

 Oroville Hospital	Department: <b>Speech Therapy</b>
	Dept.#: <b>7780</b> Last Updated: <b>7/24/08</b>

## Job Description for Speech Pathologist

### Reports To

Director of Speech Therapy

### Job Summary

A Speech-Language Pathologist evaluates and treats patients per physician order utilizing a variety of therapeutic techniques. He/She communicates with families, physicians and other health team members regarding residents. He/She also maintains timely documentation in each medical record, labor and service logs as well as participates in rehab team meetings and appropriate committees. He/She should also maintain current clinical knowledge through continuing education.

### Duties

1. Determines each patient's need for skilled therapy based on objective and documented criteria
2. Evaluates patients within one working day of physician's order
3. Conducts the evaluation according to the standardized or recommend techniques and procedures including timely documentation
4. Develops treatment plan at the end of the evaluation which includes measurable and objective long and short term goals for each patient based on the evaluation data
5. Follows each treatment plan in an objective, measurable and documented approach
6. Prepares a daily work schedule and completes all treatments scheduled
7. Requests assistance or adjusts therapy scheduled to avoid interference with the quality of service
8. Consistently maintains an average monthly caseload of 24 (full-time equivalent) units a day, with appropriate census and mix
9. Maintains timely and accurate records according to policies, procedures and regulations with included evaluations, screenings, progress notes, discharge summaries, labor and service logs
10. Maintains active and supportive communications with the patient, significant others, physicians and other team members concerning progress, problems, home programs, follow-up, and other issues related to the therapeutic process. Attends 90% of required patient care and rehab meetings
11. Participates in marketing/guest relation programs as requested, including but not limited to, communication (by phone, in person or in writing) with physicians, discharge planners and clinicians and other facilities, in-services and families
12. Maintains a positive rapport with all staff at all times through professional appearance and actions

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13. Conducts one or more in-services a year on relevant subjects for staff and/or other rehab staff
14. Communicates pertinent information on a timely basis to supervisor and seeks guidance necessary for performance of duties. Responds appropriately to clinical supervision as indicated by improving skills
15. Keeps informed of current educational, Medicare regulations, medical guidelines, clinical trends and procedures through attendance of at least one conference or seminar a year
16. Demonstrates responsibility through reporting to work on time at the 95% level
17. Provides proper notification fro absence or tardiness to the supervisor
18. In the Intensive Care Unit, he/she coordinates daily with patient's nurse
19. Participates in weekly care plan meetings for Unit I & Unit II
20. Coordinates care on daily basis via discussion with medical staff and Physical, Occupational and Respiratory Therapies as well as Dietitians
21. Seeks frequent verbal interaction with attending physician in high acuity cases
22. Provides written updates to physicians via Physician Progress Note pages in medial chart, in addition to Speech Therapy section notes
23. Initiates early discussion with Discharge Planners in order to maximize treatment for the shorter duration cases (less than one week)
24. Conducts Modified Barium Swallow studies on the same day of referral
25. Documents plan of care on Evaluation form and Nurse's RAND; does not write Clarification Orders
26. Diet texture changes recommended to physician on day of evaluation; follow individual physician guideline to change texture
27. Precaution forms (swallowing, cognition) will be posted on the wall at patient head of bed. Swallow precautions form must also be placed in SLP section of medical chart, and notation written on patient's card in Nurse's RAND
28. Participates in Weekly Care Plan Interdisciplinary Team meetings; documents Care Plan in chart
29. Contributes Speech Therapy data for MDS at weekly meetings or upon nursing request
30. Completes Resident Assessment Protocols (RAPS) per required time frame
31. Monitors Restorative Dining Program in collaboration with Directors of Nursing and Speech Pathology
32. Supervises Restorative Dining Room one meal per day and trains Nurses and Nurse's Assistants
33. Recommends new residents for Restorative Dining and updates resident list daily, on nursing station board
34. Writes clarification orders on Telephone Order slips in medical charts
35. Precaution forms (swallowing, cognition) may only be posted inside patient's room closet door. Swallow Precaution form must also be posted in chart (SLP section), and in Restorative Dining Room notebook. The notation "Swallow Precautions" must also be written on the patient's card in the Nurse's RAND

**Qualifications**

1. Education/License
  - a. M.A. or M.S. degree in Communicative Disorder/Speech-Language pathology.
  - b. Current certificate of clinical competence (C.C.C.).
  - c. CPR certification is required.
  - d. Clinical Fellowship Year Candidates will be considered.
  - e. California License current or eligible
2. Experience
  - a. Geriatric experience preferred but not required.
3. Special Requirements
  - a. Ability to demonstrate:
    - i. Effective communication and organizational skills
    - ii. Competency in the provision of Speech Therapy including dysphasia in accordance with acceptable standards of practice.
  - b. Knowledge of current practices in Speech Therapy including dysphasia with emphasis in geriatrics.

**Lifting Requirements**

Medium – is considered generally lifting not more than 50 lbs. maximum with frequent lifting and/or carrying of objects weighing up to 10 lbs.