

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

Sector	Healthcare		
Track	Speech Therapy		
Sub-track	Clinical		
Occupation	Speech Therapist		
Job Role	Senior Principal Speech Therapist (Clinical)		
Job Role Description	<p>A Senior 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. In her/his area of specialty, s/he develops guidelines, provides guidance and training to other speech therapists. S/He will be responsible for assessing and treating clients with swallowing and/or communication disorders, with a range of complexities. S/He also provides clinical guidance for complex cases. S/He drives or develops clinical practice guidelines in his/her specialty area. S/He sets and monitors clinical standards for speech therapists in the organisation.</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 visionary, dynamic, innovative, resourceful and systematic. S/He should 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	Conduct functional assessment for cases requiring in-depth understanding of area of specialty in complex situations	In accordance with: • Allied Health Professions Act (Chapter 6B)
		Formulate client-centred and SMART (Specific, Measurable, Attainable, Relevant, Timely) goals in collaboration with clients and relevant stakeholders, within a complex psychosocial environment	
		Select appropriate and specific outcome measures to enable evaluation of therapy progress and outcomes, for complex cases	
		Provide therapy recommendations, for complex cases, based on evaluation of clients' needs	
		Communicate assessment results, therapy plans, goals and outcome measures, of complex cases, to clients and other relevant stakeholders	
		Provide consultation as a specialist or expert in complex cases	
		Assess gaps in clinical assessment practice and protocols	
		Implement new assessment techniques based on current evidence	
		Collaborate with multi-disciplinary teams in creating new clinical pathways or protocols for diagnostic groups	
Deliver interventions	Provide interventions for complex cases		
	Implement new therapy interventions and techniques		
	Evaluate therapy progress and outcomes using selected therapy outcome measures at regular intervals		

		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 his/her treatment goals		
			Train clients and caregivers on methods and techniques to manage continuity of care in complex or escalated cases		
			Oversee the update of client and caregiver educational materials		
			Develop systems of communication which facilitate continuity of care beyond the clinical setting		
			Develop continuity of care plans for relevant population group		
			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 the 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 6	Problem Solving	Advanced	

	Client Advocacy	Level 6	Decision Making	Advanced
	Client Assessment for Speech Therapy	Level 6	Leadership	Intermediate
	Client Education in Rehabilitation Therapy	Level 5	Interpersonal Skills	Advanced
	Clinical Governance	Level 6		
	Clinical Record Documentation and Management in Rehabilitation Therapy	Level 5		
	Clinical Services Development	Level 6		
	Clinical Teaching and Supervision	Level 5		
	Continuous Improvement Management	Level 6		
	Effective Client Communication	Level 5		
	Group Therapy Planning and Implementation	level 5		
	Health Promotion	Level 6		
	Individual and Cultural Diversity	Level 5		
	Infection Control	Level 5		
	Inter-professional Collaboration	Level 6		
	Intervention Planning in Speech Therapy	Level 6		
	Learning Needs Analysis	Level 6		
	Management of Stakeholders	Level 6		
	Professional Consultation	Level 6		
	Professional, Legal and Ethical Healthcare Practice	Level 6		
	Programme Delivery	Level 5		
	Programme Design	Level 5		
	Programme Evaluation	Level 6		
	Project Management	Level 6		
	Reflective Practice	Level 6		
	Research Translation	Level 6		
	Strategy Development	Level 6		
	Therapeutic Equipment Prescription in Speech Therapy	Level 5		
	Therapy Discharge Planning	Level 5		

	Therapy Intervention Evaluation	Level 6		
	Therapy Intervention Implementation	Level 6		
	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			