

Position Description | Te whakaturanga ō mahi Health New Zealand | Te Whatu Ora

Title	Speech language therapist Burwood Hospital
Reports to	Clinical Manager Speech language therapy (SLT) Older Persons Health and Rehabilitation
Location	Burwood Hospital
Department	Speech language therapy
Total FTE	1 FTE
Date	November 2025
Job band (indicative)	Step 1 – 8 on the PSA SECA

The Health System in Aotearoa is entering a period of transformation as we implement the Pae Ora/Healthy Futures vision of a reformed system where people live longer in good health, have improved quality of life, and there is equity between all groups.

We want to build a healthcare system that works collectively and cohesively around a shared set of values and a culture that enables everyone to bring their best to work and feel proud when they go home to their whānau, friends and community. The reforms are expected to achieve five system shifts. These are:

1. The health system will reinforce Te Tiriti principles and obligations.
2. All people will be able to access a comprehensive range of support in their local communities to help them stay well.
3. Everyone will have equal access to high quality emergency and specialist care when they need it.
4. Digital services will provide more people the care they need in their homes and communities.
5. Health and care workers will be valued and well-trained for the future health system.

Te Mauri o Rongo – The New Zealand Health Charter

The foundation for how we ensure our people are empowered, safe and supported while working to deliver a successful healthcare system, is Te Mauri o Rongo – the New Zealand Health Charter. It guides all of us as we work towards a healthcare system that is more responsive to the needs of, and accessible to all people in Aotearoa New Zealand.

It applies to everyone in our organisation and sits alongside our code of conduct as our guiding document.

Te Mauri o Rongo consists of four pou (pillars) within it, including:

Wairuatanga – working with heart, the strong sense of purpose and commitment to service that health workers bring to their mahi.

Rangatiratanga – as organisations we support our people to lead. We will know our people; we will grow those around us and be accountable with them in contributing to Pae Ora for all.

Whanaungatanga – we are a team, and together a team of teams. Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe.

Te Korowai Āhuru – a cloak which seeks to provide safety and comfort to the workforce.

These values underpin how we relate to each other as we serve our whānau and communities.

Together we will do this by:

- caring for the people
- recognising, supporting and valuing our people and the work we all do
- working together to design and deliver services, and
- defining the competencies and behaviours we expect from everyone.

About the role

The primary purpose of the role is to:

The Speech language therapist is responsible for providing cover to assist caseload demand and ensure the assessment and intervention to patients of designated clinical areas. All staff are to be involved in quality activities and should identify areas of improvement. All staff are to be familiar with and apply the appropriate organisational policies and procedures.

Key Result Area	Expected Outcomes / Performance Indicators
Appropriate screening of referrals within the caseload	<ul style="list-style-type: none"> • Effectively triage and allocate clients requiring speech-language therapy according to speech-language therapy protocols and professional standards. • Appropriately refer for instrumental assessment on ongoing community Speech language therapy services according to local guidelines
Appropriate SLT assessment of patients	<ul style="list-style-type: none"> • Appropriate assessments are selected and assessment procedures implemented according to speech-language therapy protocols and professional standards. • As necessary, conduct videofluoroscopic studies, whilst ensuring appropriate liaison between the referring agencies and Radiology Services. • In consultation with clients, family and multi-disciplinary team, treatment is targeted to meet problems identified in assessment.

Appropriate SLT intervention provided	<ul style="list-style-type: none"> • Appropriate intervention is given to facilitate the restoration of optimal functional performance within the agreed time frame and in accordance with speech-language therapy protocols. • Delegate suitable tasks to the SLT Kaiāwhina. • Discharge planning and delivery is completed in a timely manner and in accordance with local protocols
Appropriate education offered	<ul style="list-style-type: none"> • Appropriate information is clearly disseminated to clients, whānau /carers, colleagues and members of the multidisciplinary team to facilitate clients' ongoing rehabilitation. • Interdisciplinary training is completed, as needed, directed by the Clinical Manager, SLT. • Contribution, where appropriate, and participation in the in-service education programme. • Evidence of effective assistance in the supervision of BSLP, MSLP and other disciplines as appropriate. Linking with the University of Canterbury, University of Auckland and Massey University as appropriate.
Appropriate documentation completed	<ul style="list-style-type: none"> • All clinical notes are completed in accordance with the Allied Health Cortex Business Rules and SLT Cortex guidelines. • Confidentiality of patient records is maintained in accordance with the privacy code. • Accurate submission of activity data within Cortex to highlight work completed.
Quality service development	<ul style="list-style-type: none"> • To attend and actively participate in staff meetings. • To contribute to staff projects developing the service where applicable. • Support research projects operating within the service as needed. •
Ongoing continuing professional development	<ul style="list-style-type: none"> • Demonstrate on-going professional development including the use of professional research / literature to maintain evidenced based best practice. • Complete identified local core mandatory competency training. • Attendance at relevant professional courses and programmes following prior approval of the Clinical Manager, SLT. • Completion of annual success and development planning (or recognition step if appropriate) • Undertakes peer review and formal supervision in accordance with local and NZSTA requirements

Te Tiriti o Waitangi	<ul style="list-style-type: none"> • Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori. • Supports tangata whenua- and mana whenua-led change to deliver mana motuhake and Māori self-determination in the design, delivery and monitoring of health care. • Actively supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership.
Equity	<ul style="list-style-type: none"> • Commits to helping all people achieve equitable health outcomes. • Demonstrates awareness of colonisation and power relationships. • Demonstrates critical consciousness and on-going self-reflection and self-awareness in terms of the impact of their own culture on interactions and service delivery. • Shows a willingness to personally take a stand for equity. • Supports Māori-led and Pacific-led responses.
Innovation & Improvement	<ul style="list-style-type: none"> • Is open to new ideas and create a culture where individuals at all levels bring their ideas on how to 'do it better' to the table. • Models an agile approach – tries new approaches, learns quickly, adapts fast. • Develops and maintains appropriate external networks to support current knowledge of leading practices.
Collaboration and Relationship Management	<ul style="list-style-type: none"> • Models good team player behaviour, working with colleagues to not allow silo thinking and behaviour at decision making level to get in the way of doing our best and collegially supports others to do the same. • Works with peers in Hauora Māori Service and Pacific Health Business Unit to ensure the voice of and direct aspirations of Māori and Pacific People are reflected in planning and delivery of services.
Health & safety	<ul style="list-style-type: none"> • Takes all reasonably practicable steps to eliminate and mitigate risks and hazards in the workplace that could cause harm, placing employee, contractor and others' health, safety, and wellbeing centrally, alongside high-quality patient outcomes. • Leads, champions, and promotes continual improvement in health and wellbeing to create a healthy and safe culture.
Compliance and Risk	<ul style="list-style-type: none"> • Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are followed. • Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit. • Understands, and operates within, the financial & operational delegations of their role, ensuring peers and team members are also similarly aware.

Matters which must be referred to the Clinical Manager Speech language therapy

- Expenditure

- Security breaches and quality standards failures
- Any actions that may lead to any discontinuity of service that may be provided
- Any matters, which are not clearly identified or do not comply with the local policies and procedures

Relationships

External	Internal
<ul style="list-style-type: none"> • ACC • Community agencies – primary health • New Zealand Speech Language Therapists' Association (NZSTA) • SLT training institutions across Aotearoa • Community Support Groups • Rehabilitation equipment suppliers 	<ul style="list-style-type: none"> • Referred patients and whānau • Clinical Manager SLT • Medical staff • Nursing staff • Allied Health staff • Speech language therapy colleagues • Administration staff

About you – to succeed in this role

You will have

Essential:

- A recognised relevant graduate / post-graduate qualification in Speech language therapy.
- Be an NZSTA member
- General experience in working with communication and swallowing disorders within a hospital environment
- Experience in implementing Te Tiriti o Waitangi in action.

Desired:

- Level 3 NZSTA VFSS competency or above
- Broad clinical knowledge and experience working in a rehabilitation setting with people with communication and/or swallowing disorders
- Experience in working in other clinical settings such as acute or community
- Tracheostomy clinical skills
- FEES competency
- Experience using biofeedback tools such as BISSKApp and EMST
- Experience in providing staff education sessions and/or student clinical education placements
- Experience in providing supervision to colleagues

You will be able to

Essential:

- Demonstrate an understanding of the significance of and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way in your role.
- Take care of own physical and mental wellbeing, and have the stamina needed to go the distance.

- Maximise the quality and contributions of individuals and teams to achieve the organisation's vision, purpose and goals.
- Establish and maintain positive working relationships with people at all levels within the public and private sectors, related industry and community interest groups and the wider national and international communities.
- Demonstrate a strong drive to deliver and take personal responsibility.
- Demonstrate self-awareness of your impact on people and invests in your own leadership practice to continuously grow and improve.
- Demonstrate the highest standards of personal, professional and institutional behaviour through commitment, loyalty and integrity.

Desired:

- Show strong initiative, teamwork, problem solving and skills in adaptability
- Inspire and guide others
- Employ critical thinking in projects and show a willingness to learn and develop new clinical skills / improving existing ones
- Demonstrate digital literacy

This position description is intended as an insight to the main tasks and responsibilities required in the role and is not intended to be exhaustive. It may be subject to change, in consultation with the job holder.