



Clinical Education Lead – Speech and Language Pathology

STATEMENT OF DUTIES		November 2022
Number	Generic	
Portfolio	Children and Young People	
Branch	Student Support	
Section	Professional Support (Northern Region)	
Sub-Section/Unit/School	N/A	
Supervisor	Manager Professional Support Staff	
Award/Agreement	Allied Health Professionals Industrial Agreement	
Classification	Level 4	
Employment Conditions	<p>Permanent or fixed term, full or part-time, up to 76 hours per fortnight, 52 weeks per year including 4 weeks annual leave. Interstate and intrastate travel may be required.</p> <p>Speech Pathologists are part of a statewide public education system and may, in accordance with the provisions of the <i>State Service Act 2000</i>, be transferred to any other location on a temporary or permanent basis. If permanently transferred to meet departmental requirements, reasonable expenses will be met.</p>	
Location	North, North West	

Primary Purpose

As part of the Senior Speech and Language Pathology leadership team, establish and promote a positive culture of being a learning organisation, by building capacity of speech and language pathologists, and working with different teams within the department, to provide pre-entry student placements and support new graduates during their early career years.

Level of Responsibility/Direction and Supervision

Required to make a significant contribution towards the department's strategic priority of building and developing a sustainable workforce.

The occupant is expected to work autonomously on a day to day basis with broad direction from the supervisor. The occupant is expected to exercise initiative and professional judgement across the spectrum of responsibilities and maintain the highest standard of quality, accuracy and timeliness of information and advice. At all times, they shall comply with the department's policy and protocol requirements, including those relating to mandatory education, training and assessment.

The Department has a range of delegations in operational areas including Finance, Human Resources and Facilities. The occupant is responsible for ascertaining the delegations that are assigned to these duties and is expected to exercise any applicable delegations prudently and in accordance with any specified limitations.

Primary Duties

1. Lead the planning, design, implementation and evaluation of pre-entry student placement programs and associated learning activities, to build capacity for the speech and language pathology service to provide pre-entry student placements via clinical leadership, mentoring, supervision and facilitation of professional development.
2. Establish collaborative relationships with universities, acting as the interface between the speech and language pathology service and the university regarding pre-entry student placements, in consultation and liaison with universities. Partner with other clinical leads, senior professional support staff and managers to develop productive networks and facilitate interdisciplinary education, training, professional development and research opportunities.
3. Provide clinical leadership, support and supervision to new graduate speech and language pathologists transitioning to practice, including facilitation and/or coordination of internal or external professional development opportunities, and supporting speech and language pathologists undertaking supervised re-entry into practice.
4. Lead the development, implementation and review of policies, procedures, guidelines, evidence-based service models, quality improvement projects and practice standards for pre-entry student placements and learning activities, together with the monitoring and reporting of key performance indicators and activity, in consultation with the supervisor, senior professional support staff, other clinical leads and support staff.
5. Perform other duties as envisaged by the assigned classification under the relevant industrial award or agreement and in accordance with the skills, competency and training of the occupant.
6. The incumbent can expect to be allocated duties, not specifically mentioned in this document, that are within the capacity, qualifications and experience normally expected from persons occupying positions at this classification level.

Selection Criteria

Employment in the State Service is governed by the *State Service Act 2000* and employment decisions must be based on merit. A decision relating to appointment or promotion is based on merit if:

- an assessment is made of the relative suitability of the candidates for the duties; and
- the assessment is based on the relationship between the candidates' work-related qualities and the work-related qualities genuinely required for the performance of the duties; and
- the assessment focuses on the relative capacity of the candidates to achieve outcomes related to the duties; and
- the assessment is the primary consideration in making the decision.

Work-related qualities might include; skills and abilities; qualifications, training and competencies; standard of work performance; capacity to produce required outcomes; relevant personal qualities; and demonstrated potential for future development.

The following specific selection criteria must be addressed by candidates. The nominated position objective and duties contained in this statement of duties must also be used to assist in the interpretation of these selection criteria.

1. Extensive experience delivering contemporary speech and language pathology services in a range of settings and/or areas of practice including demonstrated understanding of evidenced-based practice, clinical governance, clinical risk management, clinical standards, research and ethics.
2. Extensive clinical leadership experience with pre-entry students and new graduate speech and language pathologists, and the demonstrated ability to plan, develop, implement and evaluate learning activities, resources and professional development opportunities.
3. Demonstrated knowledge and understanding of relevant professional competency standards/professional capabilities, professional accreditation standards, contemporary pedagogy, and competency assessments, and their application to pre-entry student placements and expectations of new graduate allied health professionals.
4. Demonstrated communication, interpersonal, negotiation and facilitation skills, and the demonstrated ability to establish and maintain relationships with internal and external stakeholders and universities.
5. Demonstrated high levels of resilience and emotional intelligence combined, with the ability to work autonomously and under pressure, to effectively manage multiple competing priorities.
6. High level skills of self-direction, initiative and flexibility and the ability to work as a member of a multi-disciplinary support team within an inclusive educational environment.

Requirements

Registration/licences that are essential requirements of this role must remain current and valid at all times whilst employed in this role and the status of these may be checked at any time during employment. It is the employee's responsibility to ensure that registration/licences remain current and to advise the Employer if their circumstances change. This includes notifying the Employer of any new criminal convictions and/or if a registration/licence is revoked, cancelled or has its conditions altered.

Essential

- Tertiary qualification/program of study accredited by Speech Pathology Australia and is a full member of Speech Pathology Australia or is eligible for membership with Speech Pathology Australia
- The *Registration to Work with Vulnerable People Act 2013* requires persons undertaking work in a regulated activity to be registered. A regulated activity is a child related service or activity defined in the *Registration to Work with Vulnerable People Regulations 2014*. This registration must remain current and valid at all times whilst employed in this role and the status of this may be checked at any time during employment.
 - Current Tasmanian Registration to Work with Vulnerable People (Registration Status – Employment)

Desirable

- Five or more years post-graduate experience as a speech and language pathologist including experience in supervising and supporting pre-entry students and new graduate allied health professionals.
- Holds, or is currently working towards, postgraduate qualifications in education and/or clinical teaching and learning.
- Eligibility for membership of Speech Pathology Australia.
- A current driver's license.

Working within the Department for Education, Children and Young People

The Department is responsible for the following areas within Tasmania

- Tasmanian Government Schools
- Child Safety
- Youth Justice
- Out of Home Care
- Libraries Tasmania
- Child and Family Learning Centres.

This is a department built entirely for children and young people and their communities. Our ultimate goal is to work together to ensure that every child and young person in Tasmania is known, safe, well and learning. The child is at the centre of everything we do, and the way we do it.

We work collaboratively across disciplines to combine knowledge, experience and ways of working to benefit children and young people.

However, we are a new Department – established in October 2022 – and we are still working together to build our Strategy and our culture and values. This work will be continuing into 2023, and we want all staff to be involved in this.

Values, Behaviours and Workplace Diversity

We are a values-based organisation. Our aim is to attract, recruit and retain people who uphold our values and are committed to building a strong values-based culture. Our values and behaviours reflect what we consider to be important.

Our Department is committed to building inclusive workplaces and having a workforce that reflects the diversity of the community we serve. We do this by ensuring that the culture, values and behaviours enable everyone to be respected in the workplace and to have equal access to opportunities and resources. We recognise and respect individual differences as well as people's career path, life experiences and education and we value how these differences can have a positive influence on problem solving, team dynamics and decision making within our organisation.

State Service Principles and Code of Conduct

Employment in the State Service is governed by the *State Service Act 2000*. All employees are responsible for ensuring that the standards of behaviour and conduct specified in the State Service Principles and Code of Conduct are adhered to. All employees are expected to act ethically and with integrity in the undertaking of their duties. Employees who breach the code of conduct may have sanctions imposed.

The State Service Principles and Code of Conduct are contained in the *State Service Act 2000* and can be found on the State Service Management Office website at

<http://www.dpac.tas.gov.au/divisions/ssmo> together with Employment Direction No. 2 *State Service Principles*. All employees must read these and ensure they understand their responsibilities.

All employees are expected to utilise information management systems in a responsible manner in line with the DECYP Condition of Use policy statement located at [Department of Education, Children And Young People: Information technology policies](#)

Work Health and Safety

The Department is committed to high standards of performance in respect of work health and safety. All employees are expected to promote and uphold the principles of fair and equitable access to employment/promotion, personal development and training and the elimination of workplace harassment and discrimination.

In accordance with the *Work Health and Safety Act 2012*, all employees whilst at work are expected to participate in maintaining safe working conditions and practices and take reasonable care for their own health and safety, ensuring their actions do not adversely affect the health and safety of others.

All employees are expected to comply with any reasonable instruction given by the Agency to ensure compliance with the Act and collaborate with Agency work health and safety policies, procedures and guidelines.

We are committed to providing a safe workplace for all employees and have zero tolerance to all forms of violence. The Department is a smoke-free work environment, and smoking is prohibited in all State Government workplaces, including vehicles and vessels.

Information & Records Management and Confidentiality

All employees are responsible and accountable to:

- Create records according to the business needs and business processes of their business unit or school that adequately document the business activities in which they take part.
- Register documents in an approved Business Information Management System.
- Access information for legitimate work purposes only.

All employees must not:

- Destroy delete or alter records without proper authority; or
- Remove information, documents or records from the Department without permission.

Delegations

This position may exercise delegations in accordance with a range of Acts, Regulations, Awards, administrative authorities and functional arrangements mandated by Statutory office holders including the Secretary. The relevant manager can provide details to the occupant of delegations applicable to this position.

The Department has a zero tolerance in relation to fraud and in exercising any delegations attached to this role the occupant is responsible for the detection and prevention of fraud, misappropriation and other irregularities, and for ensuring that all officers and employees are aware of the Fraud and Corruption Control Policy and reporting procedures.

Fraud Management

The Department has a zero tolerance to fraud. Officers and employees must be aware of, and comply with, the Agency's Fraud and Corruption Control Policy and Procedure and it is the responsibility of all officers and employees to report any suspected fraudulent activity to their Director or line manager or to the Manager Internal Audit.

We are committed to minimising the occurrence of fraud through the development, implementation and regular review of fraud prevention, detection and response strategies, and are conscious of the need to protect employees who advise management of suspected fraudulent activity from reprisal or harassment, and to comply with its obligations under the Public Interest Disclosure Act 2002. Any matter determined to be of a fraudulent nature will be followed up and appropriate action will be taken. This may include having sanctions imposed under the State Service Act 2000.

Category/funding/restrictions: Permanent or Fixed Term. Cost code: Specified for the School/College or Business Unit.

HR Office use only:

APPROVED BY HRM DELEGATE: 960250 – Assistant Director Strategic Recruitment and Payroll Operations – November 2022

Request:

Date Duties and Selection Criteria Last Reviewed: 11/22 RPR
