



## IDENTIFICATION

| Department   | Position Title              |                                 |
|--|-----------------------------|---------------------------------|
| Northwest Territories Health and Social Services Authority | Speech Language Pathologist |                                 |
| Position Number(s)   | Community                   | Division/Region(s)              |
| 17-12718   | Yellowknife                 | Rehabilitation Services/Stanton |

## 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 Language Pathology and Audiology Canada (SAC) and the philosophy and objective of Stanton to prevent and provide intervention for communication problems or disorders in language, speech, voice, fluency and swallowing.

## 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 Tłı̨chǫ 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 Tłı̨chǫ 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.

Stanton Territorial Hospital is an accredited facility, located in Yellowknife, Northwest Territories (NWT). Stanton is the referral center for approximately 43,000 NWT residents and 5,900 residents from the Kitikmeot Region of Nunavut. Stanton provides health care services to adults and children on an inpatient/outpatient and outreach basis in order to restore health with dignity.

Reporting directly to the Supervisor, Speech Language Pathology the incumbent is one of 6 Speech Language Pathologists who independently manages their own caseload and provides diagnostic, treatment, preventative or educational counseling and referral services to in and out-patients ranging from preschool to seniors.

The Speech Language Pathology Department has approximately 5,000 encounters a year (approximately 6 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 parents' consent. The Speech Language Pathologist 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 health care providers, early childhood workers and school staff as well as act as an educational resource in various locations in the Western Arctic and Nunavut (Kitikmeot Region) that include but are not limited to; the hospital, community health centres, preschools and schools. The incumbent will research, design and implement programs and provide educational material and deliver workshops on topics related to speech, language and communication. Unlike Speech Language Pathologists 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 Speech Language Pathologist works with patients of all ages who have speech, language, voice, pragmatic, and/or fluency 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. 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 that have communication delays/disorders may not be able to request assistance, or communicate needs when required.

## **RESPONSIBILITIES**

- 1. Provides client/patient and family centered 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.**

### **Main Activities:**

- Evaluates patients' need for speech language therapy service based on presenting impairment, disability and/or handicap.
- Assesses communication disorders 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 speech language capacity. Works in partnership with a team to provide diagnostic (bedside) assessment and appropriate texture modifications and or treatment to adults with swallowing dysfunction.
- Works in partnership with a secondary SLP to provide Videofluoscopic Swallowing Study assessment to adults with swallowing dysfunction.
- Recommends further diagnostic investigation or cross referral to other health care providers (i.e., 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 health care 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 Pathologist intervention through outcome measures.
- Acts in a manner consistent with their professional responsibilities and standards of practice.
- Provides some 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.**

**Main Activities:**

- Uses a holistic approach to facilitate 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.
- Counsels 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 Health Care 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 Nunavut (Kitikmeot Region).**

**Main Activities:**

- 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 health care 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.**

**Main Activities:**

- 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 health care 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 health care 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 health care 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 expenditures.
- Participates in committees, task teams, and research projects as required.

## **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 (i.e. diagnostic resources, therapeutic equipment, etc.).

School based speech language pathologists will need to travel with heavy baggage containing testing and therapy materials.

### **Environmental Conditions**

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

While conducting Videofluoroscopic Swallowing Study there may be exposure to radiation.

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 (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, 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 Speech Language Pathologist 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 health care team.

The incumbent will travel to communities approximately 4 weeks per year, which may cause moderate levels of stress on the incumbent's family and social life.

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**

- 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.
- Ability to lead and foster excellence in multi-disciplinary client service delivery.
- Knowledge of education principles related to adult learners required to develop and deliver subject specific training and development.
- Ability to work with individuals at all levels in a variety of organizations at the community, regional and territorial level.
- Knowledge of and sensitivity to cultural, social, gender and age dynamics as they relate to the delivery of primary health care 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.
- 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.
- Excellent 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.

### **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**

### **Stanton Territorial Hospital Requirements**

Within Stanton, Speech Language Pathology Department, the incumbent must be eligible for membership with Speech and Audiology Canada including successful completion of the certification exam and all other certification requirements within 6 months of hire. The incumbent must also successfully complete a criminal record check.

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

- CPR
- Fire Training/Fire Extinguisher Training
- FIT Testing
- Privacy and Confidentiality
- Social Media Training
- Workplace Bullying/Respectful Workplace
- Workplace Safety Awareness Training
- Workplace Hazardous Materials Information System
- Aboriginal Cultural Awareness Training
- Biohazardous Waste Training
- Emergency Response 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

**Aboriginal language:** To choose a language, click [here](#).

Required  
 Preferred