

**Benchmark Title**      **SPEECH LANGUAGE PATHOLOGIST – 17P**

**Grid Level**              17P – Paraprofessional Wage Grid

**Job Summary**            Screens, assesses, diagnoses, plans and carries out therapy and consultation services for clients who have speech and communication impairment disorders.

- Key Duties and Responsibilities**
1. Observes clients and administers tests to diagnose the nature of the disorder and evaluate the degree of impairment.
  2. Identifies, assesses, plans and conducts remedial treatment to correct differing speech and communication impairment disorders.
  3. Provides speech training for clients with communication disorders caused by cerebral palsy, surgical removal of the larynx, hearing deficiencies or other impairments.
  4. Plans individual or group therapy for clients with communication disorders.
  5. Counsels and guides clients with communication and speech disorders and their families, teachers or employers.
  6. Acts as a consultant to educational, medical, dental and other professional groups.
  7. Provides guidance to other team members to carry out remedial programs to treat clients with speech and communication disorders.
  8. Conducts in-services, workshops and training. Keeps current on literature and research in the field. Provides up-to-date best practice information.
  9. Liaises with external agencies and professionals dealing with clients. Recommends referral to appropriate professionals if the need arises.
  10. Participates in program evaluation, research and/or in special studies as required.
  11. Maintains related records and prepares reports.
  12. Performs other related duties as required.

**Qualifications**        *Education and Knowledge*  
Master's degree in Speech/Language Pathology.

*Training and Experience*  
Two (2) years recent related experience.  
  
Or an equivalent combination of education, training and experience.

**COMMUNITY SOCIAL SERVICES JOB EVALUATION PLAN  
RATING RATIONALE**

**BENCHMARK TITLE:     Speech Language Pathologist**

FACTOR	REASON FOR CLASSIFICATION	DEGREE	POINTS
1	Education and Knowledge – Master's degree in Speech / Language Pathology	7	131
2	Training and Experience – Requires 2 years of recent related experience	4	100
3	Physical Demands – Sometimes involves very light physical exertion in demonstrating speech techniques	3	21
4	Concentration – Often listens to clients to interpret client needs and to conduct assessments	6	50
5	Independence – Guided by professional standards; applies accepted techniques to plan and deliver speech language therapy and consultation services	6	86
6	Judgement – Judgement required to modify remedial treatment approaches to correct speech and communication impairment disorders	6	86
7	Leadership/Supervision – Provides guidance to other team members to carry out remedial programs	4	80
8	Accountability – Work performed and decisions made have direct impact on final service provided; work is evaluated for compliance to technical standards	5	71
9	Communication – Counsels clients with speech or communication impairment disorders using professional therapeutic skills	6	86
10	Care of Individuals – Work involves planning and carrying out therapy and consultation service for clients who have communication disorders	5	50
11	Environment/Working Conditions – Once in a while exposed to bodily fluids	4	33
<b>Total Points</b>			<b>794</b>
<b>Grid Level</b>			<b>17P*</b>

\*Note: Benchmark rated 17P as per arbitration decision of Vincent L. Ready on June 27, 2006