

Position Number: **Benchmark Job #045**

Ministry: Health

Branch: Community Health

Location: Castlegar

Working Title: **Speech Therapist**

Level: Range 27

NOC Code: 3141

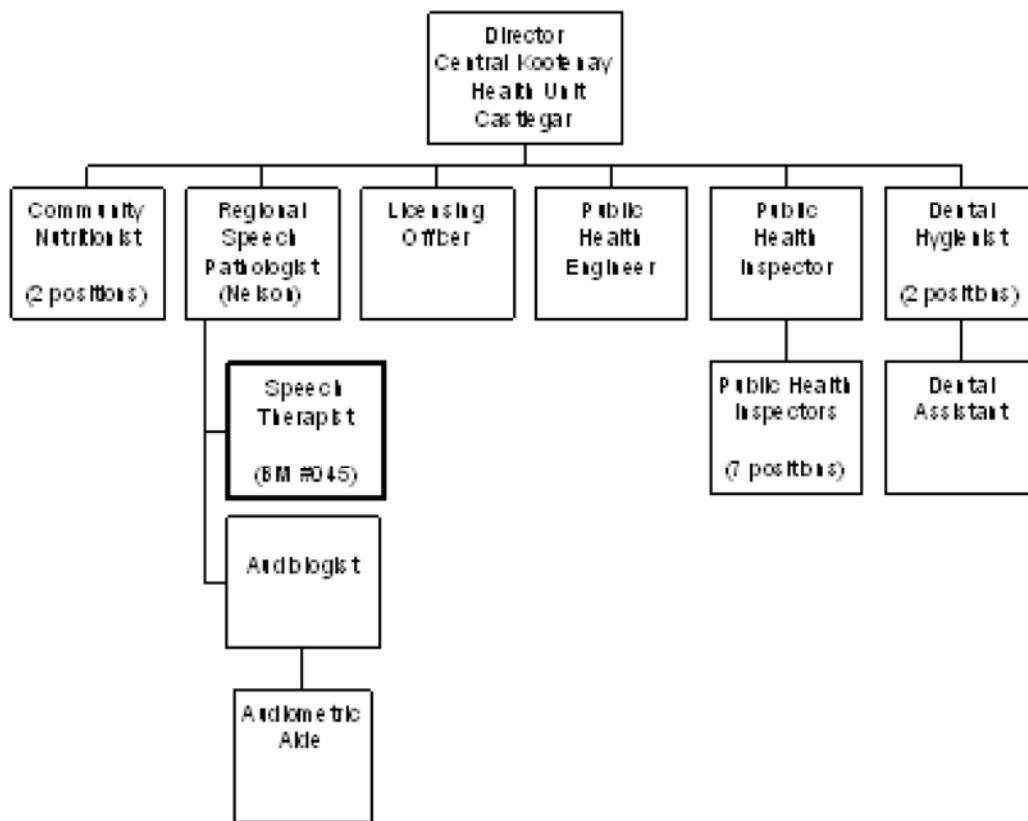
## PRIMARY FUNCTION

To plan, develop and provide speech therapy services to the community.

## JOB DUTIES AND TASKS

1. Plans and develops the speech pathology program for the Castlegar community
  - a. defines, specifies and prioritizes the target population for delivery of service
  - b. provides services to all age groups if other speech services are not available to them
  - c. plans and develops community program by identifying and developing specific program objectives
  - d. accumulates, maintains and summarizes data for all functions to assess the local speech therapy program
  - e. describes and provides detailed information on speech/language services, program scope and procedures to associated professionals, agencies and others
  - f. works with individuals, organizations and agencies to improve local program service delivery
  - g. administers the speech pathology portion of the Community Health budget and ensures expenditures are within limits
  - h. prepares annual reports on program
2. Provides speech therapy services to the community
  - a. utilizes screening criteria to identify individuals with potential communication disorders for further assessment
  - b. determines the nature and severity of handicap through examination, diagnosis and referrals
  - c. plans an appropriate treatment program, determines short and long term goals and selects or designs appropriate therapeutic procedures
  - d. conducts programs to rehabilitate the communication disorder, reassesses and modifies therapy
  - e. maintains records on referrals, screening and case data, diagnosis, planning, response and progress
  - f. reports progress and status of an individual's therapy to parents, teachers and others concerned
  - g. initiates and participates in conferences with parents, physicians, teachers, agency representatives and other involved in the development of the therapeutic program
  - h. counsels families on coping and dealing with communication disorders
  - i. works with others to coordinate therapy with classroom activities and home environment
  - j. advises and consults with other professionals in determining diagnostic/assessment results
  - k. works with other professionals to provide the most effective program for each client, recognizing and establishing priorities

- l. refers patients with severe physical or psychological problems to Regional Diagnostic Centre for further assessment and treatment
  - m. uses sign language as a means of communication
3. Performs other related duties
- a. advises/educates other agencies in the community on the Speech and Hearing Program
  - b. informs the community of services offered and the importance of early identification, intervention and prevention programs
  - c. conducts formal and informal research projects to improve local program delivery and practices
  - d. orders and maintains equipment and supplies for the program
  - e. assigns, monitors and examines the work of assigned speech therapy students and completes student assessments for educational institutions
  - f. drives to patient homes, other health units and hospitals to provide services



FACTOR	REASON FOR CLASSIFICATION	DEGREE	POINTS
1	<p><b>JOB KNOWLEDGE</b></p> <p>Understand all related issues of a significant and specialized speech therapy program to plan, develop and provide speech therapy services to individuals and the community.</p>	I	305
2	<p><b>MENTAL DEMANDS</b></p> <p>Judgement to modify speech therapy techniques to plan and deliver a local community speech therapy program; assess community needs; examine and diagnose clients; select or design appropriate therapeutic procedures and reassess and modify therapy as required.</p>	G	200
3	<p><b>INTERPERSONAL COMMUNICATION SKILLS</b></p> <p>Influence and formal therapeutic counselling skills required to communicate and initiate correction of speech or language disorders in children.</p>	E	60
4	<p><b>PHYSICAL COORDINATION AND DEXTERITY</b></p> <p>High level of coordination and dexterity required to communicate using sign language with persons who have speech disorders.</p>	E	33
5	<p><b>RESPONSIBILITY FOR WORK ASSIGNMENTS</b></p> <p>Guided by general ministry policy and speech therapy standards, plan and assess a community speech therapy service to accomplish program goals.</p>	F	160
6	<p><b>RESPONSIBILITY FOR FINANCIAL RESOURCES</b></p> <p>Moderate financial responsibility to administer the speech pathology portion of the Community Health budget and ensure expenditures are within limits.</p>	D	22.5

<b>FACTOR</b>	<b>REASON FOR CLASSIFICATION</b>	<b>DEGREE</b>	<b>POINTS</b>
7	<b>RESPONSIBILITY FOR PHYSICAL ASSETS/INFORMATION</b> Moderate responsibility to organize a single user information system by setting up and maintaining medical and audio video records on patients.	C	15
8	<b>RESPONSIBILITY FOR HUMAN RESOURCES</b> Responsibility to assign, monitor and examine the work of assigned speech therapy students, as a typical, recurring task of the job, and complete student assessment for educational institutions.	CC	13
9	<b>RESPONSIBILITY FOR WELL BEING/SAFETY OF OTHERS</b> Considerable care and attention to provide diagnosis and treatment for clients with language and speech disorders.	E	40
10	<b>SENSORY EFFORT/MULTIPLE DEMANDS</b> Focused sensory concentration to frequently observe and listen to clients who are in speech therapy.	C	12
11	<b>PHYSICAL EFFORT</b> Moderate physical effort to frequently bend, kneel and crouch when working with children.	C	12
12	<b>SURROUNDINGS</b> Exposure to regular unpleasant dealings with upset children while providing speech therapy.	B	4
13	<b>HAZARDS</b> Limited exposure to hazards from regular driving to homes, health units and hospitals.	B	4

Total Points: 880.5

Level: Range 27