

**WILLCARE JOB DESCRIPTION**  
**SPEECH LANGUAGE PATHOLOGIST**

<b>Title:</b> Speech Language Pathologist	<b>Department:</b> Therapy	<b>FLSA Status:</b> Exempt
<b>Reports to:</b> Director / Supervisor of Rehab	<b>Direct Reports:</b> N/A	<b>Revised:</b> January 9, 2009

**POSITION SUMMARY:**

Evaluates patients and develops speech language programs in collaboration with the physician and provides speech language therapy. Instructs, motivates and assists patients in reaching therapy goals.

**ESSENTIAL DUTIES & RESPONSIBILITIES FOR POSITION:**

1. Responsible for the establishment and ongoing evaluation of treatment programs, plan of care, goals and discharge plans for the patients as related to Speech / Language Therapy needs in consultation with physician.
2. Makes revisions to the plans and goals based on changes inpatient status in consultation with physician.
3. Administers diagnostic speech and language evaluations.
4. Assesses patient status and recommends, in writing to the patient's physician, the need for a rehabilitation program, either restorative or maintenance
5. Upon receipt of the Physician's orders, interprets and implements those services and programs related to Speech/Language Therapy. Ensures these orders are carried out in a professional manner satisfying professional ethics, patient rights and State and Federal codes and regulations.
6. Assists in coordinating speech therapy program with other appropriate health care providers/disciplines providing services to the patient.
7. Completes and submits required documentation within established agency guidelines
8. Facilitates effective communication amongst other clinicians providing care
9. Demonstrates therapy for the nurse, home health aide, family members or other responsible person who may assist the patient with speech and language rehabilitation program.
10. Observes and evaluates the performance of those assisting in the speech program and provides guidance as necessary.
11. Re-evaluates the patient's progress and therapy program making changes as necessary and under the physician's direction.
12. Participates in interdisciplinary patient care conferences as applicable and maintains ongoing communication with all disciplines involved in the patient Plan of Care.
13. Contacts the physician with any changes in patient status or program, obtaining new orders.
14. Maintains current, accurate clinical records; timely charts changes in patient condition, adverse reactions, problems with informal supports or home environment and reports such to supervisor. Ensures that records are written the day service is rendered and reflect the current condition of the patient.
15. Interprets Medicare guidelines. Responsible to obtain prior approvals as required by third party payers.
16. Supervises and/or executes all skilled treatment programs as prescribed by the Plan of Care.
17. Schedules patients with other team members.
18. Instructs and informs the home health aide of the patient's medical status, and speech therapy program. Completes necessary HHA supervision form and HHA plan of care (aide care plan).
19. Instructs the patient, family, nurses and HHA in the use of self-help devices which are determined to be necessary for the patient's rehabilitation.
20. Integrates the work, efforts and goals of Occupational Therapy with other team members.
21. Acts as a referral source for staff, families, physicians on services and equipment related to rehabilitation services. Promotes services offered through communication with potential referral sources, including on-site visits, attendance at expos, fairs, etc.
22. Provides client/family education as appropriate

**DUTIES & RESPONSIBILITIES OF AGENCY EMPLOYEES:**

1. Demonstrates a clear understanding of the Mission, Purpose and Philosophy.
2. Adheres to ethical business practices by striving to perform in a manner that conforms to the highest standards of ethical behavior, integrity and honesty.
3. Takes initiative and responsibility for decisions as an individual and as a company. Exhibits commitment to personal and companywide goals.
4. Participates in the ongoing development of competencies, capabilities, technology and the resources needed to achieve high standards of efficiency and effectiveness. Approaches everything with the passion and desire to meet the highest standards.
5. Places needs of the patient first at all times. Care management and service delivery are developed with the goals of the patient's healing and support in mind. Strives to deliver lasting value to our patients in the comfort of their home.
6. Strives to help lead the industry through vision, technology, innovation, and customer service. Strives to make a difference in the lives of our employees, patients, and community. Encourages a positive environment and experience for co-workers and patients.
7. Treats employees, patients, and business partners with respect. Fosters teamwork by trusting and supporting each other while encouraging collaboration at all levels of the organization. Embraces diversity and demonstrates the ability to work together.
8. Promotes a safe and efficient working environment by adhering to agency policies and procedures.
9. Maintains confidentiality of all agency and patient related information. Protects patient rights as defined in the patient Bill of Rights.
10. Maintains proper attendance and punctuality to ensure that the department is operated in an efficient and cost effective manner.
11. Adheres to departmental and agency dress codes as observed by supervisor.
12. Communicates information effectively both verbally and in writing.
13. Attends and participates in staff meetings, required in-services, agency PI activities and other meetings as requested.
14. Utilizes material, equipment and time in a safe, beneficial, and cost effective manner
15. Organizes workload to complete responsibilities in an appropriate and timely manner.
16. Observe infection control and standard precautions.

**OTHER DUTIES & RESPONSIBILITIES:**

1. Performs other duties as assigned by supervisor.

**SUPERVISORY RESPONSIBILITIES:**

1. N/A

**EDUCATION & QUALIFICATION REQUIREMENTS:**

1. Degree in Speech Language Pathology.
2. Current license / registration by state of hire as a Speech Language Pathologist
3. One (1) year experience in Speech Language Pathology.
4. Successful completion of a Competency and Proficiency Test and Skills evaluation appropriate for the position upon hire
5. Prior home care experience preferred

**PERSONAL & PHYSICAL REQUIREMENTS:**

1. Pass a physical examination after being offered employment and a health assessment annually thereafter.

2. Able to lift up to 50 pounds, perform one person transfer under routine and emergency situations, reposition a bedbound patient alone and able to sit, stand, bend stoop, kneel, pull, climb, reach, lift, and perform repetitive movements of the upper extremities,
3. May be exposed to unsanitary conditions in some home settings,
4. May be exposed to high crime areas within the service community.
5. Endure exposure to weather and temperature extremes,
6. Must be able to travel