



STAFF POSITION DESCRIPTION

Position Title: Speech Language Pathologist – Per Diem
Exemption Status: Exempt

Job Classification: Professional
Reports to: Administrator or Designated Supervisor

Job Summary:

The practice of speech-language pathology shall include assessment, treatment, planning, implementation, education, communication and demonstration of techniques addressing speech-language, cognitive and swallowing disorders to meet the needs of patients and their families. Requires minimum supervision.

Essential Functions:

- Performs comprehensive assessment of speech-language, cognitive and swallowing disorders and identifies strengths and deficits in accordance with diagnosis. Performs hearing screenings as indicated. (100%)
- Establishes measurable short and long term goals with time frames based on initial assessment and modifies goals based on re-evaluative procedures. (100%)
- Selects appropriate therapeutic methods and provides treatment of speech-language, cognitive and swallowing disorders to meet functional goals set. (100%)
- Provides education to patient, families and staff, as needed, regarding diagnosis, strengths and deficits, rationale of treatment, recommendations and home programs. (100%)
- Complies with established policies and procedures, objectives and quality improvement programs, as well as safety and infection control programs. (100%)
- Participates in case conferences, IDT and team meetings. (10%)
- Provides accurate, complete documentation of therapy visits that show implementation of skilled care, patient's response to therapy, continuance of Plan of Care, revision of goals when necessary, functional outcomes and coordinates all care with the Physician in a timely manner according to Agency policy. (80%)
- Makes visits as scheduled and participates in on-call rotation as required. (50%)

Additional Responsibilities:

- Performs other related duties as assigned or requested.
- Conforms to all applicable Agency policies and procedures.
- Participates actively in continuing education and in-services.
- Maintains confidentiality of patient information and business trade practices.
- Assumes accountability for reporting incidents and complaints according to Agency policy.
- Maintains patient rights and dignity. Assures the care of the dying patient, optimizing his/her comfort and dignity.
- Possesses adequate knowledge of Medicare/Medicaid and insurance standards to ensure reimbursement for all services rendered.

Knowledge / Skills / Abilities:

Organizational skills

Ability to respond to common inquiries or complaints, regulatory agencies or members of the business community.

Time management

Cooperative attitude

Advanced interpersonal communication (written and verbal)

Basic math skills related to patient care

Age-Related Competencies:

Demonstrates the basic knowledge and skills necessary to identify age specific patient needs appropriate for this position.



VOTO HEALTH CARE, INC.

Risk Management:

Cooperates fully in all risk management activities and investigations.

Keeps abreast in changes in health care law.

Maintains agency/program compliance with local, state and federal laws and accreditation standards.

Information Management:

Treats all information and data within the scope of the position with appropriate confidentiality and security.

Minimum Position Qualifications:

Master's or Doctorate degree from a university or college with a speech therapy program accredited by the American Speech and Hearing Association

Washington State Speech and Language Pathology license

1 year clinical experience

Appropriate competency assessments completed (supplied by Voto Health Care, Inc.)

Current BLS Certification

Current HIV/AIDS Certification

Valid Washington State Driver's License and Car Liability Insurance with own transportation to make home visits

Preferred Position Qualifications:

Home health experience

Environmental Conditions:

Moderate noise level; Category 2 BBP risk; moderate stress and emotional demands

Physical Requirements:

Extensive standing and walking

Frequent reaching stooping, bending, kneeling, and crouching

The above statements are intended to describe the general nature and level of work being performed. They are not intended to be construed as an exhaustive list of all responsibilities.

Please apply at our website: www.votohealth.com and direct any questions to Voto Health Care, Inc. at 253-735-4282 or via email to services@votohealth.com.

PERSONNEL POLICY

It is the policy of Voto Health Care, Inc., to base hiring and job performance decisions solely on an individual's ability to perform essential job functions. Persons with disabilities are eligible for this or any position provided they are able to perform those functions with reasonable accommodation. Voto Healthcare, Inc. adheres to an equal opportunity policy for all persons seeking admission as clients or seeking employment and for all persons employed by the agency. age, sex, marital status, sexual orientation, race, creed, color, national origin, honorably discharged veteran or military status, or the presence of any sensory, mental, or physical disability or the use of a trained dog guide or service animal by a person with a disability unless the physical or mental impairment would present a bona fide occupational hazard.