



IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Speech Language Pathologist	
Position Number(s)	Community	Division/Region(s)
48-5713	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 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 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