on- and off-site work. The off-site work will occur fortnightly at St Anthony's Primary School (Kingscliff) and at other Catholic Schools in Northern NSW as requested for assessments.

RENUMERATION

LEVEL	FULL-TIME	INCENTIVE BONUS - COMMISSION PERCENTAGE THERAPY MATTERS
HEALTH PROFESSIONALS AND SUPPORT SERVICES AWARD	WEEKLY SALARY Guaranteed	
LEVEL 1 NEW GRADUATE POSITION		
Pay Point 3	\$848.90	32%
Pay Point 4	\$878.20	34%
Pay Point 5	\$956.80	36%
Pay Point 6	\$990.70	38%
LEVEL 2 ASSOCIATE SPEECH PATHOLOGIST		
Pay Point 1	\$996.20	40%
Pay Point 2	\$1032.20	42%
Pay Point 3	\$1071.60	44%
Pay Point 4	\$1114.30	46%
LEVEL 3 CLINICAL SPECIALIST SPEECH PATHOLOGIST		
Pay Point 1	\$1162.70	48%
Pay Point 2	\$1195.20	48%
Pay Point 3	\$1221.10	48%
Pay Point 4	\$1275.10	48%
Pay Point 5	\$1322.30	48%

The hourly rate for all levels and classes of employment under the Health Professionals and Support Services Award are listed above. On appointment, all Speech Pathologists are guaranteed the hourly rate under this award for their level of employment. There are provisions for suitably qualified speech pathologists to be offered additional INCENTIVE BONUSES during the contract period. The Incentive bonus would be determined on appointment, dependent upon the skills and experience of the speech pathologist. The Commission Percentages listed below are a general guide. When an incentive bonus applies to an employee's remuneration package, the amount of the bonus would be the difference between the Commission Percentage and their designated wage (under the award) for the fortnight. The

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Commission Percentage is the percentage of the speech pathologist's actual gross takings for the fortnight pay period.

All Therapy Matters employees are appointed as a casual employee initially to commence a designated 1-3 month trial period. The length of time for the trial period is negotiated between the director and the employee but will not exceed 3 months.

THERAPY MATTERS SPEECH PATHOLOGY SERVICES – BACKGROUND INFORMATION

Therapy Matters has been established as a private speech pathology practice on the Gold Coast for 19 years. The practice was started by Tania Teitzel in 1995, moving office locations from Kingscliff, to Tugun and then in 2007 to our current purpose built West Burleigh Office which spans two office suites. Currently we have a dedicated team of staff including: a Senior Speech Pathologist/Centre director, 8 Associate Speech Pathologists, a Business manager, two receptionists and a Psychologist. We are involved with project work through the Tweed Valley Early Childhood Intervention Service and Lismore Catholic Education. We provide on-site services to The Silkwood School, St James Primary School (Banora Point), St Joseph's Primary School (Tweed Heads), St Joseph's College (Banora Point), St Anthony's Primary School (Kingscliff), St Ambrose Primary School (Pottsville - 2015) and various schools within the Lismore Catholic Education Diocese. We are a provider on the FaHCSIA Helping Children with Autism Initiative and Better Start Initiatives.

CLIENT PROFILE

Therapy Matters is a paediatric private practice. Our caseload covers a range of communication disorders from late talking toddlers, preschoolers with speech/language delays, school age children (primary and high school) with language/learning disorders, stutterers and children with disabilities (particularly autism spectrum disorders). We also have a dedicated feeding clinic.

RESOURCES PROFILE

Our clinic is well stocked with a diverse range of formal and informal assessments including assessments such as the CELF series, Fisher Logemann Test of Articulation Competence, DEAP, PLAI-2, PIPA, TOPS-3, TOPS - Adolescent, CTOPP, QUIL, SPAT-R, PLS-5, PPVT-4, NEALE, YARC, VMPAC, TNL, CASL, ADEC and many others. We are well

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supported with a range of therapy materials, toys, photocopyable resources, high tech aids (e.g. four iPads, three iPods and data projector) and computer software (e.g. Writing with Symbols, Boardmaker, PODD). We are also a reseller of Mindwing Concepts narrative products and products from Lindamood-Bell such as the Visualising and Verbalising program.

STAFF PROFILE

We have a versatile, innovative and busy group of speech pathologists with a great willingness to work as a team and constantly learn from our clients, our Therapy Matters colleagues and the wider speech pathology community. Our current team of speech pathologists has been with our organisation for 12 months to 8 years. Many of our staff have returned to our practice from periods of maternity leave and study leave. We have a history of employing staff who have successfully combined casual or part-time work at Therapy Matters with other employment in the public or private sector.

WORK @ THERAPY MATTERS

Therapy Matters has a proud history of being a family friendly workplace with flexible work practices to enhance employees work life balance and support life-long learning.

- Flexible working hours
- Employee choice rostering
- Professional Development Leave for full- and part-time employees (up to 5 days pro rata)
- Professional Development Allowance (\$500 Full time staff and \$250 Casual/Part time staff)
- Regular opportunities for formal and informal mentoring with other speech pathologists

**Thank you for your interest in employment at Therapy Matters.
Please do not hesitate to contact us if you have any further enquiries. We look forward to receiving your application.**

Direct all Enquiries to:

Tania Teitzel (Senior Speech Pathologist/Centre Director)

Mob: 0412195165

Ph: 07 55207860 Email: tania.teitzel@therapymatters.com.au

Further Information: <http://therapymatters.com.au/About-Us/Employment.aspx>