

## Inherent Requirements of Position – Speech Pathologist

### Frequency and Duration of Essential Tasks

The Speech Pathologist role is potentially cognitively and physically demanding in nature and requires a high degree of adaptability, consultation, advice and time management within multidisciplinary teams to provide safe, prompt and effective Social Work services within the scheduled time frames.

Essential Tasks	Frequency	Duration
Clinical Care	Speech Pathologists provide allied health care consistently throughout the course of their shift.	Typical allied health care includes assessment and therapy/intervention for new and existing patients for the length of their shift.
Transfer and Mobility Assistance	Speech Pathologists provide patient transfer and mobility assistance on an as needs basis through the course of a shift.	The level of involvement and assistance is commensurate with the level of training in the Safe Moves Allied Health Practical Training program for that allied health profession.
Behavioural Support	Speech Pathologists undertake behavioural support consistently throughout the course of their shift and while completing all other work tasks.	Behavioural Support for our patients requires the Speech Pathologist to be attentive and continuously monitor the needs of patients throughout the entirety of their shift.
Emergency Management	Speech Pathologists are required to complete emergency management on an as needs basis.	The duration for Emergency Management varies depending upon the nature of an incident.
Administration	Speech Pathologists complete a range of administrative activities such as patient handovers, team huddles, meetings, documentation/report-writing and other clinical and non-clinical portfolios, projects and duties.	Administration tasks are required for varying durations for the length of their shift.

### Environmental and Organisational Factors

Condition	Description
Heat	Speech Pathologists generally complete their duties in a climate controlled indoor environment which is not significantly affected by heat. Warmer weather conditions outside may affect working conditions inside or outdoor access.
Cold	Speech Pathologists generally complete their duties in a climate controlled indoor environment which is not significantly affected by cold. Outside weather conditions may affect working conditions inside or outdoor access.
Noise	Speech Pathologists may be exposed to low level noise from their working environment including equipment and at times may be involved in interactions with patients of a heightened state and loud nature.
PPE	Speech Pathologists are required to wear a uniform (excluding mental health) and non-slip, closed toe shoes. They are required to have their hair tied back at all times. Speech Pathologists are required to follow infection control procedures based on organization policies and protocols which may include the use of face masks, apron, gloves, goggles and shoe protectors. Artificial nails and/or nail polish cannot be worn due to infection control requirements.
Shift Cycle	Epworth's facilities operate 24 hours a day, 7 days a week and speech pathologists are expected to be available and able to work the full range of shifts/days offered by the department in that service.

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Physical Demands	Rare	Occasional	Frequent	Constant	Cognitive and Psychosocial Demands	Low	Moderate	High	Maximum
Frequency and Duration of Essential Tasks	0 – 5% of total work time	6-33% of total work time	34-66% of total work time	67-100% of total work time					
Sitting				✓	Attention				✓
Standing			✓		Concentration				✓
Walking			✓		Memory				✓
Step up / step down			✓		Interaction with others				✓
Looking Up and Down		✓			Communication – written				✓
Forward Bending		✓			Communication - verbal				✓
Turning and Twisting		✓			Problem solving				✓
Crouching and Squatting		✓			Decision making				✓
Kneeling and Crawling	✓				Planning/sequencing				✓
Reaching above shoulder		✓			Reasoning/judgement				✓
Reaching forward		✓							
Gripping (Hand)		✓							
Fine Motor Movements (Hand)				✓					
Lifting floor-waist		✓							
Lifting overhead	✓								
Carrying		✓							
Pushing and pulling upper limb	✓								
Pushing lower limb	✓								