

Position Description | Te whakaturanga ō mahi Health New Zealand | Te Whatu Ora

Title	Speech and Language Therapist (Kaiwhakatika Reo Korero)			
Reports to	Child Development Service Team Leader and Professional Leader Speech Language Therapy			
Location	Child Development Service			
Department	Allied Health Therapies			
Direct Reports			Total FTE	0.6
Budget Size	Opex	0	Capex	0
Delegated Authority	HR	0	Finance	0
Date	June 2025			
Job band (indicative)	In accordance with Public, Allied and Technical Health Employee's Multi Employer Collective Agreement (SECA) Step 1-6 per annum according to qualifications and relevant experience pro-rated for hours worked.			

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

The foundation for how we ensure our people are empowered, safe and supported while working to deliver a successful healthcare system, is Te Mauri o Rongo – the New Zealand Health Charter. It guides all of us as we work towards a healthcare system that is more responsive to the needs of, and accessible to all people in Aotearoa New Zealand.

It applies to everyone in our organisation and sits alongside our code of conduct as our guiding document.

Te Mauri o Rongo consists of four pou (pillars) within it, including:

Wairuatanga – working with heart, the strong sense of purpose and commitment to service

Rangatiratanga – 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.

Whanaungatanga – we are a team, and together a team of teams. Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe.

Te Korowai Āhuru – a cloak which seeks to provide safety and comfort to the workforce.

These values underpin how we relate to each other as we serve our whānau and communities.

Together we will do this by:

- caring for the people
- recognising, supporting and valuing our people and the work we all do
- working together to design and deliver services, and
- defining the competencies and behaviours we expect from everyone.

About the role

The primary purpose of the role is to:

- Provide appropriate assessment and therapy to facilitate and enhance the development of swallowing and feeding skills and speech language and communication for pēpi and tamariki with developmental disabilities and/or acquired conditions in the Community and Child Development Service / Te Kunenga Mai Rongokako, Health New Zealand / Te Whatu Ora.
- Provide safe and clinically effective patients / clients/tangata whaiora assessment, intervention and advice, within the Child Development Service with a development of more in depth knowledge and skills.
- Ensure and prioritise a focus on patient safety and quality relating to care and processes within the Allied Health Therapies Service.
- Deliver organisational KPI's including relevant MOH target, financial budgets and service plans.
- Recognise, support and contribute to the delivery of the Hawkes Bay Health sector vision, values and behaviours.

Key Result Area	Expected Outcomes / Performance Indicators
Clinical Practice - Te Mahi Haumanu	<ul style="list-style-type: none"> • Takes professional and organisational responsibility for managing a caseload of patients / clients/tangata whaiora with increasing complexity and be able to independently adapt and make decisions regarding speech language therapy intervention. • Utilises information available to prioritise patients / clients/tangata whaiora accepted into the service. • Carries out comprehensive assessment with patients / clients/tangata whaiora and their whānau. This may include standardised and non-standardised assessments and clinical observations to assist in assessment and intervention planning. • Formulates and delivers individualised speech language therapy intervention using comprehensive clinical reasoning skills and in depth knowledge of speech language therapy intervention approaches. This is in partnership with the patients / clients/tangata whaiora, their whānau and the clinical advice of the wider inter professional team (IPP) or multidisciplinary team (MDT). • Demonstrates effective communication and utilises relationship centred practice to establish a therapeutic relationship and develop agreed goals with the patients / clients/tangata whaiora, their whānau, including the wider health team and external agencies. This includes relaying complex, sensitive and contentious information. • Assesses the patient's understanding of assessment, interventions and goals and gain informed consent for intervention, taking into account those who lack capacity (e.g. those with cognitive difficulties). • Regularly reassesses and evaluates the patients / clients/tangata whaiora progress (as appropriate) against identified goals and adjust intervention as situations change. • Refers on to other services to work with the patients /clients/tangata whaiora towards achievement of longer-term goals • Develops comprehensive discharge/transfer plans with the patients / clients/tangata whaiora and their whānau. • Carries out regular clinical risk assessments with patients /clients/tangata whaiora on own caseload and takes action to effectively manage identified risks, seeking support where appropriate. • Provides advice, teaching and coaching to patients/clients/tangata whaiora, their whānau and other professionals to promote consistency of support being offered. • Demonstrates an awareness of health inequalities, with evidence of implementing actions within own clinical practice towards reducing these for the patient/ clients/tangata whaiora, and their whānau.

	<ul style="list-style-type: none"> • Demonstrates provision of culturally safe practice and a confident approach to partnership, protection and participation with patients / clients/tangata whaiora and their whānau. • Represents the service and / or individual patients / clients/tangata whaiora at clinical meetings and case conferences to ensure the delivery of an integrated approach to intervention and to ensure speech language therapy is integrated into the overall intervention (where appropriate) including discharge planning. • Completes documentation consistent with legal, professional and organisational requirements. • Adheres to applicable recognised evidence-based research and best practice for speech language therapy and any relevant clinical policies and practice guidelines. • Demonstrates awareness of local, sub-regional and regional context in relation to provision of health and social support and the impact on service provision. • Identifies unmet needs of patients/clients/tangata whaiora and their whānau and identifies potential solutions to address these needs. • Demonstrates an understanding of the roles and contributions of the interprofessional team (IPP) and multidisciplinary team (MDT). • Works in other areas as identified or following a reasonable request in order to support the organisation in managing safe patients / clients/tangata whaiora care and maintaining service delivery.
Scope & Complexity	<ul style="list-style-type: none"> • Ensure smooth and effective pathway for tamariki / rangatahi / whānau /kaumata/kuia referred to the service to ensure barriers to services are reduced • Competent engaging and addressing cultural needs of the consumer and whānau • A strong emphasis on improving services & reducing inequities for Māori whānau, hapū and iwi • Active participation in service area decision making including initiatives to strengthen interventions and engagement practices with Māori, (whānau, hapū and iwi) and integrating Māori models of healthcare • Supports a holistic approach within a progressive service to better enable collaborative relationships and integrated pathways • Able to solve routine problems and initiate seeking assistance to solve complex issues as they arise. • Working in a busy environment requiring robust organisation skills, time management and efficient communication skills.
Teaching & Learning - Ako Atu, Ako Mai	<ul style="list-style-type: none"> • Maintains competency to practice through identification of learning needs and Continuing Professional Development (CPD) activities. This should comply with New Zealand Speech-language Therapists Association (NZSTA) continuing professional development requirements. • Contributes to training within the team/service.

	<ul style="list-style-type: none"> • Supervises, coaches, educates and assesses the performance of speech language therapy students • Demonstrates the ability to critically evaluate research and apply to practice. • Maintains an awareness of evidence based practice and current developments in the clinical areas being worked in. • Involved in the induction and training of newly appointed staff as required • Completes mandatory training as applicable for the role. • Participates positively in an annual performance review and associated clinical assurance activities. • Participates in regular professional supervision in line with the organisation's requirements and/or professional body. • Provides mentoring and clinical support and / or professional supervision where required. • Role models Hawke's Bay Sector values and behaviours
Leadership & Management - Te Ārahi me te Whakahaere	<ul style="list-style-type: none"> • Attends and contributes to relevant department, clinical and team meetings, leading and facilitating such meetings as requested. • Assists team leaders and professional leaders in clinical assurance activities of speech language therapy staff as requested. • Directs and delegates work to allied health assistants and support staff as required in the role, ensuring that delegated tasks, documentation and communication is carried out.
Service Improvement & Research - Te Whakapai Ratonga me te Rangahau	<ul style="list-style-type: none"> • Broadens research and development skills through participation in local audit and research projects as identified by colleagues, professional leaders or Advanced or Expert AH professionals. • Participates and leads quality improvement activities to develop and improve service delivery, clinical practice or professional standards. • Develops and /or participates in regional and national professional networks as appropriate to area of work. • Establishes working partnerships with external organisations to promote integrated working. • Contributes to annual planning process, including identifying gaps in service and participating in work activities that may result from the planning process. • Practises in a way that utilises resources (including staffing) in the most cost-effective manner • Awareness of and complies with all legislative and contractual requirements as applicable to the role (e.g., Health and safety in Employment Act 1992, Privacy Act 1993, Vulnerable Children's Act 2014, Privacy Act, ACC service specifications etc.)
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.

	<ul style="list-style-type: none"> 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. Shows a willingness to personally take a stand for equity. Supports Māori-led and Pacific-led responses.
Innovation & Improvement	<ul style="list-style-type: none"> Is 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. Models 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. Works with peers in Hauora Māori Service 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. Takes 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. Leads, champions, and promotes 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"> • Client /patient/ tangata whaiora and their whānau • Community Services and Agencies • All other Health Providers, including PHO, GPs 	<ul style="list-style-type: none"> • Allied Health Professionals, Professional Leader & Director of Allied Health • Te Wāhanga Hauora Māori HBDHB • Other teams relevant to supporting the Tangata Whaiora and whānau journey

About you – to succeed in this role

You will have

Essential:

- Bachelor of Speech- Language Therapy that is recognised and approved by the New Zealand Speech-language Therapists' Association (NZSTA)
- New Zealand registered Speech- Language Therapist with current annual practising certificate (APC).
- Clinical experience applicable to role.
- Relevant clinical placement and/or clinical practice experience.
- A full driving License and the ability to drive a car in New Zealand.
- Proficiency in Microsoft Office, Word, i.e. (Outlook, Excel, PowerPoint, Internet resources and e-mail).
- Clean current full NZ driver's license.
- Effective communication skills
- Ability to build rapport and constructive and effective relationships
- Positive attitude with problem solving focus
- Ability to contribute positively to the interprofessional /multidisciplinary team.
- Self-motivated in developing clinical and professional practice.
- Focus on delivering high quality intervention for the client/patient and whānau.
- Demonstrates the ability to engage effectively and respectfully with Māori consumers (patients/families/whānau) and staff
- Demonstrates knowledge and understanding of local tikanga and Māori culture sufficiently to be able to respond appropriately to Māori
- Demonstrates ability to apply the Treaty of Waitangi within the Service.
- Shows commitment to, and demonstrates the behaviours of the health sector.
- As per clinical roles in the Hawkes Bay DHB Physical Requirements and Vaccination Status Guidelines May 2019

- Vaccinations as per the current employee immunisation policy including annual influenza vaccination and COVID vaccinations

Desired:

- Member of NZ Speech-Language Therapists' Association
- Competence in Video Fluoroscopic Swallowing Studies (VFSS)
- Competence in Flexible Endoscopic Evaluation of Swallowing (FEES)
- Competence in Tracheostomy Management

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.
- 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.

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.