

## Canal View Houghton County – Job Description

**Job Title:** Speech and Language Pathologist

**Reports To:** Director of Rehab

**Position Summary:** The speech and language pathologist (SLP) provides resident assessment, establishes the Plan of Care, and provides direct or indirect resident care while following guidelines established within the scope of practice as defined by state and national certification and/or licensure - and as directed by a physician order. The SLP aids in the restoration of independent function/maximizing independent function through the implementation of an individualized care plan, providing the necessary resident, family, and caregiver education required to assure improved quality of life.

**Position Schedule:** Monday – Friday 0800 -1630 or individualized to meet personal need.

**Pay Scale:** Range between \$36 - \$42/hr based on experience.

**Essential Duty/Function:** The SLP is ~~responsible to be~~ engaged in all aspects of the individualized plan of care through direct and/or indirect treatment, managing change, as well as striving for the highest levels of independent performance and improved quality of life possible to each resident touched. Success in this endeavor is strengthened by demonstrating competence in, and ability to perform the following:

- Follow licensure guidelines and State of Michigan regulations while adhering to the speech and language scope of practice.
- Follow established departmental and facility wide Policy and Procedure.
- Understand and follow established facility Policy and Procedure as it relates to PHI and laws found within the HIPPA.
- Communicate regularly with prescribing physician and other health care professionals as it relates to the resident.
- Active participation in the programs related to total quality management – quality improvement process for the benefit of the resident.
- Active participation in the development and establishment of a continued culture of awareness and support for quality resident care.
- Organize and establish interdepartmental education programs for the interdisciplinary team at Canal View Houghton County.
- Personalized assessment/evaluation for the development of the speech therapy Plan of Care.
  - Utilization of standardized testing/evidence based assessments for improved quality
- Consistent assessment of the resident’s response to treatment programming with modification to the Plan of Care as needed.
- Issuance and management of adaptive equipment/adaptive techniques required to meet the goals outlined on the speech therapy Plan of Care.
- Provision of the necessary resident, family, or caregiver education and training required for increased efficacy and quality of care.
- Daily entry of utilized CPT codes throughout the course of a treatment session.
- Submission of daily documentation – writing the Daily Note in a timely manner.

- Meet payor based regulations and paperwork requirements with timely documentation from evaluation to discharge.
- Maintain licensure through established requirements and State of Michigan regulation.
- Maintain sense of continual personal quality improvement through attendance in the continuing education process and professional development opportunities.
- Attend and participate in any departmental or facility wide meetings
- Support a culture of helping each other, teamwork, quality, and above all, compassion in the workplace.
- Punctuality and timeliness when reporting to work as well as with all documentation required.
- Participation in additional job duties as assigned.

#### **Qualifications – Minimum Job Requirements**

- Graduation from accredited SLP program with current licensure as a SLP.
- Michigan State licensure as a SLP.
- Experience in the SNF/LTC setting is preferred but not required.

#### **Beneficial Skills & Abilities**

- The ability to maintain professional interpersonal communication both verbally and electronically at all times.
- Excellent time management, organizational skills, and ability to adapt.
- Flexibility, ability to manage change.
- Inclination to teamwork, collaboration, and willingness to participate within a dynamic interdisciplinary team found at Canal View Houghton County.
- Ability to work independently - without direct supervision.
- Strong desire for continued personal development-improvement.
- Strong ability to manage challenging and sometimes intensely emotional interpersonal dynamics with residents, families, colleagues and/or the interdisciplinary team.

#### **Conditions of Employment:**

- Successful candidates must pass a pre-employment physical, medical history check, reference check, drug screening, and criminal background check.
- Preference will be given to the candidate with proven experience and qualifications.

**Working Conditions – Physical Requirements – Work Environment:** Physical requirements for this position are classified as Medium under the Department of Labor Classification. The employee must be capable of:

1. Exerting 20 to 50 pounds of force occasionally (less than 1/3 of the time) and/or 10 to 20 pounds of force frequently (1/2 of the time) and/or up to 10 pounds constantly (2/3 or more of the time) to move objects, equipment and/or residents.
2. While performing duties of this job, the SLP is regularly required to stand, walk, sit stoop, kneel, bend or crouch, use hands to manipulate tools, equipment, or controls.
3. Reach with hands and arms with functional upper extremity range of motion and strength.
4. The SLP is required to demonstrate typical balance, appropriate ergonomic lifting techniques, and the ability to occasionally perform resident transfers as needed.
5. The SLP is required to have the visual and hearing acuity sufficient to assess client safety and levels of performance.

6. The SLP works mostly inside resident rooms, dining rooms, restorative nursing gyms, and/or skilled therapy gym.
7. This position is classified as Category I for the purpose of exposure determination under the OSHA regulations regarding the Standard of Occupational Exposure to Bloodborne Pathogens (29 CFR 1910.1030).
  - a. Category I is defined as all procedures or job-related tasks that involve an inherent risk for mucous membrane or skin contact with blood, body fluids or tissues, or a potential for spills and/or splashes of blood or body fluids. The use of protective equipment and measures is required for every employee engaged in Category I tasks.
8. Working conditions may change and needs evolve.

The Working Conditions – Physical Requirements – Work Environment described above are representative of those encountered while performing the basic functions of a speech and language pathologist.

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Name (Please Print)

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Date

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Signature