



**J O B D E S C R I P T I O N  
I D A H O E L K S R E H A B I L I T A T I O N H O S P I T A L**

JOB TITLE	Speech Pathologist	WORK SCHEDULE	varies, non-exempt
DEPARTMENT	Speech Pathology	REPORTING STAFF	none
SUPERVISOR	Director	POSITION NUMBER	

August 2003

This document reflects Idaho Elks Rehabilitation Hospital's best effort to describe the essential functions and essential qualifications of the position described. Nothing in this document is intended to exclude the opportunity for modifications or adjustment to the job or the manner of performing it consistent with the requirements to provide reasonable accommodation to the disabled. **With or without accommodation the essential functions must be performed.** Should you be unable to accomplish any function you may request reasonable accommodation pursuant to the American's with Disabilities Act and the Idaho Human Rights Act. If you are selected for an interview, you should present your request for reasonable accommodation accompanied by a description of how you propose to perform the essential functions.

The content of this document is not intended to be an exhaustive list of all responsibilities, duties, and skills required of personnel so classified.

**If you have any questions regarding this information, please contact the Employee Services Office.**

**IERH Core Values** - the performance of **all** members of the Idaho Elks Rehabilitation Hospital team is based on the following requirements:

**INTEGRITY** - Demonstrate our ethics by telling the truth, keeping commitments, and having the courage to always do the right thing. We respect the privacy, property, and choices of everyone.

**EXCELLENCE** - Work as a team and support each other to help our patients achieve the best outcomes.

**RESOURCEFULNESS** - Challenge ourselves to provide the best care and treatment for our patients, creating new ways to reach goals through improved techniques, flexible management, and the efficient use of resources.

**HUMANITY** - Provide compassionate care for all who are in need of our services regardless of race, gender, national origin, religion, or ability to pay.

**POSITION STATEMENT** - Describes the general, overall purpose of the position.

Responsible for the evaluation, diagnosis, and treatment of communication disorders in adults and children; conducts patient/family education and participates in team and other staff meetings.

**ESSENTIAL QUALIFICATIONS** - Requirements an individual must meet in order to be eligible for the position, including knowledge, skills, education, experience, and certification/registration/licensure.

- Master's degree in speech pathology or communication disorders.
- Must possess, or be working towards, a certificate of clinical competence from the American Speech/Language Hearing Association.
- Must be a member of speech-language pathology professional organizations.
- Academic or vocational training in swallowing, communication, and cognitive disabilities including ability to provide appropriate diagnosis, treatment, and education to patients and their families.
- 1+ year exposure to brain injury population in an academic or vocational setting.
- Strong oral and written communication skills.
- Excellent interpersonal skills.

**NON-ESSENTIAL QUALIFICATIONS** - Attributes that will enhance an individual's chance for success in the position.

- 3 years work experience in dysphagia, traumatic brain injury, or pediatrics.
- Fluent in the Spanish language.

**ESSENTIAL JOB FUNCTIONS** - Fundamental job duties that are essential because (1) the position exists to perform the function, (2) the number of employees available to perform the function is limited, or (3) the function is so highly specialized that the person is hired for his or her expertise or ability to perform the function.

- (65%) Provides treatment for disorders of swallowing, voice, speech, language, and/or cognitive disorders.
- (10%) Evaluates patients and determines candidacy for swallowing, voice, speech, language and/or cognitive therapy; establishes treatment plans.
- (5%) Attends patient/family/team meetings and/or staffing.
- (5%) Completes necessary documentation and paperwork.
- (5%) Supervises speech pathology assistants (baccalaureate level) and students.
- (5%) Interacts and communicates with a variety of clients, personnel, and colleagues in other agencies, businesses, community organizations, etc.
- (4%) Completes follow-ups, provides supportive services, attends IEP meetings, and visits job sites.
- (1%) Performs additional duties deemed necessary to the position and its function.

**IMPORTANT INFORMATION:** The following three sections on physical requirements, environmental factors, and typical manner of accomplishing essential job functions, describes the anticipated typical means of accomplishing the essential functions of the job. Should you be unable to accomplish any function, or to perform in the manner described, you may request reasonable accommodation pursuant to the Americans with Disabilities Act and the Idaho Human Rights Act. Your request for reasonable accommodation may be made to the department manager or the Human Resource representative and needs to be accompanied by a description of how you propose to perform the essential function(s).

**PHYSICAL REQUIREMENTS: In an average day the employee may be required to:**

Activity	Not Required	Occasionally (1% - 33%)	Frequently (34% - 66%)	Continuously (67% - 100%)
Bend			x	
Squat		x		
Kneel		x		
Climb/Balance		x		
Push/Pull			x	
Reach Above Shoulder Level		x		
Lift From High/Low Position		x		

Explain: Moving patients, equipment, and supplies

	Not Required	Simple Grasping (Example: Writing)	Pushing/Pulling	Fine Manipulation (Example: Typing)
Repetitive Use Of Hands (Description Required):		Writing, using tools, instrumentation	Moving patients, equipment, and supplies	Keyboarding

	Speech	Vision	Taste	Smell	Hearing
Sensory Requirements (Description Required):	Giving instructions and other verbal communications	Reading, detecting colors		Detecting odors	Receiving instructions and other verbal communications

**ENVIRONMENTAL FACTORS: The employee can expect to encounter the following conditions:**

Amount of Time Spent Inside: 99%			Amount of Time Spent Outside: 1%		
Temperature:	Normal Range: x	Extreme Cold:	Extreme Heat:	Extreme Temperature Changes:	
	Comments:				
Humidity:	Wet/Humid:		Dry:	Normal Range: x	
Atmosphere Conditions:	Fumes:	Odors: x	Dusts:	Mists:	Gases:
	Poor Ventilation:	Comments:			
Hazards:	Mechanical:	Electrical:	Burns:	Explosives:	Radiation:
	Other:	Comments:			
Respiratory and/or Skin Irritants: Some Comments:		Requires protective clothing or personal devices: Comments: PRN			
Stress due to:	Staffing requirements; working holidays, weekends, varied shifts: x		Supporting sick and dying patients and their families: x		Work load: x
Is there potential exposure to blood and body fluid?:	Exposure will be --	[ x ] High - Routine exposure or potential	[ ] Medium - No routine exposure, but may be required as condition of employment	[ ] Low - No exposure, no requirement to be exposed as a condition of employment	

Typical Manner of Accomplishing Essential Functions

Average work hours per day: 8		Shift: Varies			
The job allows the employee to vary physical position or activity for comfort: Yes		Explain:			
In a normal work day, the employee may be required to: ( = 8 hours total)	Sit: Not Required: Hours: 2	Stand: Not Required: Hours: 2	Walk: Not Required: Hours: 2	Combination Standing and Walking: Not Required: Hours: 4	
Maximum consecutive time (minutes/hours) required for each activity.		Sitting: 1	Standing: 0.5	Walking: 0.25	
In terms of a(n) hour work day the weight to be lifted is:	Not Required	Occasionally 1% - 33%	Frequently 34% - 66%	Continuously 67% - 100%	
Up to 10 lbs.			x		
11 to 25 lbs.			x		
26 to 35 lbs.			x		
36 to 45 lbs.		x			
46 to 55 lbs.		x			
56 to 75 lbs.	x				
76 to 100 lbs.	x				
Explain: Moving patients, equipment, and supplies					