

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

<b>Title</b>	Speech-language Therapist / Kaihaumanu Reo ā-Waha			
<b>Reports to</b>	Clinical Manager Speech-language Therapy			
<b>Location</b>	Christchurch Health Campus			
<b>Department</b>	Speech-language Therapy			
<b>Direct Reports</b>	N/A	<b>Total FTE</b>	N/A	
<b>Budget Size</b>	<b>Opex</b>	N/A	<b>Capex</b>	N/A
<b>Delegated Authority</b>	<b>HR</b>	N/A	<b>Finance</b>	N/A
<b>Date</b>	10/03/2026			
<b>Salary band (indicative)*</b>	Allied, Public Health, Scientific & Technical Core Salary Scale Step 1-10			

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

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The primary purpose of the role is to provide clinical Speech-language Therapy inpatient +/- outpatient services to designated clinical areas, Christchurch Health Campus.

This role involves providing timely assessment, diagnosis, and management of communication and swallowing difficulties within either adult or paediatric services, depending on the appointed position. The role will work across acute inpatient settings and a variety of clinical areas. The role may also work across outpatient settings. The role supports high quality, evidence-based care in fast paced environments and plays an important part in supporting patients and their whānau during acute episodes of care. The role will collaborate closely with other health professionals to optimise functional outcomes and ensure services are responsive, culturally safe, and equitable.

The role is primarily based on the Christchurch Health Campus; however, will be required to work across the wider service region as needed.

The Waitaha Canterbury Speech-language Therapy team is a highly supportive, collaborative service with a strong culture of peer learning and ongoing professional development. The role works alongside experienced clinicians and will have access to mentorship, clinical guidance, and teaching to support ongoing development across designated practice areas.

The team is committed to striving for clinical excellence and maintaining best practice using evidence-based approaches. Regular peer learning, case discussions, and shared clinical reflection support continuous learning and high standards of care.

The role offers opportunities to develop advanced clinical skills, including working with complex communication and swallowing disorders, and undertaking instrumental swallowing assessments such as Videofluoroscopic Swallow Studies (VFSS) and Flexible Endoscopic Evaluation of Swallowing (FEES), where trained and competent.

Staff are supported to grow their clinical expertise and contribute to service development within a team environment that values collaboration, learning, and excellence in patient care. Clinicians are expected to maintain up-to-date, evidence-based practice, engage in ongoing professional development, and demonstrate continued upskilling to ensure the highest standard of care for patients and their whānau.

<b>Key Result Area</b>	<b>Expected Outcomes / Performance Indicators</b>
<b>Clinical Service Delivery</b>	<ul style="list-style-type: none"> <li>• Provides high-quality speech-language therapy assessment and intervention for communication and swallowing disorders within designated clinical areas.</li> <li>• Manages referrals in accordance with service protocols and professional standards.</li> <li>• Identifies, administers, and interprets suitable assessments to inform intervention planning.</li> <li>• Develops treatment/intervention plans in collaboration with patients, whānau and the multidisciplinary team.</li> <li>• Delivers interventions that support optimal functional communication and swallowing outcomes.</li> <li>• Undertakes specialised assessments such as Videofluoroscopic Swallow Studies, Flexible Endoscopic Evaluation of Swallowing and Videopalatograms, where trained and competent.</li> <li>• Ensures appropriate discharge planning and referral to community services when required.</li> <li>• Maintains accurate, timely, and comprehensive clinical documentation in accordance with organisational, legal, and professional standards.</li> </ul>
<b>Patient and Family/Whānau Engagement</b>	<ul style="list-style-type: none"> <li>• Works in partnership with patients and their whānau to support early rehabilitation and wellbeing.</li> <li>• Provides education and information to patients, families, carers and healthcare staff to support ongoing care.</li> <li>• Communicates effectively with referral sources and multidisciplinary teams regarding assessment findings, treatment plans and progress.</li> <li>• Delivers services in a culturally safe and responsive manner.</li> </ul>
<b>Quality Improvement and Service Development</b>	<ul style="list-style-type: none"> <li>• Contributes to continuous quality improvement initiatives within the Speech-language Therapy Service and wider Allied Health services.</li> <li>• Participates in service development activities and departmental projects.</li> <li>• Maintains accurate clinical documentation and statistical data to support service planning and evaluation.</li> </ul>

	<ul style="list-style-type: none"> <li>• Contributes to implementation of best practice and evidence-based care.</li> </ul>
<b>Education, Training and Research</b>	<ul style="list-style-type: none"> <li>• Participates in ongoing professional development and learning activities.</li> <li>• Contributes to in-service education programmes within the Speech-Language Therapy Service and multidisciplinary teams.</li> <li>• Participates in peer learning, case discussion and shared clinical learning within the team.</li> <li>• Engages with clinicians in designated roles to support clinical skill development.</li> <li>• Supervises and support students on clinical placement where appropriate.</li> <li>• Participates in research and evaluation activities where appropriate.</li> </ul>
<b>Professional Practice and Team Contribution</b>	<ul style="list-style-type: none"> <li>• Works collaboratively within the Speech-language Therapy team and wider multidisciplinary teams.</li> <li>• Participates in departmental meetings, peer review and clinical supervision.</li> <li>• Demonstrates professional accountability and ethical practice consistent with professional standards.</li> <li>• Contributes to a positive team culture that supports collaboration, learning and service excellence.</li> </ul>
<b>Te Tiriti o Waitangi</b>	<ul style="list-style-type: none"> <li>• Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori.</li> <li>• 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.</li> <li>• Actively supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership.</li> </ul>
<b>Equity</b>	<ul style="list-style-type: none"> <li>• Commits to helping all people achieve equitable health outcomes.</li> <li>• Shows a willingness to personally take a stand for equity.</li> <li>• Supports Māori-led and Pacific-led responses.</li> </ul>
<b>Innovation &amp; Improvement</b>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• Models an agile approach – tries new approaches, learns quickly, adapts fast.</li> <li>• Develops and maintains appropriate external networks to support current knowledge of leading practices.</li> </ul>
<b>Collaboration and Relationship Management</b>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• 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.</li> </ul>

<b>Health &amp; safety</b>	<ul style="list-style-type: none"> <li>• Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives.</li> <li>• 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.</li> <li>• Leads, champions, and promotes continual improvement in health and wellbeing to create a healthy and safe culture.</li> </ul>
<b>Compliance and Risk</b>	<ul style="list-style-type: none"> <li>• Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place.</li> <li>• Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit.</li> <li>• Understands, and operates within, the financial &amp; operational delegations of their role, ensuring peers and team members are also similarly aware.</li> </ul>

**Matters which must be referred to the Clinical Manager Speech-language Therapy**

- Clinical risk and patient safety concerns
- Safeguarding and child protection concerns
- Ethical or legal issues
- Performance or competence concerns
- Adverse events, near misses and incidents
- Situations that place patients, staff, or yourself at risk
- Health, safety or wellbeing issues impacting ability to practice safely
- Expenditure requests or resource requirements
- Issues that may impact service delivery or patient care
- Security breaches and quality standards concerns
- Any matters, which are not clearly identified or do not comply with the organisation's policies and procedures

**Relationships**

<b>External</b>	<b>Internal</b>
<ul style="list-style-type: none"> <li>• Patients/clients/tāngata i te whai ora/families/whānau</li> <li>• Community therapy services</li> <li>• Primary health providers</li> <li>• Community agencies and support groups</li> <li>• Other health care providers</li> <li>• Relevant governmental agencies, e.g. ACC</li> <li>• Universities and student training programmes</li> <li>• Students (all disciplines)</li> <li>• New Zealand Speech-Language Therapists' Association</li> <li>• Hāpu and Iwi</li> </ul>	<ul style="list-style-type: none"> <li>• Clinical Manager Speech-language Therapy</li> <li>• Team Leader and Clinical Coordinator Speech-language Therapy</li> <li>• Speech-language Therapy colleagues</li> <li>• Medical staff</li> <li>• Nursing staff</li> <li>• Allied Health professionals</li> <li>• Hauora Māori Services</li> <li>• Radiology staff</li> <li>• Administrative and support staff</li> <li>• Other Health New Zealand teams and services</li> </ul>

## About you – to succeed in this role

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### You will have

#### Essential:

- Tertiary qualification in Speech-language Therapy, e.g. Bachelor of Speech and Language Therapy
- Registration with the New Zealand Speech-language Therapists' Association and a current Annual Practicing Certificate
- Exceptional communication and interpersonal abilities
- Strong reflective practice skills and self-awareness

#### Desired:

- Experience in implementing Te Tiriti o Waitangi in action.

### 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.
- With the support of Health NZ, proactively take care of your own health and safety, to ensure a safe and supportive work environment.
- 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.
- Communicate effectively with patients, whānau and health professionals.
- Work collaboratively within multidisciplinary teams.
- Manage workload effectively and prioritise clinical responsibilities.
- Demonstrate initiative, flexibility and resilience.
- Maintain commitment to professional development and evidence-based practice.
- Demonstrate effective computer skills, including proficient use of Microsoft applications and internal communication systems.

*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.*

*\*The reference to salary band in this position description is for internal benchmarking and role sizing purposes only. The salary band designation does not form a term or condition of employment and may be changed by the employer at any time. In accepting a Health NZ employment agreement you acknowledge and accept this. Changes to the salary band will not affect an employee's current salary or remuneration.*