

Position Description | Te whakaturanga ō mahi

Health New Zealand | Te Whatu Ora

This position description is intended as an insight to the main tasks and responsibilities required in the role and is not intended to be exhaustive. It may be subject to change, in consultation with the job holder.

Title	Speech Language Therapist
Reports to	Team Leader for Speech Language Therapy
Location	Wellington & Hutt Valley
Department	Speech-Language Therapy - Paediatrics
Date	31/08/2026
Salary band (indicative)ⁱ	PSA Collective Agreement, step 1-7
Children's Worker roleⁱⁱ	Yes

Better Health, Better Care, Every Day.

Health New Zealand | Te Whatu Ora is committed to providing high-quality healthcare for all New Zealanders. We are focused on improving access to care, delivering better health outcomes, achieving national health targets, and ensuring the long-term sustainability of our health system.

We know that great healthcare starts with great people. That's why we are committed to building a high-performing, inclusive workplace where our people are supported to grow, contribute, and make a real difference for patients, whānau, and communities across Aotearoa.

About the role

The Speech-language Therapist in this role will be working with infants and children with a wide range of feeding, swallowing and communication disorders. These may be due to prematurity, neurological and surgical conditions, cleft and genetic disorders.

This role will serve the paediatric health population at both Wellington Regional Hospital and Hutt Valley Hospital. The caseload will include infants and children across a range of settings, including the Neonatal Intensive Care Unit (NICU) at Wellington Regional Hospital and the Neonatal Unit at Hutt Valley Hospital. It will also serve children who are admitted to hospital, a select group of outpatients, and some community outreach. This service sits alongside, but outside of, the Child Development Service.

The Speech-language Therapist will have knowledge of paediatric feeding and swallowing disorders and apply sound clinical reasoning when assessing and managing infants and children with feeding and swallowing difficulties. They will also have knowledge of acquired communication disorders relevant to this population.

The Speech-language Therapist will have experience working with people from a wide range of cultures and from a spectrum of high to low deprivation and need. The role works with infant and paediatric patients and their whānau. Speech Language Therapists will, at all

times, be culturally safe in their practice and meet the expectation of the Treaty of Waitangi within our work.

Key Result Area	Expected Outcomes / Performance Indicators
Technical outcomes / accountabilities	• Relates well to all kinds of people – up, down, and sideways, inside and outside the organisation • Builds appropriate rapport • Builds constructive and effective relationships • Uses diplomacy and tact • Can diffuse even high-tension situations comfortably
Leadership	• Can marshal resources (people, funding, material, support) to get things done • Can orchestrate multiple activities at once to accomplish a goal • Uses resources effectively and efficiently • Arranges information and files in a useful manner
Stakeholder engagement	• Represents the service and patients / whānau at clinical meetings and case conferences to ensure the delivery of an integrated approach • Provides advice, teaching and instructions to patients, carers, whānau and other professionals to promote consistency of support being delivered • Demonstrates awareness of local, sub-regional and regional context in relation to provision of health and social support and the impact on service provision • Identifies unmet needs of patients and identifies potential solutions to address these needs

Key Result Area	Expected Outcomes / Performance Indicators
Access and Outcomes	• Supports efforts to improve access to services and achieve better outcomes for the communities we serve. • Uses evidence and insights to identify barriers and opportunities for improvement. • Contributes to inclusive, responsive, and effective service delivery.
Te Tiriti o Waitangi	• Demonstrates a commitment to understanding and applying Te Tiriti o Waitangi in a practical and appropriate way. • Supports initiatives that improve outcomes for Māori and strengthen relationships with Māori partners and stakeholders. • Contributes to an inclusive workplace that values diversity and supports the attraction, development and retention of Māori employees.

Health & safety	- Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives. - Takes all reasonably practicable steps to eliminate and mitigate risks and hazards in the workplace that could cause harm, placing employee, contractor and others' health, safety, and wellbeing centrally, alongside high-quality patient outcomes. - Leads, champions, and promotes continual improvement in health and wellbeing to create a healthy and safe culture.
Compliance and Risk	- Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place. - Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit. - Understands, and operates within, the financial & operational delegations of their role, ensuring peers and team members are also similarly aware.

Matters which must be referred

- Employees are expected to escalate matters early to ensure patient safety, service, continuity and compliance with organisational and legislative requirements.

Relationships

External	Internal
- Ward MDTs - Lactation Consultants - Neonatologists - Paediatricians - Child Development Services - Radiologists - Food Services - Administrative Staff - National paediatric SLT network	- Professional Leader for Speech Language Therapy - Other SLTs - Dietitians - Physiotherapists - Social Workers - Allied Health Assistants - Occupational therapists - Visiting neurodevelopmental Therapists

About you – to succeed in this role

You will have

Essential:

- Member of the NZSTA with current annual practicing certificate
- Minimum of three years' experience working with infants and children with feeding disorders related to complex medical conditions and/or behavioural feeding difficulties
- Specific skills in:
 - Independently assessing, diagnosing and treating feeding and swallowing disorders in infants and children
 - Performing instrumental dysphagia assessment (VFSS and FEES)
 - Recommending appropriate feeding equipment for the infant or child with feeding or swallowing difficulties

- Considering multiple factors influencing the wellbeing of the infant or child with complex needs
- Articulating complexities and ethical implications to the MDT, and advising on SLT role and management options
- Assessing and managing acute onset communication disorders
- Proficiency in Microsoft Office, Word, Outlook, PowerPoint, Internet resources and e-mail
- A high standard of written and spoken English

Desired:

- Managing bottle feeding in cleft
- Approved assessor for Enable (feeding equipment only)
- Training in supervision

You will be able to

Essential:

- Deliver results through effective planning, sound judgement, and personal accountability.
- Build trusted relationships and works collaboratively to achieve shared goals.
- Communicate clearly and adapts their approach to different audiences and situations.
- Demonstrate curiosity, adaptability, and a commitment to continuous improvement.
- Maintain high standards of professionalism, integrity, and ethical behaviour.
- Contribute to a positive, inclusive, and safe working environment.
- Take responsibility for their own development and supports the development of others where appropriate.

ⁱ Salary band reference is for internal benchmarking and role sizing purposes only. The salary band designation is not a term or condition of employment and may be changed by the HNZ. Changes to the salary band will not affect an employee's current salary or remuneration.

ⁱⁱ The Children's Act 2014 makes provisions for the protection of children and helping them thrive, achieve and belong. At Health New Zealand, we safety check every children's worker. The purpose of this safety check is to reduce the risk of harm to young people and is a legal requirement for those employed in work that involves contact with children and young people including face-to-face, over the phone, or email contact. It is part of our commitment to ensuring the wellbeing and safety of children and young people. Your continued employment with Health NZ is conditional on a satisfactory safety check.