



IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Speech Language Pathologist	
Position Number(s)	Community	Division/Region(s)
67-12398	Fort Smith	Allied Health Services/Fort Smith

PURPOSE OF THE POSITION

To provide diagnostic, intervention and referral services to communication impaired patients of the Speech Language Pathology Unit in accordance with the Code of Ethics and Rules of the Canadian Association of Speech Language Pathologists and Audiologists (CASLPA) and the philosophy and objective of the Northwest Territories Health and Social Services Authority (NTHSSA) to overcome and prevent communication problems/disorders in language, speech, voice and fluency.

SCOPE

The Northwest Territories Health and Social Services Authority (NTHSSA) is the single provider of all health and social services in the Northwest Territories (NWT), with the exception of Hay River and Tłıchǫ regions, covering 1.2 million square kilometers and serving approximately 43,000 people, including First Nations, Inuit, Metis, and non-aboriginals. Health and social services includes the full range of primary, secondary and tertiary health services and social services including family services, protection services, care placements, mental health, addictions, and developmental activities, delivered by more than 1,400 health and social services staff.

While the Tłıchǫ Community Services Agency (TCSA) will operate under a separate board and Hay River Health and Social Services Agency (HRHSSA) will in the interim, the NTHSSA will set clinical standards, procedures, guidelines and monitoring for the entire Northwest Territories. Service Agreements will be established with these boards to identify performance requirements and adherence to clinical standards, procedures, guidelines and policies as established by the NTHSSA.

Under the direction of the Minister of Health and Social Services, the NTHSSA is established to move toward one integrated delivery system as part of the government's transformation strategy.

The NTHSSA - Fort Smith Region is responsible for the effective delivery of Primary and Emergent Health Care and Social Services to approximately 2,500 residents of Fort Smith and the surrounding area. The Regional facilities include one type C Health Facility and a 28 Bed Long Term Care Facility.

Located within the Fort Smith and reporting directly to the Regional Manager, Allied Health Services, the Speech Language Pathologist independently provides diagnostic, treatment, preventative, counseling, educational and referral services to In and out-patients ranging from newborns to geriatric.

The Speech Language Pathologist will see patients/clients daily in a suitable setting from referrals by physicians, public health nurses, daycares, parents, social workers, etc. or those who may request treatment directly. The Speech Language Pathologist provides direct care (i.e. assessment, diagnosis, treatment, etc.), monitors the delivery of treatment delegated to the client, family or other health care providers and acts as an educational resource to clients, family, or other health care professionals that include but are not limited to; the hospital, community health centres, schools and daycares. The incumbent will design and implement programs, research, educational material and design and deliver workshops on topics related to speech language (FROM SLP-SCHOOL JD). The Speech Language Pathologists have advanced knowledge in all areas of speech language pathology as opposed to a specialization in one area.

The Speech Language Pathologist works with patients of all ages who have speech, language, voice, and/or fluency delays/disorders. Communication disorders may be secondary to loss of hearing, head injury, FAS, FAE, autism, cerebral palsy, down syndrome, etc. Types of care delivered may include but not be limited to; designing and teaching patient specific augmentative communication, improving articulation and/or language skills, increasing fluency, etc. The focus of the therapy is to maximize and maintain the patient's ability to succeed in professional and social settings as well as to improve the patient's quality of life. All of the incumbent's patients have communication delays/disorders and therefore may not be able to request assistance, or communicate needs when required.

The Speech Language Pathologist evaluates the patient's need based on presenting impairment, disability and handicap. The Speech Language Pathologist designs and prescribes a treatment plan that meets the specific needs of the patient, keeping in mind evidence-based information, relevant best practice and clinical expertise. The treatment plan will contain but not be limited to; identifying other necessary resources (both human and material) and educational needs (i.e. augmentative communication), cost effective intervention strategies and discharge planning. The incumbent may recommend further diagnostic investigation or cross referral to other health care providers (i.e., ENT Specialists, Pediatricians and social workers, audiologists, occupational therapists, etc.).

The incumbent educates the patient, family/care givers and the health care team involved in the health care plan on the nature of the diagnosis, purpose of the interventions as well as self-management strategies. The Speech Language Pathologist also links the patient and family with appropriate community partners/services.

As a Speech language Pathologist within NTHSSA the incumbent also provides functional expertise and direction to other health care providers on the delivery of speech language therapy to clients.

RESPONSIBILITIES

1. Provides direct assessment, diagnosis and treatment to a wide variety of patients (newborn to geriatric) requiring speech language therapy using a problem solving approach and in accordance with the standards, guidelines and scope of speech therapy to facilitate individualized patient care.

- The Speech Language Pathologist evaluates patients' need for speech language therapy service,
- The Speech Language Pathologist will-assess communication disorders, diagnose, implement, document and evaluate and modify intervention as necessary to ensure a coordinated holistic approach which best meets the needs of the patient,
- Assist patients in realizing and maintaining maximum speech language capacity,
- Advocate the dignity and self-respect of patients,
- Promote the autonomy of patients and help them to express their health needs and values to obtain appropriate information and services,
- Safeguard the trust of patients that information learned in the context of a professional relationship is shared outside the health care team only with the patient's permission or as legally required,
- Apply and promote principles of equity and fairness to assist patients in receiving unbiased treatment and a share of health services and resources proportionate to their needs, and
- Act in a manner consistent with their professional responsibilities and standards of practice.

2. The Speech Language Pathologist develops, modifies, coordinates and facilitates education/teaching based on the needs of the patient, families, care givers and other stakeholders.

- Use a holistic approach to facilitate individual learning of patients and, where applicable, their families upon transfer, discharge or during appointments in relation to patient illness or injury (i.e. self-management/care, health promotion, etc.)
- Assess the patient's knowledge of their health, injury, impairment and learning needs,
- Counsel clients, families, caregivers, etc. regarding all aspects of communication disorders,
- Counsels clients, families, caregivers, etc. regarding all aspects of language and communication disorders,

- Provides on-going community education and health promotion including public education material and workshops within the communities, and
- Develop, revise and evaluate on an ongoing basis, educational resources necessary to support patients.

3. Advocate practice environments that have the organizational and resource allocations necessary for safe, competent and ethical care.

- Collaborate with physicians, nurses and other members of the health team to advocate health care environments that are conducive to ethical practice and to the health and well-being of patients and others in the setting,
- Provide coaching and leadership to peers, students and other members of the health care team to develop skill levels necessary to achieve the standard of care,
- Refers client to other health providers when appropriate,
- Orientation of new employees to services and mandate,
- Provide information and recommendations on capital expenditures, and
- Participates in committees, task teams, and research projects as required.
- Provides consultation and professional opinion on diagnosis, prognosis and treatment of conditions affecting language and communication to other health care providers (i.e. ENT, Pediatricians, family physicians, community health nurses, etc.)
- Maintains and submits monthly statistical record
- Transitions to electronic medical record for documentation

WORKING CONDITIONS

Physical Demands

Approximately 25% of the incumbent's day will be spent stooping to perform patient assessment or care.

In the event the incumbent has to visit smaller communities the incumbent will need to travel with heavy baggage that holds testing equipment (i.e. assessment resources, therapeutic equipment, etc.).

Environmental Conditions

During their day an incumbent may be exposed to communicable diseases that can result in potential health risk to the incumbent.

Sensory Demands

The incumbent will be required to use the combined senses of sight and hearing during assessment and provision of care in a variety of settings that vary from controlled (i.e. hospital) to uncontrolled (i.e. daycare). Uncontrolled settings may be distracting for both the incumbent and the patient (noise level, visual commotion, etc.).

The Speech Language Pathologist must be constantly aware of patients' physical and emotional needs (mood, etc.) while providing care (60% of the workday). Patients may be unable to request assistance when required, therefore the incumbent must maintain alertness at all times.

Mental Demands

The Speech Language Pathologist has the opportunity to develop relationships with the clients of the Rehabilitation Services Department. The Speech Language Pathologist is expected to remain calm, controlled and professional, regardless of the situation and demonstrate compassionate care to the client, family and other members of the health care team.

In addition, within the health care setting there can be significant lack of control over the work pace, with frequent interruptions that may lead to mental fatigue or stress.

The Speech Language Pathologist is required to be motivated and innovative in the area of continuing education and practice to encourage the professional growth of self and others.

KNOWLEDGE, SKILLS AND ABILITIES

- The Speech Language Pathologist must have knowledge of cognitive and functional development and impairment related to speech and language development including anatomy, physiology and pathology in a variety of age groups.
- An ability to apply therapeutic processes (assessment, planning, implementation and evaluation) to ensure that the patients' physical, emotional, psychosocial, educational and day-to-day living needs are met.
- An ability to educate patients, their families (where applicable) and other health care professionals on appropriate self-development methods and techniques.
- Knowledge of biological, physical, behavioral and mental health sciences in order to recognize, interpret and prioritize findings and determine and implement a plan of action based on accepted standards of practice.
- Knowledge of and an ability to network resources within and outside the NTHSSA (i.e. Social Services, Community Healthy Nurses, Daycare, etc.) in order to ensure support of patients and their families (i.e. discharge planning).
- Knowledge of and ability to operate a desk top computer in order to send and receive electronic mail and conduct research over the Internet,
- Knowledge of and ability to operate word processing applications (i.e. Microsoft Word) in the completion of reports, training materials and presentations.

Typically, the above qualifications would be attained by:

This level of knowledge is typically acquired through the successful completion of a Master's Degree in Speech Language Pathology.

ADDITIONAL REQUIREMENTS

Fort Smith Regional Requirements

Within the Fort Smith Region Speech Language Pathologists must be a certified member of the Canadian Association of Speech Language Pathologists and Audiologists (CASLPA) and have successfully completed a criminal record check.

Within the Fort Smith Region all health care providers must have or be able to acquire within a reasonable time frame and remain current with the following certifications:

- WHMIS,
- Basic CPR
- Safety Mask Fit testing

Position Security (check one)

- No criminal records check required
- Position of Trust – criminal records check required
- Highly sensitive position – requires verification of identity and a criminal records check

French language (check one if applicable)

- French required (must identify required level below)

Level required for this Designated Position is:

ORAL EXPRESSION AND COMPREHENSION

Basic (B) Intermediate (I) Advanced (A)

READING COMPREHENSION:

Basic (B) Intermediate (I) Advanced (A)

WRITING SKILLS:

Basic (B) Intermediate (I) Advanced (A)

- French preferred

Aboriginal language: To choose a language, click here.

- Required
- Preferred