

**SKILLS FRAMEWORK FOR HEALTHCARE
SKILLS MAP - PRINCIPAL SPEECH THERAPIST (CLINICAL)**

Sector	Healthcare					
Track	Speech Therapy					
Sub-track	Clinical					
Occupation	Speech Therapist					
Job Role	Principal Speech Therapist (Clinical)					
Job Role Description	<p>A Principal Speech Therapist (Clinical) is responsible for managing specialty areas of clinical services and continuity of care of clients. S/He also provides clinical supervision and mentors staff under her/his care. S/He will be responsible for assessing and treating clients with swallowing and/or communication disorders, with a range of complexities. S/He will also lead inter-department initiatives, evaluate and implement programmes as well as plan and develop new clinical services.</p> <p>S/He may work in various settings such as public and private institutions, integrated and long-term care facilities as well as in the community setting. S/He may work as part of collaborative and interdisciplinary teams.</p> <p>S/He should be creative, assertive, collaborative, observant and systematic. S/He should also possess leadership skills.</p>					
Critical Work Functions and Key Tasks / Performance Expectations	Critical Work Functions	Key Tasks	Performance Expectations (For legislated / regulated occupations)			
				Conduct client assessment and therapy planning	<p>Conduct functional assessment for cases requiring in-depth understanding of area of specialty in complex situations</p> <p>Formulate client-centred and SMART (Specific, Measurable, Attainable, Relevant, Timely) goals in collaboration with clients and relevant stakeholders, within a complex psychosocial environment</p> <p>Select appropriate and specific outcome measures to enable evaluation of therapy progress and outcomes, for complex cases</p> <p>Provide therapy recommendations, for complex cases, based on evaluation of client's needs</p> <p>Communicate assessment results, therapy plans, goals and outcome measures, of complex cases, to clients and other relevant stakeholders</p> <p>Provide consultation as a specialist or expert in complex cases</p> <p>Assess gaps in clinical assessment practice and protocols</p> <p>Implement new assessment techniques based on current evidence</p> <p>Collaborate with multi-disciplinary teams in creating new clinical pathways or protocols for diagnostic group</p>	<p>In accordance with:</p> <ul style="list-style-type: none"> Allied Health Professions Act (Chapter 6B)
				Deliver interventions	<p>Provide interventions for complex cases</p> <p>Implement new therapy interventions and techniques</p> <p>Evaluate therapy progress and outcomes using selected therapy outcome measures at regular intervals</p>	

		Modify treatment based on the clients' needs and safety considerations			
		Contribute to discharge planning of clients as part of multi-disciplinary teams			
		Deliver innovative new interventions based on research findings in partnership with research department			
		Communicate information for continuity of care and safety for clients with complex conditions			
	Manage continuity of care	Coordinate with relevant parties to support clients in achieving treatment goals			
		Train clients and caregivers on methods and techniques to manage continuity of care in complex or escalated cases			
		Review client and caregiver educational materials			
		Develop systems of communication which facilitate continuity of care beyond the clinical setting			
		Review continuity of care plans			
		Prescribe assistive devices and equipment according to clients' needs			
	Provide clinical education	Provide clinical education in advanced techniques for complex cases			
		Assess clinical competency of therapists and/or staff			
		Define clinical competency standards for profession			
	Manage specialty areas of clinical services	Lead development of clinical practice guidelines			
		Monitor compliance to clinical protocols and Standard Operating Procedures (SOPs)			
		Provide clinical expertise and consultation for research and education			
		Lead the development of new clinical services			
		Develop strategies to optimise utilisation of new clinical services			
Skills and Competencies	Technical Skills and Competencies		Generic Skills and Competencies		
	Audit Management	Level 5	Communication	Advanced	
	Change Management	Level 5	Decision Making	Intermediate	

	Client Advocacy	Level 5	Problem Solving	Intermediate
	Client Assessment for Speech Therapy	Level 5	Interpersonal Skills	Advanced
	Client Education in Rehabilitation Therapy	Level 5	Leadership	Intermediate
	Clinical Governance	Level 5		
	Clinical Record Documentation and Management in Rehabilitation Therapy	Level 5		
	Clinical Services Development	Level 5		
	Clinical Teaching and Supervision	Level 5		
	Continuous Improvement Management	Level 5		
	Effective Client Communication	Level 5		
	Group Therapy Planning and Implementation	Level 5		
	Health Promotion	Level 5		
	Individual and Cultural Diversity	Level 5		
	Infection Control	Level 5		
	Inter-professional Collaboration	Level 5		
	Intervention Planning in Speech Therapy	Level 5		
	Learning Needs Analysis	Level 5		
	Management of Stakeholders	Level 5		
	Professional Consultation	Level 5		
	Professional, Legal and Ethical Healthcare Practice	Level 5		
	Programme Delivery	Level 5		
	Programme Design	Level 5		
	Programme Evaluation	Level 5		
	Project Management	Level 5		
	Reflective Practice	Level 5		
	Research Translation	Level 5		
	Strategy Development	Level 5		
	Therapeutic Equipment Prescription in Speech Therapy	Level 5		
	Therapy Discharge Planning	Level 5		

	Therapy Intervention Evaluation	Level 5		
	Therapy Intervention Implementation	Level 5		
	Workplace Safety and Health	Level 4		
	Workplace Violence	Level 5		
Programme Listing	For a list of Training Programmes available for the Healthcare sector, please visit: www.skillsfuture.sg/skills-framework/hc			