

Position Description | Te whakaturanga ō mahi

Health New Zealand | Te Whatu Ora

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.

Title	Speech Language Therapist – Community Service
Reports to	Clinical Manager, Adult community Therapy Service Professional SLT Leader
Location	Christchurch
Department	Adult Community Therapy Service
Date	16-09-2026
Salary band (indicative)ⁱ	PSA APHST Collective Agreement, Clinical/degree-qualified, Core Salary Scale Step 3-9
Children's Worker roleⁱⁱ	Yes

Better Health, Better Care, Every Day.

Health New Zealand | Te Whatu Ora is committed to providing high-quality healthcare for all New Zealanders. We are focused on improving access to care, delivering better health outcomes, achieving national health targets, and ensuring the long-term sustainability of our health system.

We know that great healthcare starts with great people. That's why we are committed to building a high-performing, inclusive workplace where our people are supported to grow, contribute, and make a real difference for patients, whānau, and communities across Aotearoa.

About the role

The primary purpose of the role is to:

Provide efficient and effective speech and language assessment and intervention within the interdisciplinary team of Older Persons' Health Service & Rehab

Key Result Area	Expected Outcomes / Performance Indicators
Appropriate screening of referrals within the caseload	- 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	- 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	• 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. • Relevant patient and carer education and information is provided in an appropriate format. • Delegate suitable tasks to the SLT Kaiāwhina. • Discharge planning and delivery is completed in a timely manner and in accordance with local protocols • Documented evidence of risk assessment and management. • Referrals to other disciplines/services completed in a timely manner.
Appropriate education offered	• 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 and professional lead- 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. • Provides supervision to staff.
Appropriate documentation completed	• All clinical notes are completed in accordance with the Allied Health clinical notes protocol • Confidentiality of patient records is maintained in accordance with the privacy code.
Quality service development	• To attend and actively participate in staff meetings. • To contribute to staff projects developing the service and quality initiatives where applicable. • Support research projects operating within the service as needed.
Ongoing continuing professional development	• 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

Key Result Area	Expected Outcomes / Performance Indicators
Access and Outcomes	• Supports efforts to improve access to services and achieve better outcomes for the communities we serve. • Uses evidence and insights to identify barriers and opportunities for improvement. • Contributes to inclusive, responsive, and effective service delivery.
Te Tiriti o Waitangi	• Demonstrates a commitment to understanding and applying Te Tiriti o Waitangi in a practical and appropriate way. • Supports initiatives that improve outcomes for Māori and strengthen relationships with Māori partners and stakeholders. • Contributes to an inclusive workplace that values diversity and supports the attraction, development and retention of Māori employees.
Health & safety	• Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives. • 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	• Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place. • 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

- Employees are expected to escalate matters early to ensure patient safety, service, continuity and compliance with organisational and legislative requirements.
- Concerns identified during contact with clients / whānau/carers/providers
- Role expectations, personal training and development requirements
- Changes that may impact your ability to perform your role
- 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
• Community agencies – primary health • New Zealand Speech Language Therapists' Association (NZSTA)	• Referred patients and whānau • Clinical Managers OPHR • Professional Lead • Medical staff

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| <ul style="list-style-type: none"> • SLT training institutions across Aotearoa • Community Support Groups • Rehabilitation equipment suppliers | <ul style="list-style-type: none"> • Nursing staff • Allied Health staff • Speech language therapy colleagues • Administration staff |
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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.
- Experience in implementing Te Tiriti o Waitangi in action.
- Current drivers licence

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:

- Deliver results through effective planning, sound judgement, and personal accountability.
- Build trusted relationships and works collaboratively to achieve shared goals.
- Communicate clearly and adapts their approach to different audiences and situations.
- Demonstrate curiosity, adaptability, and a commitment to continuous improvement.
- Maintain high standards of professionalism, integrity, and ethical behaviour.
- Contribute to a positive, inclusive, and safe working environment.
- Take responsibility for their own development and supports the development of others where appropriate.

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
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ⁱ Salary band reference is for internal benchmarking and role sizing purposes only. The salary band designation is not a term or condition of employment and may be changed by the HNZ. Changes to the salary band will not affect an employee's current salary or remuneration.

ⁱⁱ The Children's Act 2014 makes provisions for the protection of children and helping them thrive, achieve and belong. At Health New Zealand, we safety check every children's worker. The purpose of this safety check is to reduce the risk of harm to young people and is a legal requirement for those employed in work that involves contact with children and young people including face-to-face, over the phone, or email contact. It is part of our commitment to ensuring the wellbeing and safety of children and young people. Your continued employment with Health NZ is conditional on a satisfactory safety check.