



SPEECH LANGUAGE PATHOLOGIST

JOB DESCRIPTIONS

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IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Speech Language Pathologist	
Position Number	Community	Division/Region
48-15429	Yellowknife	Rehabilitation and Continuing Care Services/Yellowknife

PURPOSE OF THE POSITION

The Speech Language Pathologist (SLP) provides diagnostic, intervention, and referral services to patients in accordance with the Code of Ethics and Rules of Speech and Audiology Canada (SAC) and the philosophy and objectives of the Northwest Territories Health and Social Services Authority (NTHSSA) to prevent and provide intervention for communication problems or disorders in language, speech, voice, fluency and swallowing.

SCOPE

NTHSSA is the single provider of all health and social services in the Northwest Territories (NWT), with the exception of Hay River and Tłı̨chǫ regions, covering 1.2 million square kilometers and serving approximately 43,000 people, including First Nations, Inuit, Metis, and non-indigenous. Health and social services include 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 Tłı̨chǫ Community Services Agency (TCSA) and Hay River Health and Social Services Agency (HRHSSA) operate under separate boards, NTHSSA will set clinical standards, procedures, guidelines and monitoring for the entire NWT. Service Agreements will be established with these boards to identify performance requirements and adherence to clinical standards, procedures, guidelines, and policies as established by NTHSSA.

NTHSSA administers health and social services to the residents of the Yellowknife Region in the NWT. NTHSSA directly and contractually employs over 300 staff who deliver these services in Yellowknife, Ft. Resolution, Lutselk'e, N'dilo, and Dettah for the Yellowknife Region. NTHSSA provides and supports the delivery of services to adults, children, and seniors on an inpatient,



outpatient, and outreach basis at multiple sites across the city of Yellowknife and the Communities of Lutselk'e, N'dilo, Dettah, and Ft. Resolution. These services include community-based social services, a public health clinic, primary care services, rehabilitation services, home and community care services, and long-term care/extended care services.

The legacies of colonization and residential schools have impacted Indigenous health outcomes and the way health and social services are delivered and accessed. The incumbent is required to always honor and promote a culturally safe environment. Practicing from a trauma informed care perspective is expected and the position requires that interaction with clients and families is tactful, respectful, and humble.

There are four regional rehabilitation teams located in Fort Smith, Hay River, Inuvik, and Yellowknife. Rehabilitation services consist of audiology, occupational therapy (OT), physiotherapy (PT) and speech language pathology (SLP). All teams provide PT, OT and SLP services; the Yellowknife and Inuvik teams provide audiology services. Each regional team is responsible for delivering services within the community where they are located as well as other smaller communities. The provision of regional services is achieved using various methods of delivery including community travel clinics, telehealth, telephone, etc. Child Development Teams (CDT) are located within the Yellowknife and Inuvik rehabilitation teams. Additionally, a territorial Youth Fetal Alcohol Spectrum Disorder (FASD) Diagnostic and Family/Community Support program is embedded in the Yellowknife CDT.

Reporting directly to the Territorial Manager, Audiology and Speech Language Pathology, the incumbent is one of a team of SLPs who independently manage their own caseload and provide diagnostic, treatment, preventative or educational counseling and referral services to in and out-patients ranging from preschool to seniors. The Speech Language Pathology unit consists of a Territorial Manager, Audiology and Speech Language Pathology, SLPs, Hearing and Speech Aide, and Program Assistant.

The Yellowknife Speech Language Pathology Department has approximately 5,000 encounters a year (approximately five encounters per Therapist per day). Physicians, nurse practitioners, community nurses, parents, social workers, and midwives may refer patients to speech language pathology. Schools may refer directly for school-based services with parental consent. The SLP will perform clinical and standardized assessments and may provide ongoing intervention, e.g., one-on-one treatment, consultation, education of family or other care providers. The incumbent may also monitor the delivery of treatment delegated to patients, family or other healthcare providers, early childhood workers and school staff as well as act as an educational resource in various locations in the NWT and Kitikmeot Region of Nunavut that include, but are not limited to, the hospital, community health centers, preschools, and schools. The incumbent will research, design, and implement programs and provide educational material and deliver workshops on topics related to speech, language, communication, and swallowing. Unlike SLPs in southern institutions, the incumbent must have working knowledge



in all areas of speech language pathology as opposed to a specialization in one area.

The SLP works with patients of all ages who have speech, language, voice, pragmatic fluency, and or swallowing delays or disorders which may be secondary to loss of hearing, congenital or developmental delays, physical illness, or the aging process. Types of care delivered may include, but not be limited to, improving articulation and/or language skills, increasing fluency, supporting patients using augmentative communication, and managing and/or improving swallow function. 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. Patients who have communication delays/disorders may not be able to request assistance or communicate needs when required.

RESPONSIBILITIES

1. Provides direct assessment, diagnosis, and treatment to a wide variety of patients (preschool 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.

- Evaluates patients' need for speech language therapy service based on presenting impairment, disability and/or handicap,
- Provides assessment and evaluates findings.
- 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.
- Implements, and modifies as needed, the treatment plan that ensures a coordinated and client-centered approach which best meets the needs of the patient.
- Maintains documentation on all therapeutic encounters.
- Assists patients in realizing and maintaining maximum capacity,
- Works in partnership with a team to provide clinical and instrumental assessment, appropriate texture modifications and/or treatment to adults with swallowing dysfunction.
- Works in partnership with a team to provide clinical assessment, recommendations, and referral for instrumental assessment for pediatric patients with suspected swallowing dysfunction.
- Recommends further diagnostic investigation or cross referral to other healthcare providers (e.g., ENT specialists, pediatricians and social workers, audiologists, occupational therapists, etc.), if warranted.
- Promotes the autonomy of patients and helps them to express their health needs and values to obtain appropriate information and services, dignity, and self-respect.
- Safeguards the trust of patients that information learned in the context of a professional relationship is not shared outside the healthcare team without the patient's permission.



- Applies and promotes principles of equity and fairness to assist patients in receiving unbiased treatment and a share of health services and resources proportionate to their needs.
 - Documents the impact of Speech Language Pathology intervention through outcome measures.
 - Acts in a manner consistent with their professional responsibilities and standards of practice.
 - Provides treatment, follow-up, training, and consultative services through tele-health.
- 2. Develops, modifies, coordinates, and facilitates education/teaching based on the needs of the patient, families, care givers and other community service providers.**
- Uses a holistic approach to facilitate the individual learning of patients and, where applicable, their families or other stakeholders.
 - Assesses the patient's knowledge of their health, injury, impairment and learning needs.
 - Counsel's patients, families, care providers, and other stakeholders regarding all aspects of language and communication disorders.
 - Provides community education and health promotion, including resources and workshops, within the communities.
 - Develops, revises, and evaluates on an ongoing basis, educational resources necessary to support patients, families, care providers and other stakeholders.
 - Aids in the coordination of the transfer or discharge of patients. This includes explaining and ensuring that the patient understands the discharge plan (established by the Healthcare Team for the patient's care and treatment) as it relates to their functional needs at home, school/work or in the community.
- 3. Arranges travel clinics to provide care to residents of the smaller communities within the NWT and the Kitikmeot Region of Nunavut.**
- Coordinates community clinics and collaborates with community healthcare staff, school staff and other stakeholders to determine schedule, caseload, services, and follow-up.
 - Provides aftercare programs (treatment plans) for community patients.
 - Provides necessary training to the patient, family, care providers and school staff regarding patient programming.
 - Monitors delivery of services delegated to community healthcare providers, preschool workers, or school staff.
- 4. Advocates for practice environments that have the organizational and resource allocations necessary for safe, competent, and ethical care.**
- Recognizes the importance of cultural safety and cultural diversity in working with clients and their support systems.



- Collaborates with physicians, nurses, and other members of the health team to advocate healthcare environments that are conducive to ethical practice and to the health and well-being of patients and others in the setting.
- Provides coaching and leadership to peers, students, and other members of the healthcare team to develop skill levels necessary to achieve the standard of care.
- Provides consultation and professional opinion on diagnosis, prognosis and appropriate treatment of conditions affecting language and communication to family physicians, physician specialists, community nurses, and other healthcare professionals.
- Provides consultation and professional advice to teachers, early intervention workers, and other community service providers about optimal programming to best serve patients with special needs in an inclusive environment.
- Provides orientation to new employees on scope of service and clinical responsibilities.
- Refers patient to other health providers when appropriate.
- Provides information and recommendations on capital expenditure.
- Participates in committees, task teams, and research projects as required.

5. Workplace Health and Safety: employees of the Authority are committed to creating and maintaining a safe and respectful workplace for employees and patients/clients. Building a safe and respectful workplace is everyone's responsibility.

- All employees and contractors have a professional and personal responsibility to perform their duties to health and safety regulations, standards, practices and procedures.
- All stakeholders (management, staff, UNW, and Worker's Safety and Compensation Commission (WSCC)) need to ensure our Workplace Health and Safety Committee works effectively, with a shared purpose of continuous quality improvement in health and safety.
- All Managers and Supervisors play an active role in workplace health and safety through their daily management: identifying prevention opportunities, ensuring staff are trained in Risk Monitor Pro, investigating potential risk and accidents, and applying timely corrective measures.
- A healthy workplace, where employees can provide quality service under safe conditions, is the right thing to do and makes good business sense.

WORKING CONDITIONS

Physical Demands

Approximately 60% of the incumbent's day will be spent sitting in small chairs, bending, and standing in awkward positions providing physically demanding services.



While visiting smaller communities the incumbent will need to travel with heavy baggage that holds testing equipment (e.g., diagnostic resources, therapeutic equipment, etc.).

School-based SLPs will need to travel with heavy baggage containing testing and therapy materials.

Environmental Conditions

During their day, the SLP may be exposed to communicable diseases, blood and body fluid that can result in potential health risk to the incumbent.

During home visits the incumbent may be exposed to unsanitary conditions, cigarette smoke and loud noises (e.g., crying baby).

Sensory Demands

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

The SLP must be constantly aware of patients' physical and emotional needs (mood, hygiene, 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 SLP has the opportunity to develop relationships with the patients 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 patient, family, and other members of the healthcare team.

The incumbent will travel to communities up to four weeks per year, which may cause moderate levels of stress on the incumbent's family and social life.

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

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

KNOWLEDGE, SKILLS, AND ABILITIES

- Knowledge of current accepted standards of rehabilitation practice with a broad base of



skills and clinical experience

- Knowledge of applicable protocols, policies, regulations, and legislation.
- Knowledge of education principles, related to adult learners, required to develop, and deliver subject specific training and development.
- Knowledge of, and sensitivity to, cultural, social, gender and age dynamics as they relate to the delivery of primary healthcare programs and services with an ability to deal with a variety of people in a non-judgmental manner.
- Sensitivity to issues, and the ability to lead in a collaborative way to inspire, influence and persuade.
- Research and evaluation skills to conduct reviews and analyze or compare practices against evidence based and accepted standards.
- Written and oral communication skills including listening, observing, identifying, and reporting; including an ability to communicate effectively and efficiently to a divergent group of people. This includes an ability to communicate and interact professionally and effectively with irate clients.
- Ability to work with individuals at all levels in a variety of organizations at the community, regional and territorial level.
- Ability to lead and foster excellence in multi-disciplinary client service delivery.
- Ability to develop new programs, to facilitate creative problem solving using a situational approach, and incorporating conceptual, analytical, interpretive, evaluative, intuitive, and constructive thinking skills.
- Ability to commit to actively upholding and consistently personally practicing diversity, inclusion, and cultural awareness, as well as safety and sensitivity approaches in the workplace.

Typically, the above qualifications would be attained by:

Successful completion of a master's degree in Speech Language Pathology.

Equivalent combinations of education and experience will be considered.

ADDITIONAL REQUIREMENTS

- Speech Language Pathologists must have provisional professional licensure in any Canadian province and full licensure within six months of hire. In most cases, this will include graduating from a Canadian or other recognized Speech Language Pathology Program and successful completion of the certification exam within a reasonable time frame. SLPs must also be practicing members of Speech and Audiology Canada (SAC).
- Proof of Immunization in keeping with current public health practices is required.

NTHSSA has several certifications that are required upon hire, depending on the area where the employee works, including but not limited to: Indigenous Cultural Awareness, Biohazardous



Waste, Biosafety and Biosecurity, Infection Control, Workplace Hazardous Materials Information System (WHMIS) and others directly related to the incumbent's scope of practice.

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

Indigenous language: Select language

- Required
- Preferred



IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Speech Language Pathologist	
Position Number(s)	Community	Division/Region(s)
48-15245	Inuvik	Rehabilitation Services/ Beaufort Delta

PURPOSE OF THE POSITION

To provide assessment, diagnostic, rehabilitative and preventative services to patients of the Rehabilitation Services in accordance with the code of ethics and rules of Speech-Language and Audiology Canada (SAC) and the philosophy and objectives of the Northwest Territories Health and Social Services Authority (NTHSSA) to ensure patients realize and maintain maximum communication potential.

SCOPE

The NTHSSA is the single provider of all health and social services in the Northwest Territories (NWT), with the exception of Hay River and Tłı̄chǫ 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 Tłı̄chǫ Community Services Agency will operate under a separate board and Hay River Health and Social Services Agency will in the interim, the NTHSSA will set clinical standards, procedures, guidelines and monitoring for the entire NWT. 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.

This position is located in the Inuvik Regional Hospital, which is a 51 bed, accredited facility serving the town of Inuvik and 12 outlying communities serviced by the NTHSSA. The NTHSSA provides and supports the delivery of health care services to adults and children on an inpatient, outpatient and outreach basis in order to enhance healthy communities and well-being through excellence, accountability and respect for regional diversity.

Reporting directly to the Regional Manager Rehabilitation, the incumbent independently provides assessment, diagnostic, rehabilitative and preventative services to inpatients and outpatients ranging from pediatrics to geriatrics.

This position plans, organizes, delivers and evaluates SLP services in the hospital (including the Acute Care ward, Long Term Care ward, and the outpatient clinic), in the community health centers, in the home and in school settings both in Inuvik and the Sahtu regions. The SLP assists the Regional Manager, Allied Health Services, in managing physical, financial, and human resources.

RESPONSIBILITIES

1. Provides direct care to all ages with a wide variety of conditions requiring Speech Language Pathology (SLP) treatment using a clinical problem solving approach and in accordance with the standards, guidelines and scope of SLP to facilitate individualized patient care.

- The SLP determines with the patient/guardian the potential value of available SLP services and facilitates informed patient decision-making.
- Assess and reassess patient's communication delays and disorders, needs and goals utilizing an evidenced based approach. Administers and interprets standardized and naturalistic tests and clinical probes for each patient.
- Analyze findings to formulate a SLP diagnosis, determine patient needs and potential for change.
- Establish and prioritize with the patient/guardian expected outcomes, general intervention strategy and selected interventions.
- Assist patients with obtaining specific resources required to meet established patient outcomes. Assist community members in their efforts to stimulate child language development in language of choice.
- Educate patients/guardian about their condition and promote self-management as well as prevention of future problems.
- Implement SLP intervention, evaluate effectiveness in relation to identified patient outcomes and make appropriate adjustments.
- Document SLP assessment, intervention strategy and evaluate results accurately.
- Provide appropriate access to accurate, objective, relevant information about the patient and general SLP service.
- Maintain patient confidentiality, respect the autonomy of the patient and demonstrate professional integrity and commitment to the well-being of all patients. Advocate the dignity and self-respect of patients.

- Communicate effectively with patients/guardians, relevant others and professional colleagues. Demonstrate effective collaboration and interdisciplinary teamwork to ensure a coordinated holistic approach which best meets the needs of the patient.
- Discontinue SLP services when services are no longer indicated and complete appropriate patient follow up and evaluation. Aid in the coordination of the transfer or discharge of patients.
- Assign and monitor the work of the Speech Language Assistant (both delivery of care and post care paperwork).
- Arrange travel clinics/TeleHealth to outlying communities of the NTHSSA and Sahtu regions prioritizing need based on number of referrals, potential for improvement and risk of delay. Coordinate with community healthcare staff to determine schedule.

2. Develops implements and evaluates educational programs for the prevention or minimization of communication disorders.

- Facilitate individual learning of patients and their families in relation to communication delays and disorders.
- 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.
- Provide support to Community Health Centers, schools and other groups in providing educational resources related to communication and related cognitive and behavioral disorders.
- Develop, revise and evaluate on an ongoing basis, educational resources necessary to support patients, community health care centers, schools and other groups.
- Acting as a consultant to other health professionals, schools, preschools and daycares offering assistance in minimizing the academic impact of communication disorders and advice on enhancing communication development.
- Participate in school screenings to assist parents, teachers and Physicians in identifying children requiring SLP services.
- Maintain current best practices in SLP through continuing education and appropriate research materials.

3. General departmental maintenance and other duties as assigned.

- Complete daily workload measurement statistics and assist with month end reports.
- Monitor and strive to improve productivity and quality of care utilizing measurement systems.
- Utilize effective time management skills to plan SLP services.
- Troubleshooting and ensuring timely and appropriate maintenance and repairs on therapeutic equipment in areas that include but are not limited to the clinical, work and home environments.
- Managing fiscal affairs appropriately while simultaneously ensuring practice environments that have the organizational and resource allocations necessary for safe, competent and ethical care.
- Adhering to and complying with the facilities policies and procedures and other appropriate legislation.

- Assist with orientation of new employees to the Allied Health Services Department.

WORKING CONDITIONS

Physical Demands

Lifting heavy bags of therapy materials for traveling and going to homes/schools
(4-8 * per week - 5 min – Moderate)

Risk of being hit, bitten, coughed on, etc., by children
(Daily - 6-7 hours – Moderate)

Time spent sitting at a computer on a small chair or on floor
(Daily - 30-60 min – Low)

Environmental Conditions

Traveling in small noisy aircraft
(+20 * per year - 30-120 min – Moderate)

Traveling on ice and isolated roads
(+5 * per year - 90-180 min – Moderate)

Exposure to childhood illnesses (e.g. colds, flu's)
(+20 * per year - 30-60 min – Moderate)

Sensory Demands

Focused listening in assessment and intervention (hearing and sight)
(10-15 * per week - 30-60 min - High)

Mental Demands

Limited access to other SLPs
(Daily - Daily – Moderate)

Concentrated attention to detail during assessment and intervention sessions
(10-15 * per week - 30-60 min – High)

Dealing with emotional impact of a large caseload.
(Daily - Daily – Moderate)

Dealing with angry or indifferent patients or their parents
(1-2 * per week - 30-60 min – Moderate)

Balancing administrative and clinical duties as well as regional and local roles.
(Daily – Daily – Low)

Dealing with patients with progressive chronic or terminal conditions.
(Daily – Daily – Moderate)

Modifying treatment programs to accommodate different cultural values and perceptions.
(Daily – Daily – Low)

Resourcefulness and confidence in skills is required when working independently.
(Daily – Daily – Low)

Extended periods away from home
(+10 * per year - 1-5 days – Low)

KNOWLEDGE, SKILLS AND ABILITIES

- Knowledge of current speech language pathology accepted standards of practice with a broad base of speech language pathology experiences.
- Must be sensitive to the cultural, social and regional conditions in order to develop effective programs.
- Must be able to travel to outlying communities via ice road and small aircraft. A valid NWT Driver's license would be considered an asset.
- An ability to educate patients, their families (where applicable) and other health care professionals on appropriate self-management techniques.
- Knowledge of and an ability to network resources within and outside the NTHSSA (i.e. Social Services, schools, etc.) In order to ensure support of patients and their families.
- Computer skills adequate for administration tasks.
- Skill and ability to communicate effectively with patients, patient family members, other staff and other groups with a team approach including the following.
- Writing Skills (Writes Coherently) - Produces written documents, which are clear and easy to understand.

Typically, the above qualifications would be attained by.

This level of knowledge is typically acquired through a university degree in Speech Language Pathology at a Bachelor's or Masters level. Preference will be given to candidates with at least 2 years work experience.

ADDITIONAL REQUIREMENTS

Beaufort Delta Regional Requirements:

Within the Beaufort Delta region, SLPs must be eligible for membership with Speech-Language and Audiology Canada, be professionally licensed in any Canadian province as an active member and have successfully completed a medical clearance and criminal record check.

Within the Beaufort Delta region all health care providers must be able to acquire within a reasonable time frame and remain current with the following training and certifications.

- WHMIS.
- internet and E-mail application.
- CPR.
- Standard First Aid training.
- Fire training.

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

Indigenous language: Select language

- Required
- Preferred