

speakout

DECEMBER 2015



**SPEECH PATHOLOGY 2030
MAKING FUTURES HAPPEN**

**TIME TO RENEW
MEMBERSHIPS OPEN**

**FINDING A VOICE IN
THE JUSTICE SYSTEM
NEWS FROM THE BRANCHES**

It's a wrap
BOOK OF THE YEAR

ALSO INSIDE
MAKING WAVES 2016 CONFERENCE UPDATE

Speech Pathology Australia

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T 1300 368 835 E pubs@speechpathologyaustralia.org.au

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From the President



In October it was Back to the Future Day, a day where we looked at what had been predicted for 30 years into the future. Interesting what had become actuality and what had not. I'm not sure that I am that concerned about the lack of hover boards.

LOOKING INTO THE FUTURE; considering the political trends, considering the rapid change in technology and considering the changes in population means that we can be positioned to shape our future as much as we are shaped by it. It means we can be ready for the opportunities and challenges that we will face in the 20s and 30s. Where will you be in 2030? What will you be doing? How would you like our profession to look? Everybody's perspective is important to determine how we shape the Association to be future ready, so make sure that you are involved in our 2030 consultations through member conversations (we'd love you to consider hosting a conversation) or online surveys or through your Branch.

As we celebrate this time of year, we may have a chance to reflect on what we have achieved for the year. In your reflections consider the achievements of your colleagues, and think about nominating a colleague or a community organisation for an award. Nominations for awards at the 2016 conference can be submitted until early February. See www.speechpathologyaustralia.org.au/index.php?option=com_content&view=article&id=1439&Itemid=948 for further information.

Reflecting on achievements that I have been aware of in the last couple of months, I would like to congratulate Ruth Hartman on being awarded a 2015 Better Practice Award from the Australian Aged Care Quality Agency for a conversation club that she runs at a residential aged care facility. Also congratulations to Dr Michelle Bennett on her appointment as the Allied Health Professions Australia representative on the Aged Care Funding Instrument (ACFI) Technical Reference Group.

This year has seen some exciting moves toward the use of communication intermediaries in the justice system. We have had a team of dedicated speech pathologists working with National Office staff to support governments in implementing this system. Thanks to Mary Woodward (NSW), Harmony Turnbull (NSW), Rosie Martin (Tas), Danielle Le Rossignol (Tas), Diana Bleby, Tim Kittel (SA), Gail Mulcair (NO), Cathy Olsson (NO) and Trish Johnson (NO) who have attended meetings and collaborated together to make these great

steps. I am writing this having just returned home from a busy Board meeting; many interesting discussions about the strategic direction of the Association. I would like to thank the fantastic National Office team led by Gail Mulcair who provide thoughtful advice to the Board for our consideration, and thank our awesome team of Directors (listed on page two) who dedicate their free time to contribute to the rich discussions.

I would also like to thank our tireless Branch Chairs and Branch Executive teams who progress the Association's vision of effective communication and safe swallowing a right for all Australians across their lifespan so effectively in their state or Territory.

I would also like to send a particular shout-out to Hannah Stark from Victorian Branch who, with her team of student representatives, has conducted an informative survey of Victorian speech pathology students and their perceptions of the Association. Thanks Hannah and team. More information on the results of that survey will be coming.

I know that there are many other people who I should be thanking publicly, but the editor will only give me a certain amount of space. I am very honoured to work in such a dynamic profession which achieves so much. Thank you for what you have achieved this year.

This edition of *Speak Out* will give you the opportunity to sit down with a cool drink, and reflect on the year past, and plan for the year to come. Don't forget to include the conference in Perth in your plans for 2016. It would be great to meet you there. Whether you are attending the conference or not, you can also consider attending the CPD Live events and/or the National Tour.

I hope that you enjoy the holiday season, have time to relax with family and friends before you begin the New Year refreshed and relaxed with lots of ideas about what the future may bring and how we may shape it. I look forward to working with you in 2016.

GAENOR DIXON
National President



"Rather than sitting back and watching changes occurring around us, we as a collective, will define a vision for the future..."

Speech Pathology 2030 Join in this landmark project

NATIONAL PRESIDENT GAENOR DIXON recently announced the commencement of the Speech Pathology 2030 project. This is indeed a landmark project for our profession. Rather than sitting back and watching changes occurring around us, we as a collective, will define a vision for the future of speech pathology that we aspire to work towards between now and 2030.

This project is for the profession and as such needs to involve the profession – this includes each of you and any of your speech pathologist friends or colleagues who are not Speech Pathology Australia members. I urge each of you to be involved in this exciting and unique project by participating in one, or all, of the activities detailed below. For more information about each of the activities go to the Speech Pathology 2030 – *Making Futures Happen* webpage on the SPA website.

Each of you is part of the future of speech pathology, so please become involved in Speech Pathology 2030 - *Making Futures Happen*.

To follow is an outline of each of the stages of the project and how you can be involved in this vital consultation.

Speech Pathology 2030 - project timeline

1. Perspectives from beyond the profession

An important component of the project will be building an appreciation of the issues facing the speech pathology profession from the perspective of individuals who are not members of the profession. You can nominate a thought leader or client who you believe will be willing to take part in an interview.

What you can do during December 2015 & January 2016

SHARE the email about the project with as many of your colleagues as possible.

TALK to your speech pathology and non-speech pathology colleagues about the project.

READ the information about Speech Pathology 2030 on the SPA website.

NOMINATE a thought leader and/or client to participate in an interview.

2. Understanding the landscape

Having a thorough understanding of the current landscape including a snapshot of the speech pathology profession, and the drivers of change is an important starting point for the project. A document summarising the current landscape will be produced, and will be distributed to individuals attending the Conversations About the Future events.

What you can do during February 2016

READ the Understanding the Landscape document.

SHARE the document with your colleagues.

3. Conversations about the future

The Conversations About the Future events will be speech pathologist led conversations about your aspirations, dreams, concerns, goals etc. for the future of the speech pathology profession. You can be involved in these events by either nominating to host an event or by attending an event. Feedback received from the events will be collated and summarised, and used to inform a series of workshops/teleconferences held around the country during April 2016.

What you can do during February & March 2016

HOST a Conversation About the Future event

ATTEND a Conversation About the Future event

INVITE a friend or colleague who isn't a SPA member to attend one of the upcoming events.

COMPLETE a Conversation About the Future event survey.

4. Imagining possible futures

Exploring the elements of a preferred future vision will involve categorising the key concepts emerging from the prior project stages and developing a set of possible futures. This stage will involve speech pathologists participating in a number of workshops to be held in various locations around the country.

What you can do during April 2016

ATTEND an Imagining Possible Futures workshop

5. A vision to aspire to

The final stage of the project will involve speech pathologists from around the country attending a workshop at the SPA National Conference to focus on developing a coherent vision of a preferred future for the speech pathology profession.

What you can do during May 2016

ATTEND the Speech Pathology 2030 visioning workshop at the SPA National Conference 2016 - Perth.

6. Launch of the Speech Pathology 2030 report

Speech Pathology 2030 – *Making Futures Happen*

What you can do during August 2016

ATTEND the launch of the report: Speech Pathology 2030 – *Making Futures Happen* (Details to be advised).

If you would like more information, host or attend an event, complete a survey or nominate a thought leader, visit the website and follow the links. www.speechpathologyaustralia.org.au/makingfutureshappen.

For further information or details contact Christine Lyons at clyons@speechpathologyaustralia.org.au.

Gail Mulcair
Chief Executive Officer

CHRIS LYONS
Senior Advisor Professional Practice

www.speechpathologyaustralia.org.au/makingfutureshappen

Membership renewals 2016 now open!

How to renew...

MEMBERS SHOULD BY now have received their membership renewal information in the post. If you have not yet received yours please contact us at membership@speechpathologyaustralia.org.au.

To renew your membership simply log onto www.online.speechpathologyaustralia.org.au and click on the Renew Membership

button (if you require your login and password please contact us).

Payments can be made online in full by Credit Card (VISA or MasterCard) or you can provide your bank account details and elect to pay by direct debit on a monthly, quarterly or yearly frequency.



renew
online

Before you renew...

IMPORTANT CHANGES TO THE PSR PROGRAM COME INTO EFFECT IN 2016 – YOU NEED TO READ THIS BEFORE YOU RENEW.

As of 2016, to be able to renew as a Certified Practising Speech Pathology Australia (SPA) member you will need to first complete your PSR Declaration and meet the annual points requirement.

We know that many of you will feel you have heard this message many times before (via the mail, email, *Speak Out*, National and Events e-News, the PSR web page, and more!) But, we need to make sure everyone knows of this change, which is effective as of the 2016 renewals.

That is: As of 2016, CPSP status, full and provisional, is a requirement to be able to renew as a practising or full-time postgraduate student member, and therefore eligibility for Medicare and private health fund provider number registration, as well as other practising membership entitlements.

How does this apply to me?

- **Practising and full-time Postgraduate Student members** – with your 2016 membership renewal, the triennium structure ceases and an annual program commences. You will need to achieve a minimum of 20 points per annum, across at least two different activity types in order to renew.

- **2014 graduates who were 2015 Practising members and Provisional CPSPs in 2015** – You can become a Certified Practising Speech Pathologist (with full CPSP status) on meeting requirements (with random audits to occur).
- **2015 new graduates** in their first year of joining as, or upgrading to, practising membership can earn provisional CPSP status. Your member application form includes an agreement to undertake a minimal level of clinical supervision, and professional development, as part of the Professional Self Regulation program, to be conferred with provisional CPSP status.
- **Non practising and re-entry members** – You can participate in PSR and submit points, but you cannot earn certified status until you transfer to practising membership.

Further information is available via the [SPA website](http://www.speechpathologyaustralia.org.au) under [Information for Members > Professional Self Regulation \(PSR\)](#) - to find out more log in and then go to www.speechpathologyaustralia.org.au/information-for-members/professional-self-regulation-psr or refer to the article in September issue of *Speak Out*.

SHARON CRANE
Senior Advisor,
Professional Education & Certification
and

MARNI BRADLEY
Manager, Member Services and Operations

Updating your details

YOUR EMPLOYER/PRACTICE details will show during your renewal.

It is important for advocacy, policy and lobbying activities that we have accurate and comprehensive information about speech pathologists in Australia.

For those who wish to appear on the Find a Speech Pathologist Search, this provides the public with accurate information.

We therefore ask you to complete as many details as possible during your renewal.

Remember you can also log in at any time and update your details.

To update and add to these go to: [Update My Profile](#) and follow the steps below:

- To view, edit or delete an existing practice click edit or delete next to practice type.
- To add a new practice, click on the + sign.

Medicare Provider Status

MEDICARE AUSTRALIA will be conducting an audit of speech pathologists with a provider number early 2016 to ensure they are current financial members of Speech Pathology Australia, which is a requirement for speech pathologists to maintain a Medicare provider number.

Medicare will be checking whether or not SPA members with a provider number have renewed their membership by the due date 1 January 2016. Please renew early to avoid any potential disruption to your Medicare provider status. We look forward to your continued membership and support throughout 2016.

TOP TIP: Renew your membership to Speech Pathology Australia by the due date to avoid any potential disruption to your Medicare provider status.

www.speechpathologyaustralia.org.au

4 STEPS TO BETTER PARENT COACHING

If you're looking to update your parent coaching techniques to better involve families in their child's intervention, Hanen's newest e-Seminar can help...

Taking Parent Coaching to the Next Level: Helping Parents Make Behavioural Changes That Stick!

Available On Demand so you can watch at your leisure, this comprehensive 3-hour e-Seminar draws on the latest research on what it takes to coach parents effectively in one-to-one parent-implemented early language intervention.



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- Engage and motivate parents so they can confidently assume the role of their child's primary language facilitator.
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 **The Hanen Centre**[®]
Helping You Help Children Communicate

Finding a Voice in the Justice System

IT IS NOW WIDELY recognised that individuals with communication difficulties are over-represented throughout the justice system, whether as victims, witnesses or defendants. Their communication difficulties impact on the individual's ability to participate effectively in the investigative process, as they may struggle to understand and respond to the questions asked in a police interview or during a trial. In some cases, those communication difficulties have contributed to their victimisation. For example, perpetrators can target people who are less likely to be able to tell what has happened.

There are examples in other countries of best practice to support vulnerable witnesses to have a voice in the justice system, including the Witness Intermediary Scheme in England and Wales, and the Access to Justice project by Communication Disabilities Access Canada. A number of activities are occurring across the nation in regard to support in the justice system for people who are vulnerable due to

their communication difficulties (see the summary below). Speech Pathology Australia is joining with and supporting the many members across the country who have contributed to or written submissions and attended consultations, to advocate for the development and ongoing funding of best practice programs across all jurisdictions for people with any communication difficulties which impact on their access to justice.

MARY WOODWARD is one of our members who is passionate about ensuring equal access to justice for those with communication difficulties. Mary has published several journal articles on the topic as well as presented at national and international conferences. Mary was one of those who provided evidence at the Senate Inquiry into the Violence, Abuse and Neglect Against People with Disability. Mary shares her experiences, and knowledge of the Witness Intermediary Scheme in England and Wales in her article below.



PRIOR TO MOVING to Australia in 2011, I worked as a Registered Intermediary in the Witness Intermediary Scheme in England and Wales. The scheme is seen as a model of best practice in enabling vulnerable people to have a voice in the justice system. Intermediaries are one of a range of special measures available to vulnerable witnesses in England and Wales under section 29 of

the Youth Justice and Criminal Evidence Act (1999). Eligible witnesses are individuals under the age of 18 at the time of the hearing, and any adult witness whose evidence is likely to be diminished in quality due to intellectual disability, mental health disorder, or physical/sensory disability.

Registered Intermediaries are professionals with expertise in communication, (mainly speech pathologists) who are recruited and trained by the Ministry of Justice in London. The role of an intermediary is impartial; they are not acting as an expert witness, an advocate, or a support person. They help facilitate the communication between police and courts with vulnerable people by ensuring that they can understand questions and communicate their answers. An intermediary carries out an assessment of the witness's communication and then advises (both orally and in a court report) the police and the court how to achieve best evidence by explaining the individual's communication strengths and weaknesses. For instance, how questions may be phrased, how their expression may be facilitated, including whether neutral communication aids (including pictures, drawings, doll figures etc.) may be useful.

The intermediary is then involved in the preparation of the police interview and/or trial, and plays an active role by monitoring communication through the questioning, including intervening when necessary, for example, if a vulnerable person is asked a question that is too linguistically complex for him/her to understand.

To give an example I was called in as an intermediary at the pre-trial stage to facilitate communication with a 45 year old woman with borderline personality disorder and post-traumatic stress disorder who had been sectioned under the Mental Health Act in a secure psychiatric hospital due to her significant risks of self-harm and suicide.

The witness had disclosed historical sexual abuse by her father, and had already given five police video interviews, which were to be used as her Evidence in Chief. The Crown Prosecution Service, (the equivalent of the Department of Public Prosecutions) was concerned that her significant mental health difficulties would prevent her from being able to participate in the trial proceedings, but the team had previously worked with me in the case of another woman with mental health difficulties, so knew what could be done.

After I was matched to each case, I conducted an assessment of her communication. I found that while superficially very articulate, she had some difficulties processing complex language, and as her mental health deteriorated so did her ability to communicate effectively, to the point that she would completely shut down.

As the intermediary I advised the court on the impact of mental health on communication and strategies to adopt to enable her to give evidence. The judge agreed to all recommendations, and with assistance the witness was cross-examined via

video-link from her hospital. The defendant was convicted of 22/23 counts and sentenced to 14 years in prison. At sentencing the judge commended everyone who had enabled her to give evidence, including the intermediary.

I saw first-hand the impact of the use of intermediaries on both the justice process and the individual themselves. Regardless of the outcome of the investigation, the ability for witnesses to have a voice, and tell their story is incredibly empowering, and for many people helps them to move on from the trauma they have experienced. I loved being involved in making this happen, and am continuing to do what I can in the Australian context to raise awareness of the importance and value of intermediaries.

MARY WOODWARD

*Speech Pathologist and former
Registered Intermediary*



What's happening around the country to support people who are vulnerable in the justice system, and have communication difficulties

NSW

In NSW, the Parliament recently passed the Criminal Procedure Amendment (Child Sexual Offence Evidence Pilot) Bill 2015, which is in relation to a three year pilot scheme reforming the way that children can give evidence in cases of child sexual assault. One of the changes includes the use of a paid intermediary (also known as a Children's Champion) to facilitate the communication of the child witness. Victim's Services within the NSW Department of Justice will be overseeing the pilot, which is due to commence on 1 April 2016, and in due course will be recruiting suitably qualified and interested professionals to be trained to act as intermediaries. Speech Pathology Australia made a submission to the 'Children's Champions and Pre-recording of Evidence' discussion paper and also attended a round table consultation.

SOUTH AUSTRALIA

In 2014, the South Australian Attorney General's Department released the Disability Justice Plan 2014-2017 which included specific guidelines on 'Supporting Vulnerable Witnesses in the Giving of Evidence' with recognition given to those with intellectual impairment and communication difficulties. Speech Pathology Australia made submission on the early drafting of this plan and subsequent legislation, and in particular have maintained representations in relation to the implementation of a Communication Assistance Scheme, involving the use of 'communication partners' to assist those with complex communication needs. While the focus on those with communication difficulties is strongly commended,

the Association has expressed concern around the titling and scope of these roles and the current plans to have 'trained volunteers' act in these roles rather than the use of appropriately experienced professionals. Speech Pathology Australia is maintaining its contact with the Attorney General's Department as well as liaising with the Hon. Kelly Vincent, MLC, and representatives of the SA Law Society. A recent meeting between representatives of Speech Pathology Australia, Hon. Kelly Vincent and the President of the Law Society has ensured that the Association's voice on this issue has been heard. Both Kelly Vincent and the Law Society committed to take the issue forward, addressing it from a cost/benefit point of view, in the media and with the Attorney General's department, with an aim to replace volunteers with paid and professional intermediaries.

VICTORIA

In Victoria there is an Independent Third Party Program managed by the Office of the Public Advocate, which provides assistance for those undergoing police interviews, and general support throughout the prosecution process.

TASMANIA

Recent work is occurring in Tasmania on a scheme to assist people with communication difficulties when interfacing with the justice system. A forum was hosted by the Tasmanian Law Reform Institute and involved the Attorney General, politicians and professionals, including speech pathology representatives. While this work is preliminary, an issues paper is due to be released in the near future.

To join colleagues working in or with an interest in speech pathology services within the justice system, visit the soon to be launched [Justice Member Community Facebook Group](#).

GAIL MULCAIR

Chief Executive Officer

Conversation Club Wins Better Practice Award

SPEECH PATHOLOGY AUSTRALIA would like to congratulate Ruth Hartman (pictured) and Wesley Heights (Uniting Care NSW) for winning a Better Practice Award for their 'Conversation Club' established as a commitment to long term service delivery of communication services for residents.

The Better Practice Awards allow the Australian Aged Care Quality Agency to recognise and showcase aged care providers that go above and beyond to demonstrate innovative and inspirational aged care practice. The projects

and initiatives honoured act as exemplars for other aged care services to assist and encourage improvement.



The conversation club has been running on a weekly basis for the past four years, providing residents with the opportunity to practice speech and voice strategies, connect with other residents, and work together on meaningful projects. The club has resulted in a range of benefits for residents, including

enhanced confidence to speak and social connection with other residents. Each year, the group members showcase their speech skills in an end of year poetry recital in front of family and staff – promoting the resident's sense of purpose and achievement. Furthermore, the club has successfully increased awareness of resident communication support needs.

It is fantastic to see the role of speech pathology in aged care being showcased and celebrated in such a positive way – congratulations Ruth.

To read more about the 2015 Better Practice award winners and the Conversation Club please visit <http://www.aacqa.gov.au/for-providers/promoting-quality/2015-better-practice-award-winners-1>.

For further information please contact Ruth Hartman ruthhartman7@gmail.com.

JADE CARTWRIGHT
Aged Care Project Consultant



Katie Gunn, Jenny Elliott and Dahlia Didzys answered dozens of questions at the expo.

700+ seek services at expo

WHEN SHOULD I SEE A SPEECH PATHOLOGIST?

Should I be concerned about stuttering? Does bilingualism slow down language development? These were just some off the 200 questions asked by visitors at the Speech Pathology Australia stall at Melbourne's Pregnancy, Babies and Children's Expo.

At the expo in October, more than 700 parents and carers visited the SPA stall to ask questions, seek information, and enter our Book of the Year raffle. Volunteers, included practicing speech pathologists and speech pathology students, who provided visitors with information about what speech pathologists do, where to find more information about speech and language development, and how to find local services. The SPA stall also provided the opportunity to promote the profession and the association. We even had a few visits from parents wanting to say thank you for the work of speech pathologists!

The Victorian SPA Branch would like to extend a big thank you to the 28 volunteers who helped make SPA's presence at the Melbourne expo a success. Thank you also to Michael Kerrisk of National Office for organising materials for the stall.

JENNY ELLIOTT AND ALICE CROOK
(Volunteer Coordinators)

MAKING A DIFFERENCE FROM DAY ONE

THAT'S HOW UNIVERSITY SHOULD BE

ECU's Master of Infant Mental Health is the only course of its type in WA. It seeks to further the healthy social and emotional development of young children with a focus on promotion, prevention, intervention, treatment and policy.

The course is suited to working professionals from a diverse range of backgrounds, such as early childhood education, nursing, occupational therapy, paediatrics, physiotherapy, psychiatry, psychology, social work and speech pathology. Learn skills that link theory with practice as you build your competency in the perinatal and infant mental health fields, and enhance your existing qualifications.

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Achievements in advocacy and building partnerships in 2015

IN 2015, we have focused our efforts on policy, advocacy and lobbying activities aimed towards increasing our involvement in important policy and funding discussions (nationally and at state levels), building/reinforcing relationships with government departments and aligning with other organisations on shared issues. Following is just a snapshot of the achievements this year in our policy and advocacy priority areas.



The Senate Inquiry

Since the report for the Inquiry into the prevalence of different types of speech, language and communication disorders and speech pathology services in Australia in September 2014, the Association has held 40 meetings with elected officials, Ministers, Shadow Ministers and government departments in all governments. In September, a motion was made by Senator Rachel Siewert for the government to produce a response to the inquiry (the motion was agreed to by the

Senate). Recently we have been informed that a government response has been signed off by the Minister for Health and Ageing, and is in the process of being co-signed by other relevant Federal Ministers. We are hopeful that a government response will be tabled in the Senate early in 2016.

Mental health

Finally there is some movement by governments in the mental health policy space – with a response to the Review of Mental Health Programmes and Services expected shortly. We are aligning with key stakeholders through our organisation’s membership of Mental Health Australia (the peak organisation representing the sector to government) to respond to new policy announcements. We are working with Orygen Youth Mental Health and have made a submission to the new Australian Mental Health Care Classification. Importantly, the role of speech pathologists was explicitly recognised in the National Review of Mental Health Services with a recommendation that MBS mental health funding be extended to services by speech pathologists.



National Disability Insurance Scheme

While the NDIS continues to ‘fly while it is being built’, we are using every opportunity to influence the way the scheme is being designed and is working for people who are in need of speech pathology services. Some key activities this year have been:

- SPA representatives on the NDIS/Early Childhood Intervention Project- National Guidelines for Early Intervention.
- Written submissions made to the NDIA on information, linkages and capacity building framework and commissioning.
- Quality and safety framework.
- Equipment scheme.
- Ongoing meetings with NDIA officials, and involvement with Mental Health Australia and National Rural Health Alliance NDIS funded projects.

Thanks to Project Consultant Disability Cathy Olsson for ensuring our advocacy efforts are firmly grounded in the experiences of our members working in the NDIS trial sites.

Aged care reforms

The fundamental changes to the way aged care services in Australia are funded and delivered continue to progress. Importantly awareness of the role of speech pathologists in providing care to older Australians is being raised considerably through our involvement in the National Aged Care Alliance and key government projects (including the development of new aged care standards for all aged care services). This year we have written submissions to governments on workforce strategies, aged care advocacy, home support program and increasing choice in home care. Submissions have also been made into end of life care and clinical guidelines for dementia. Thanks go to our new Aged Care Working Group of members established this year to support our newly appointed Aged Care Project Consultant Jade Cartwright.

Education policy and advocacy

Alongside meetings with all state and territory Departments of Education this year to discuss the outcomes of the Senate Inquiry, a number of key activities have been undertaken in national education policy – including submissions to the review of the Disability Standards for Education and the Senate Inquiry into Students with Disability.

We have also had productive discussions with the office of the Federal Minister for Education and the Australian Institute of Teaching and School Leadership regarding the value of speech pathology in supporting and enhancing teachers' university training.

In September, SPA President Gaenor Dixon and Professor Sharynne McLeod presented to Senators from the Senate Education and Employment References Committee at a hearing into the experiences of students with a disability. The results of SPA commissioned research undertaken by Professor McLeod's team at Charles Sturt University was presented for the first time – demonstrating that children with speech and language problems at school have poorer NAPLAN outcomes. Significant print, TV and radio media was achieved.



Speech Pathology Australia Manager Policy and Advocacy Ronelle Hutchinson, Senator Sue Lines, Speech Pathology Australia National President Gaenor Dixon and Professor Sharynne McLeod.

Health reforms and financing

It has been a very busy time for our advocacy team in responding to the Federal Government's reviews into health funding. We have been actively involved in numerous meetings and written submissions for the Primary Health Advisory Group, the MBS Review, the review into the private health insurance industry and a parliamentary inquiry into chronic disease management. We've also made written submissions around the e-health record and training needs and the National Health Care Standards.

Our membership of the National Rural Health Alliance, Consumers Health Forum, Allied Health Professions Australia and the National Primary Health Care Partnership are important alliances for us to advocate with our colleagues in aligned professions for a better health system for our patients.

Thank you to the members working in private practice who responded to our survey in August. Your information has been critical to how we advocate for the retention of, and increase in funding for speech pathology services.

The 2015 Federal Budget – Scrapping of the Healthy Kids Check

The 2015-2016 Federal Budget included the scrapping of the Medicare Healthy Kids Check – a universal health and developmental screen conducted by a GP, and an important referral pathway to speech pathology assessment for young children. Speech Pathology Australia joined forces with the Royal Australian College of General Practitioners to raise awareness of this funding cut and force the government to respond to this cut. Significant media attention was achieved. We are advocating in the current review of the MBS for a need for an early years screening item to be funded.



2016 – We're just getting started...

Our focus for 2016 will be on responding to the outcomes for the Senate Inquiry, and continuing to build our influence with governments and elected officials, strengthening our partnerships with other organisations and focusing on responding to key reforms in the mental health, disability, education, aged care and primary health sectors. We will also be doing some dedicated work on establishing cost-benefit information for our services and on workforce planning for our profession.

RONELLE HUTCHINSON

Manager Policy and Advocacy



Federal Health and Minister for the aged The Hon. Sussan Ley MP opening the National Conference.

Book of the Year - A resounding success



Top: Speech Pathology Australia National President Gaenor Dixon, Kylie Webb speech pathologist, SLQ, authors Nicki Greenberg, Stephen Michael King, Lisa Shanahan, Gregg Dreise, (at back) Ross Duncan SLQ, Speech Pathology Australia CEO Gail Mulcair, and Dan Georgeson SLQ.

Left: National President Gaenor Dixon with authors Stephen Michael King and Nicki Greenberg. Gregg Dreise entertained with traditional didgeridoo and Nicki Greenberg with West End Public School student Nicholas Tham.

THE BOOK OF THE YEAR AWARDS ceremony in 2015 was a resounding success. The ceremony was held in Brisbane, and was hosted and supported by the State Library of Queensland.

The highlight of this year's ceremony was the playing of the Didgeridoo by Gregg Dreise, the winner of the Indigenous Children category. An activity that the school children present from West End State School loved.

Gregg opened the ceremony with an acknowledgement of country. Gregg is a teacher, author and illustrator and grew up in St George, South West Queensland. His mother is Lyla Knox, daughter of Ted Knox (Toomelah) and Lulu Simpson (Brewarina). The Knoxes are proud Kamilaroi Murriss, and Gregg's grandma's family are Yuwaalaraay people.

Other highlights were two impassioned speeches by Ross Duncan, Director Regional Access and Public Libraries at the State Library of Queensland; and Stephen Michael King, the winner of the Birth to 3 years category. Both talked about their experiences with speech as children and how influential speech pathologists were in their lives and how indebted they are to them.

As announced in the October edition of *Speak Out*, five deserving books were awarded for their contribution to language and literacy development.



Birth to 3 years

Snail and Turtle and Friends by Stephen Michael King

Three to 5 years

Teddy Took the Train by Nicki Greenberg

Five to 8 years

Big Pet Day by Lisa Shanahan (Illustrations by Gus Gordon)

Eight to 10 years

Plenty – A Place to Call Home by Ananda Braxton-Smith

Indigenous children

Silly Birds by Gregg Dreise (Illustrations by Gregg Dreise).

Thank you to everyone involved with the Book of the Year Awards in 2015. A special thanks to Kylie Webb (consultant speech pathologist at the State Library of Queensland); Dan Georgeson, Executive Manager, Literacy and Young People's Service at the State Library of Queensland; and to everyone else at the library who made us feel so welcome on the day.

Michael Kerrisk

Communication and Marketing Manager

Book of the year winners 2015...



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15–18 May 2016 Crown Perth, Western Australia



Keynote and invited speakers update

Making Waves – Perth, where Australia meets the Indian Ocean with a beautiful stretch of coastline, surf and glorious beaches. Perth’s geographical isolation has contributed to a level of innovation, creativity and resourcefulness which is evident in many spheres including speech pathology.

The 2016 CPC invites clinicians, researchers and academics and wants to challenge you to make waves, to

gain knowledge, insights and ideas so that you can continue the momentum for dynamic, innovative and creative practice.

The CPC is excited to present internationally renowned keynote speakers to lead and motivate conference delegates to make waves in the profession, by presenting practical and thought-provoking perspectives on research and clinical practice.



Dr Susan Ebbels'

keynote address will present the importance of clinical research and practical ideas on how this can be incorporated into

every speech pathologist’s workplace. Rather than waiting for evidence to emerge, delegates will be encouraged to consider creating their own evidence by carrying out research on their interventions. The requirements, advantages and disadvantages of intervention research will also be discussed, to support clinicians to conduct research on any scale. Reflecting Dr Ebbels’ own intervention research, a practical follow-up seminar on the Shape Coding system will assist delegates working with children with language impairment to use this system to improve receptive and expressive language. This seminar will be clinically relevant and interactive, don’t forget your coloured pencils! Dr Ebbels will also be presenting a masterclass while in Perth, providing an update on the evidence for intervention for language impairments in the school-aged population. Discussing both receptive and expressive language at the word, sentence and narrative

level, this masterclass will be essential for paediatric speech pathologists, with a focus on the implications of the evidence on clinical practice.



Professor Pamela (Pam) Enderby's

keynote address will encourage delegates to consider their profession in light of the ongoing aim to master what we do,

and in this case, become Masterchefs! The key ingredients and recipes required to ensure the best possible outcomes will be discussed, challenging speech pathologists to be relentless in their pursuit of the greatest quality of life for anyone with a communication or swallowing disorder. Professor Enderby will present a subsequent seminar emphasising the importance of therapy outcome measurement to our profession, including how it places speech pathology in a political context. This practical seminar will be of significant applicability to all delegates in light of the need to measure the impact of our work. A pre-conference masterclass by Professor Enderby will discuss ten essential principles for improving interdisciplinary

practice, an area of relevance to all speech pathologists. The concept of interdisciplinary practice, barriers and facilitators, and ways to improve how we work with others will be explored in this essential masterclass.



Winthrop Professor Andrew Whitehouse

invited presenter of the 2016 Elizabeth Usher Memorial Lecture will challenge

the rulebook of how and when we identify children with Autism Spectrum Disorders (ASD).

His presentation will share the latest research and potential paradigm shift towards earlier identification and intervention for ASD. Professor Whitehouse will pose the question of whether ASD may be prevented if therapy is provided at a time that is optimal for brain development. By challenging existing paradigms our profession can re-write the rulebooks, to ensure we are always making waves in the right direction.

Please visit our National Conference website for more detailed profiles of our keynote and invited speakers.

Abstract reviews

The CPC together with the Scientific Program Sub Committee Chair SPSC would like to thank the reviewers for their thorough process. Each submission was independently rated by two reviewers against a strict set of criteria. With 221 submissions, we are confident this will ensure a program of the highest quality, variety and interest for our profession. All authors will be notified on 14 December 2015 whether they have been successful or not.

Program development

The CPC and SPSC are currently finalising the structure of the 2016 Conference program. We will continue with the concurrent sessions of oral, workshop and poster presentations. Plenary sessions will be scheduled for each day. The pre-registration and welcome reception will be on the Sunday evening, and the Conference dinner will be on the Wednesday evening. The SPA AGM will be held on the Monday, with the restaurant night on the Tuesday evening.

How to register...

We are currently working through the information needed for inclusion in the online registration brochure and Conference registration form. The Conference flyer will be included in the February 2016 Speak Out, which will have an overview of the program format. Early bird registration will commence on **Monday 8 February 2016**, so please ensure you have renewed your membership to avail the cheaper membership rate.

To view all the above information please visit www.speechpathologyaustralia.org.au and the link to the National Conference 2016.

Sponsor and exhibitor update

The CPC would like to welcome and thank our new sponsor Guild Insurance who will sponsor the Conference dinner and photo booth .



Current exhibitors

Current exhibitors include: Autism Association of Western Australia, DIPL, ELR Software, Flavour Creations, Guild Insurance, HICAPS, IOPI Medical, Nestlé Healthcare Nutrition, Pearson Clinical Assessment, Pro-Ed Australia, Reading Doctor and Wise Words Australia.

If you know of any company or organisation that would benefit from exhibiting at the 2016 National Conference, please pass on their details to conference@speechpathologyaustralia.org.au.

Accommodation

The National Conference Manager has organised with Crown Metropol and Crown Promenade for delegates to be able to make their bookings for their accommodation via an online website. Visit the Conference web site and the Accommodation link to make your booking. If you are interested in what other accommodation options are available, from the Conference website you can also view a location map.

Airport transfers

Speech Pathology Australia has organised with Connect – Perth Airport Shuttle, to assist delegates in booking their transfers from Perth Airport to their hotel and return. Connect is offering SPA delegates a discounted rate of \$10 one way or \$15 return (cheaper than the advertised rate). If you are interested in making a booking, visit this website, www.perthairportconnect.com.au/bookings.html and follow the questions.

Happy festive season!



On behalf of the CPC, we wish you a safe and happy festive season and look forward to bringing you more National Conference news in 2016.

MICHELLE QUAIL
2016 Conference Convenor
PAMELA RICHARDS
National Conference Manager

National Office has a **1300 368 835** number to support members within Australia to have equity in telephoning National Office for the cost of a local call. When phoning about SPA events, please have your SPA member number ready to help us to assist you as efficiently as possible.

Supporting members' access to CPD

SPA HAS A STRONG COMMITMENT to assisting members to access CPD. We are mindful of the issues facing members in accessing CPD, and SPA has tried to respond in a variety of ways. I'll give a bit of further information on some of these, in case you would like to check out any of these options.

- SPA runs regular 90-minute online CPD events, in conjunction with CPDLive. You can register to participate in the event live online or register to view the recording of the live event after it runs.
- There is an Ethics Package available free on the [SPA website](#) for members to undertake.
- There is an [Evidence-Based Independent Study Resource](#) available free on the SPA website for members.
- SPA recognises the professional development that can occur via social media communities. PSR points can be earned in activity type W/S for learning via relevant listservs or web-based discussion, blogs, twitter, Facebook (eg SPA member communities).
- SPA has a number of online (Facebook) member communities that are free for members to join/participate in.
- The [CPD Events Library](#) offers a range of workshop recordings. (Not all events can be recorded as some do not lend themselves to recording because of their interactive nature, and not all speakers give permission for recording).
- There is an Autism Spectrum Disorders Independent Study Resource available free of charge to members via the [SPA website](#).
- SPA offers traveller's rates for rural and remote members travelling more than 300km round trip from their home and/or place of work to a CPD event.
- SPA also aims to run some regional events in rural areas each year.
- SPA CPD workshop days and lengths are planned. Branches aim to have workshops on days that abutt weekends to assist members who may be travelling from interstate or rural areas to CPD. The bulk of the CPD program is comprised of one and two-day workshops, so that travel time does not exceed event time for rural and remote members.

2015 SPA NATIONAL TOUR BY ASSOCIATE PROFESSOR JANE MCCORMACK

Registrations remain open for the CPDLive online event *Application of the ICF to Clinical Practice in Paediatric Speech-Language Pathology* on Thursday 10 December, 4-5.30pm AEDT.



CPD program ...

To view events open for online registration, watch out for the monthly *Events* and *Branch e-News*, and/or check out the SPA website under *Upcoming Events*, and/or go to the [webpage](#) > [SPA News and Events](#) > [CPD Events](#) > [CPD Branch Events and CPDLive](#). Earlybird rates are available for registrations up to one month before the event date, after which an additional fee of \$66 applies post-earlybird close.

Workshop dietary needs

Dietary and Accessibility requirements for Branch CPD workshops – please let us know so we can best meet your needs.

If you have specific dietary and/or accessibility requirements:

- These can be entered when you are registering for an event and will then remain against your member record so you don't have to re-enter them each time you register.
- If you have had a change to your requirements, you can edit the information when you next register by following the prompts in the online registration process.

Dementia in focus at national tour

THE 2016 SPA NATIONAL TOUR speaker will be Dr Jade Cartwright. She will present a one day workshop titled, *Dementia is our Business: Speech Pathology Services for People Living with Dementia across the Continuum of Care*.

Dementia is of growing concern to individuals, societies, and cultures around the world. As the number of people living with dementia increases, so does the need for enhanced knowledge and understanding. This National Tour workshop will explore the links between the biology of the diseases that cause dementia and the symptoms that arise as a result, with a particular focus on communication. The role of speech pathologists in working with people with dementia will be explored across the continuum of care, with the goal of improving quality of life, promoting autonomy and enabling access to meaningful conversations.

Dr Jade Cartwright is a speech pathologist with 14 years of clinical experience working in adult neurology, including provision of services to clients and their families living with dementia, Huntington's Disease and stroke across acute, rehabilitation and community settings. Jade completed her PhD at the University of Western Australia in 2014 in the area of primary progressive aphasia (PPA). Her thesis sought to better understand and characterise the nature and psychosocial impact of progressive language difficulties experienced by people with PPA. Jade is a strong advocate for proactive and strengths-based interventions for people with dementia that aim to enable participation and meaningful engagement, while optimising social inclusion and quality of life.

The Association is looking forward to Jade sharing her knowledge, experience and vision for the future to expand speech pathology and communication services for people living with dementia in Australia.



Dr Jade Cartwright

Registrations for all CPD events, including CPD Live events, are for the individual. Why?

- This is consistent with individual registrations for SPA events, including branch workshops, Branch PA events, private practice seminars, and the Conference.
- For the purposes of PSR and auditing - event registrations are recorded against the individual on the SPA database.
- Certificates of attendance issued for each event are generated from the individual's registration.
- Individual registration fees apply with no site fee, so sole sites are not disadvantaged and there is equity for all members in accessing this CPD.
- Registration fees vary for SPA members versus non members (with non members paying double the practising member registration fee). A group registration option would not allow for this member benefit to be exclusive to current SPA members.

Branch CPD Volunteers 2015

SPA CPD activities are supported by a strong and wonderful team of volunteer SPA members in each Branch. Thanks to those who gave their time and energy in CPD in 2015:

- ACT - Katina Swan
- NSW - Christine Sheard
- NT - Erin Coonan
- QLD - Maureen Liddy and Stella Martin
- SA - Barbara Lyndon
- TAS - Alison Gardner
- VIC - Kate Bridgman and Linda Crisci
- WA - Kelly Robinson

And, many thanks to all the members who volunteer their time, knowledge and support through their active involvement in their Branch CPD committees.

SHARON CRANE

Senior Advisor
Professional Education & Certification
(CPD & PSR)

Professional Self Regulation

PRACTISING AND FULL-TIME Postgraduate student members of Speech Pathology Australia are eligible to participate in PSR and earn Certified Practising Speech Pathologist (CPSP) status.

- With your 2016 membership renewal, the triennium structure ceases and an annual program commences, and you need to achieve a minimum of 20 points per annum, across at least two different activity types.
- As of 2015, new graduate speech pathologists can earn provisional CPSP in their first year of joining as/upgrading to practising membership. The member application form includes an agreement to undertake a minimal level of clinical supervision, and

undertake professional development, as part of the Professional Self Regulation program, to be conferred with provisional CPSP status. As of 2016, CPSP status – full and provisional – will be deemed as the requirement to be considered a practising member, and therefore eligibility for Medicare and private health fund provider number registration, as well as other Practising membership entitlements.

Further information is available via the SPA website under [Information for Members - Professional Self Regulation \(PSR\)](#).

SHARON CRANE

*Senior Advisor Professional Education & Certification
(CPD & PSR)*

Get involved in South Australian CPD!

INTERESTED IN APPLYING FOR THE SA CPD COORDINATOR POSITION? THIS IS AN EXCITING OPPORTUNITY TO BE INVOLVED IN CPD AND GET PAID FOR IT!

This position supports the SA Professional Learning Working Group (PLWG) in the delivery of regular, high quality Continuing Professional Development (CPD) events. On average, the position requires up to 4.5 hours per week or as negotiated (which can be worked flexibly and from home). Duties include:

- Planning and coordinating the administrative aspects of individual SA CPD events in consultation with the SA Branch PLWG leader and committee;
- Liaising with National Office in regard to the organisation, running and budgets/finances of SA CPD events, and also national CPD matters.
- Attending the Branch PLWG meetings and national CPD teleconferences.

Applicants must be a current member of Speech Pathology Australia. Experience organising professional development or other events is highly desirable. National Office will provide ongoing support to the successful applicant.

For further information, including the position description, please contact Sharon Crane, Senior Advisor Professional Education and Certification, at National Office, on 1300 368 835 or email scrane@speechpathologyaustralia.org.au

APPLICATIONS CLOSE 6 JANUARY 2016



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robyn.grace@spaldingaustralia.com.au

SPOT LIGHT ON PROFESSIONAL SUPPORT

Mentoring making a difference

I AM DELIGHTED to inform you that it's only October as I'm writing this and we have already reached our target of 70 mentoring partnerships for the year with more expected before the end of the year.

Below is an interview with two members who have participated in the Mentoring Program, highlighting the value of mentoring for both the mentee and mentor. Do remember that every partnership is different, and this is just one example of how a mentoring partnership might look.

Mentor: Heather Craven

Practice: Heather Craven- Speech Pathologist Sydney

Years of experience: 36

How did you come to be involved in the mentoring program?

My initial involvement as a mentor goes way back to when I undertook the initial training as part of the NSW Mentor Task Group. I later served

as a task group leader during the 1990s for several years. I have been a mentor on and off since that time for a variety of colleagues and for varying lengths of time. I registered to be a mentor under the National Speech Pathology Australia Mentoring Program when it first became available last year. This year has been particularly busy with several new partnerships established. My partnership with Karen is the longest running, and goes back to November 2011. Wow!

How does your mentoring partnership work?

Karen and I schedule monthly Skype calls. We usually set aside an hour. Sometimes Karen will send me an email in the week leading up to the scheduled call with any particular issues she wants to discuss during the call. This allows me some time to consider any resources that might be useful, and to basically gather my thoughts. As both of us are private practitioners, there have been discussions around running a private practice as well as clinical discussions, issues relating to helping children with Autism and Better Start funding, and more recently the roll out of the NDIS. Karen took some time out when she had her daughter, but we resumed our partnership on her return from maternity leave.

What have been the benefits of being in a mentoring partnership?

It has been very much a partnership - a learning and support mechanism for both of us. It has enabled us to feel less isolated as sole practitioners. The partnership also provides us with a mechanism to earn points as part of the PSR program, and has contributed to our ongoing professional development as we share ideas and resources. It's very much a two way street. Having had a long and wonderful career as a Speech Pathologist, I really enjoy sharing with other practitioners, and hope that I might be able to assist them to have the same longevity. Mentoring helps me to reflect on my practice and clinical skills, and to stay as up to date as I possibly can. I love



learning and trying new things – so it is great to hear other ideas and perspectives. I know I have a lot to contribute to and it is my way of giving back to the profession.

Mentee: Karen Ip

Practice: Karen Ip Speech and Language Clinic

Years of experience: 8

How did you come to be involved in the mentoring program?

I initially got involved in the mentoring program as a new graduate. I was matched with a mentor (who was also very knowledgeable and generous in sharing her experience) when I had a larger adult caseload. As my caseload changed, I was matched with Heather, my current mentor, in October 2011. I was on maternity leave in 2013 and hence we resumed our mentoring in 2014.

How does your mentoring partnership work?

Heather and I meet up for an hour on Skype monthly. I usually send an email to Heather one day before our actual 'meeting' as a confirmation for myself and her. Skype has been an amazing tool. Heather and I are in different states and I just realised, we have been in this partnership for four years but not met face-to-face yet.

What have the benefits of being in a mentoring partnership been for you?

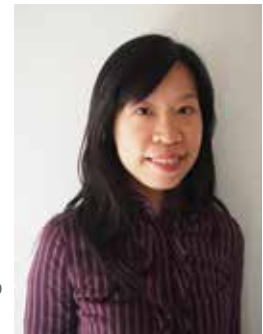
I am very lucky to have Heather as my mentor. She has been incredibly supportive, caring and generous. I really enjoy sharing all my 'ups and downs' at my clinical practice as I know for sure that she will always listen. Sometimes, just a simple statement like, "I think you are on the right track," is very reassuring and important, especially being a sole practitioner. I still remember when I first met with Heather, she explained briefly about how mentoring is different from supervision. As this partnership grows, I have found myself growing not just as a clinician, but also knowing how to shape this partnership and have a mutual two-way flow of information.

For more information about the mentoring program please go to <http://www.speechpathologyaustralia.org.au/information-for-members/mentoring-program>

For information about supervision, including registering as an external supervisor, please go to:

www.speechpathologyaustralia.org.au/information-for-members/supervision

For any additional information regarding professional support please contact Meredith Prain, psa@speechpathologyaustralia.org.au, Tuesdays only.



MEREDITH PRAIN
Professional Support Advisor

Employment agreements

The basics for both sides in private practice

THIS IS A VERY exciting (and exhausting) time of year for those of you who may be considering employment opportunities in 2016 – sole practitioners or small practice owners who are considering expanding their speech pathology staffing, as increasing demand for services drives growth in your clinic, as well as students who are finishing up placements, assignments, exams and getting ready to become new graduates hitting the professional job market.

For both parties it can be both an exciting time of possibilities that can evolve into a new chapter in your professional career. But, it also can be stressful to make sure that all the legal and ethical requirements of an employment agreement are known and considered.

The first few weeks for both the employer and employee can be challenging. However, preparation for this time can set the stage for a productive and positive working relationship, assist motivation, job satisfaction and retention, and enable the new staff member to become a valuable member of the team. It is vital to provide orientation to the clinical environment and induction to the policies and procedures used, so that the new staff member understands how to work in this environment in an appropriate and safe manner.

To follow is a checklist for new employers and new employees. It is tailored specifically to employment of new graduates, as SPA frequently receives phone calls regarding these circumstances at this time of year.

For employers

Before advertising the position

- Create a job description written specifically for the position identifying the key responsibilities.
- Advertise the position with sufficient detail to identify the key responsibilities.
- Prepare appropriate interview questions.
- Plan how you will support a new graduate within your practice and business model.

After selection of the new employee

- Offer a legal employment contract – preferably prepared by a lawyer experienced in employment law. Do not be tempted to use a proforma contract that will not adequately address the needs of either employer or employee. Only include realistic and enforceable restraint of trade clauses in your contract.
- Be open to discussing any questions the new graduate may have regarding the position.
- Make sure you understand the difference between an employee and a contractor, and how it is best for you to engage staff in your business.
- Familiarise yourself with the appropriate national award: the Health Professionals and Support Services Award (2010)
- Provide the new employee with a copy of the Fair Work Information Statement.
- Ensure the employee has completed the necessary applications or requirements prior to starting work.

For employees

Looking for a job

- Consider what skills and knowledge you have to offer, what caseload/organisation you would like to work for.
- Prepare your CV and introductory letter.
- Consider what may be asked in an interview and practice responding to interview questions.
- In the interview, ask what supervision and support you will receive as a new graduate.

When a position is offered to you

- Read the contract offered to you. You can ask the practice owner questions if you are not sure about any aspect of it, or show it to a lawyer.

Before you start work

- Understand the difference between a contractor and an employee, and how and why you are being engaged in a particular way.
- Familiarise yourself with the appropriate national award: the Health Professionals and Support Services Award (2010).
- Read the Fair Work Information Statement for employees.
- Ensure you have applied for, or completed any necessary applications or job requirements. For example, Working with Children Check, Medicare Provider Number First Aid Certificate.

For employers

As the new graduate commences work

- Prepare an induction and orientation program. Go through the job description together, provide a copy of your policies and procedures manual (including your privacy statement) and outline your specific expectations regarding workload.
- Discuss with your new staff member where their strengths lie and where they will need support.
- Read the SPA position statement on the **Role and Value of Professional Support Supervision Standards (2014)**.
- Call SPA's Practice and Clinical Support Advisor, Nichola Harris if you have questions.
- Organise the times for provision of regular supervision.
- Ensure your insurance adequately addresses your staffing arrangements.
- Develop proformas for recording notes from supervision discussions and plans.

Enjoy the skills and knowledge a new graduate brings to your practice!

For employees

When you start work

- Ensure you understand what is expected in the role you have taken, ask questions if you are not sure or want further explanation.
- Familiarise yourself with the policies and procedures of the practice.
- Identify the clinical areas where you will need supervision and support, and develop plans to strengthen your learning in those areas, including specific professional development activities. Discuss your plans with your supervisor.
- Read the SPA position statement on the **Role and Value of Professional Support, and the Supervision Standards**. Call SPA's Professional Support Advisor, Meredith Prain and/or SPA's Practice and Clinical Support Advisor, Nichola Harris if you have questions.
- Ask for a specific and regular schedule for supervision.
- Ensure you have adequate insurance.
- Keep a copy of supervision notes, review them regularly to make sure you are on track.

Enjoy your new profession!



Need more information?

Contact National Office advisors and visit the Member Resources on the [SPA website](#).

National Office are available to provide confidential advice and assist members who are either employers and employees with any questions regarding the process of developing appropriate and ethical employment relationships.

Nichola Harris - Practice and Clinical Support Advisor
advisor@speechpathologyaustralia.org.au

Trish Johnson - Senior Advisor Ethics and Professional Issues
tjohnson@speechpathologyaustralia.org.au

Additional SPA resources to help in the process:

- [Supervision information on the SPA website](#).
- [Position Statement – The Role and Value of Professional Support](#).

Members can also contact Anna Pannuzzo at Workplace Plus for advice about contracts, awards, employment law and the development of HR policies, 0419 533 434 or, anna.panuzzo@workplaceplus.com.au.

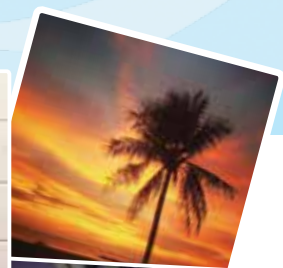
Why we love being speech pathologists in the Northern Territory

AS THE YEAR WRAPS UP the SPA's Northern Territory chapter members have been reflecting on the past 12 months and considering what we love about living and working in the Northern Territory. Below we share some of the things we particularly enjoy about the context in which we work.

- I love working in the NT because of the variety each day brings. It is great getting to know clients and families from so many different cultural and language backgrounds. I love the team I work in and the big challenges we have overcome to respond to our clients' needs sooner. I also love the laid-back nature and degree of flexibility required to work here!
- I love working at Royal Darwin Hospital as it's the main hospital in the NT, but still just a small facility. This means that I get to see a diverse range of clients, including some unusual tropical health related issues. I also like working with our experienced local clinicians who can help me to think outside of the box in evaluating, planning treatment and discharge for remote community patients. For example, assessing a patient's swallow and communication disorder when that patient does not speak English, and their language group is so rare that there are no trained interpreters; or realising that remote community patients might struggle if discharged on thickened fluids because they live in a place that does not have shops around for hundreds of kilometres, no electricity (to keep things cool in the refrigerator or to use a blender), and no internet access to stay in touch with the medical team.
- I love working in the NT as you get to be creative, eclectic, functional, resourceful, resilient, be willing to have a laugh and have a go-with-the-flow attitude!
- Although I have only been working in the Northern Territory since the beginning of this year, I love it because I have already been offered opportunities and experiences I feel I would not have had working in other states. The SPA NT branch is small in number, but is very welcoming to newcomers such as myself, a new graduate from Queensland. I have felt comfortable participating in a number of events organised by our branch this year and have even been nominated to share a position on the 2016 NT branch executive committee.
- I am the sole speech pathologist in my organisation, working in seventeen schools across the Northern Territory. I have learned to be independent in my practice as well as to network with other speech pathologists in the NT for support and advice. I love the diversity of working



SLP's Erin and Bea celebrate Melbourne Cup Day with colleagues from Carpentaria Disability Services and Children's Development Team The NT Speech Pathology Week trivia night.



across a large geographical region; I work in schools in Darwin, Alice Springs and Katherine as well as in remote areas such as Bathurst Island. The NT also allows speech pathologists to work with clients from many different backgrounds and cultures. Although it is a challenge to assess clients who speak multiple languages, it is a challenge that I really enjoy.

- I love working in the NT because I love having flexible work places, the ability to access support from a range of knowledgeable SPs working in the community. There is surprisingly great professional development support through the chapter's ability to borrow videos from SPA's lending library. Also, SPA-NT provides a great social network of like minded colleagues. The biggest thing I love: No winter in the NT!
- I love working in the NT because I always feel like I am on holiday, and when I do actually go on holiday, Bali, Singapore, and Cairns are all a short distance away.
- Living and working in NT means weekends spent camping with friends and colleagues at Kakadu National Park and a chance to enjoy the sun sink into the ocean every night if you want to.
- I love that crocodiles always make for a fun and engaging therapy target or activity. I once had a three year old girl who was very shy and almost selectively mute with us. However, if she had a crocodile hand puppet on she would communicate and participate in both assessment and therapy tasks using the puppet. It was great fun!
- I love working in the NT because every client on one single day may come from a different background, culture or speak a different language.
- Working in the NT offers such a diversity of opportunity as a speech pathologist. I am continuously developing my clinical skills across a range of areas and love working with a very culturally diverse client group. In particular, I enjoy working with clients and families from remote indigenous communities across the NT and the challenges of adapting my speech pathology practice to be culturally appropriate. Darwin is a very relaxed and friendly place to work, and the speech pathology community up here are always very welcoming and supportive.

MICHAELA JACKSON, JAYNE GRAHAM, MELISSA LOVELL, ASHLEIGH MORRIS, EMMA NOOVAO, MEG REDWAY, MELBA RIDD AND BEA STALEY.

Gathering marks 50 years

TWENTY THREE MEMBERS of the UQ graduating classes in the Diploma of Speech Therapy 1965-66 met for lunch recently at Hillside Restaurant at St Lucia Golf Links in Brisbane.

Organisers of the event, Heather Parker (Woodrow) and Isabel Lagas (Silva) had enormous fun locating friends from 50 years ago. They found many of their group had gone on to other diverse careers: among them a doctor, a judge, two pilots, a couple of PhDs (anthropology and science), an opera singer, a children's author, a bookshop owner, several involved in thespian activities, a knitter, fashion, fabrics, many in special education/teaching/rehabilitation/counselling/disability services, and some who were still working in speech pathology 50 years later!

Attendees sent in their current and past, stories and pictures for the reunion photobook, produced by UQ Alumni. Elizabeth Usher, through whose hard work the Department of Speech Therapy was founded at UQ in 1961, was remembered with fondness and high esteem. Lucy Adamek, administrative secretary was present at the lunch. She started with the Department of Speech Therapy at UQ in 1965, and retired from the University in 2011.

The old photographs showed the brown uniform with detachable white collar and buttons, and one such uniform was brought to the lunch by Anita Adam (Mednis). Back then, female students at UQ were required to wear dresses or skirts (trousers and pant-suits were not allowed) and certainly denim jeans for both sexes was forbidden.

A recurring theme was that in the 1960s married and pregnant women were forced to resign from the public service. They lost all seniority and acquired benefits, and could be re-employed by the private sector or as casual workers. Many new graduates travelled and worked in Canada.

We were, though, a lucky generation. Many of us obtained free university study through Commonwealth Scholarships, we could work (even if married with children), we had the benefit of being able to control fertility, we could achieve individually in careers and further study with professional mobility. We were at



the forefront of the women's movement, and could travel. Now in our 70s, we have also embraced the internet and social media, Skype, face-time etc as a means of connecting with similar-interest groups or with family members who may be overseas.

Many identified that the most powerful influence on their lives was having children and grandchildren, and being involved in their lives.

HEATHER PARKER



		<p>>>> SECOND COMPLETE COURSE LAUNCHED DUE TO POPULAR DEMAND</p>	
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VENUE	St Andrews Hospital, Adelaide	REGISTRATION CLOSES	5 FEBRUARY 2016
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COST	Full Fee \$990 // Student \$880 EARLY BIRD RATES AVAILABLE UNTIL 15 JANUARY 2016		
CONTACT INFO	0405 331 988 // voice.beth.atkins@gmail.com www.estillvoice.com		

Sydney Kid's Practice

Expressions of interest sought for participation in new specialist clinic in Sydney's inner west.

We are seeking a speech pathologist to be part of a multidisciplinary facility including occupational therapy and developmental psychology. The centre will be in an established health precinct adjacent to other medical and allied health services.

Skills and experience: qualifications in speech pathology with sound experience working with children (including developmental delay and learning difficulties). You will need to be highly motivated with a proven ability to work unsupervised. Ample parking for both professionals and their clients.

Enquires or resumes to:
manager@ramsaystreet.com.au



The 16 speech pathology students from Flinders University (SA) with SA Health Speech Pathology staff and Flinders University staff at the presentation session on October 28.

Student showcase

SPEECH PATHOLOGY STUDENTS from South Australia's Flinders University showcased their work at an inaugural event at Hampstead Rehabilitation Centre (HRC) on Wednesday, October 28. The event was a unique opportunity to bring together speech pathology students on placement throughout the Central Adelaide Local Health Network (CALHN) in SA Health to share their student experience and clinical caseload. In October, there were 16 students on placement across four services in CALHN: Hampstead Rehabilitation Centre, the Brain Injury Rehabilitation Unit, Rehabilitation in the Home and the Day Rehabilitation Centre. The students gave a total of eight presentations on a variety of topics, including case studies, personal reflections, and project reports. The event was well attended by Speech Pathology staff from across CALHN, Flinders University Staff and senior medical staff. After the presentations, the group enjoyed a networking opportunity over some afternoon tea and a cup of coffee.

JESSICA WHITEFIELD
Speech Pathologist, HRC

Flinders celebrates 40 years

THIS YEAR MARKS 40 YEARS since the commencement of the speech pathology course in South Australia at Sturt College of Advanced Education, which is now Flinders University. To celebrate, a cocktail reception was held at the university on October 24. Students who commenced studies in the first ten years of the course, from 1975 - 1984, together with invited past and current staff, enjoyed a pleasant evening of catching up and reminiscing.

Nicola Stratford, the daughter of inaugural Head of Department the late Kate Stratford, was a special guest. Associate Professor Sue McAllister, the current Head of the Speech Pathology and Audiology Department, shared her student memories of Kate. This reminded those present of long forgotten 'spot checks', and affirmed for Nicola that Kate made a positive impact on countless lives through the many students she helped graduate into the profession.

Speech Pathology Australia was pleased to support the event by providing information about the occasion to members and a celebratory cake. The Association was represented on the night by SA Branch Chair Cathy Clark.

Among the photographs and other memorabilia on display were the names, and faces of speech pathologists who have actively contributed to the collective efforts of Speech Pathology Australia over the years at state and national levels. This included a number of the current branch executive group. It was also interesting to note that all of the Association awards have been bestowed among the group that commenced their studies in the first ten years of speech pathology education in South Australia, i.e. life member, fellowship, Elinor Wray Award, and service to the association.

The best part of the night was finding that, despite the years that have passed, people were readily recognisable and hadn't changed that much.

BARBARA LYNDON
Speech Pathology Australia SA Branch Professional Learning
Strategic Working Group Leader

Student reflection

IT'S 39 YEARS SINCE I started the Speech Pathology course at what was then Sturt College of Advanced Education. What a shock to realise it was that many years ago. Going to the 40 year celebration brought out mixed feelings. I remember being a scared and naive 17 year old from the country moving to the big city to study. Since I was the first person in my family to enter tertiary education, I didn't know what to expect.

The 40 year celebration made me feel proud of that naive 17 year old. I hung in there through some good and bad times, and graduated into a field that has provided me with a fantastic career. The event was a great opportunity to catch up with fellow students from those first 10 years. We all shared that sense of

pride in having made it through a demanding course. So what did we talk about? We reminisced about how hard it was for us and how these young ones don't know how easy they have it. No computers for us, we wrote our essays by hand. We spent hours looking through magazines for the pictures we needed for our articulation programs instead of being able to Google them. We had to use Gestetner Machines to make multiple copies before there were photocopiers. But, we all thought it was worth it. We were all proud to call ourselves speech pathologists.

JENNY MOODY
Speech Pathology Australia SA Branch Lobbying and Influencing
Strategic Working Group Leader

SpringSPA What an AGM!

Fabulous food, sunshine, a light spring breeze - we had the perfect setting for SpringSPA. SpringSPA combined a social get together for Tasmanian speechies combined with our annual general meeting. Speech pathologists from all over the state attended.

We were treated not only to a degustation lunch but also to presentations from local speech pathologists. Topics ranged from tongue-tie to experiences learning and working overseas to Lego therapy. It's been a good year for the Tasmanian Branch of Speech Pathology Australia, and SpringSPA was the perfect celebration of that as well as a time to keep learning and looking ahead.

Many thanks to Nicole Hatch and Isobel Lewis for organising such an inspiring event.



Some of the SpringSPA attendees: Teagan Hensen-Helgeson, Rachael Zeeman, Kate Day, Linda Williams, Courtney Dunbabin, Nicole Hatch, Hannah van Tuil, Isobel Lewis, Rosie Martin, Sally O'Donnell, Diane Symons and Alison Gardner



No Bars on Books: Wrap Up

No Bars on Books wrapped up with sorting parties in the north west and south. In the end, more than 4000 books were donated for the project. Pictured are speech pathologists from northern Tasmania: Kate Day, Laura Watkins (with Raffery Hilliar), Hollie Flaherty, Sophie Leslie, Sarah Green and Claire Stonell. We all enjoyed sorting books, ready for inclusion in the No Bars on Books project. We may have been distracted re-reading our favourite childhood stories!

Planning for 2016. and beyond...

Editor's Note: In the previous edition of *Speak Out* I reported on the member's forum provided in Hobart in September. A few months on, here's a summary from some of the learnings from the forum, and some of the dreams and plans that came out of it.

WHAT DID WE LEARN?

We were reminded of the importance of preparing and planning ahead and considering others' needs as we present our messages. We realised that, as a professional organisation, we do have credibility among decision-makers as we are advocating for others. We were inspired to grow in confidence and think beyond our daily pressures to advocate for change.

WHAT ARE WE PLANNING AND DREAMING FOR THE NEXT FEW YEARS?

"Where does speech pathology fit in your life?" - That's the question that we want all Tasmanians to consider over the next

few years. We want to help our community see that speech pathology is relevant from pre-birth to palliative care and everywhere in between.

WHAT DOES THIS MEAN?

We are hoping to run lots of mini projects focusing on a range of issues from availability of thickened fluids to access to literacy for everyone. We envision that all of these projects will fit under the banner of 'Where does speech pathology fit in your life?' We are aiming to continue to build momentum in engaging our wonderful Tasmanian community. If you have a project in mind or some ideas for continuing to raise the profile of the profession, or just want to be a bit more involved, please do get in touch. The Branch Secretary is Catherine Wood- catwood@live.com.au.

KATE DAY

*Speech and Language Pathologist
Tasmania Branch Speak Out Editor 2015*

Tasmania - explore the possibilities!



TASMANIAN UNIVERSITIES DON'T CURRENTLY offer a speech pathology course, so all of our prac students come from interstate. Teagan and Nicola were excited to share their experiences about completing a placement in the best state in Australia.

WHO ARE YOU AND WHAT ARE YOU DOING HERE IN TASMANIA?

We are two final year speech pathology students from Flinders University in South Australia. On the 14 September we crossed the Bass Strait on the Spirit of Tasmania ready to begin our ten week placement in Launceston. We have been placed in several different schools across the northern region of Tasmania, including mainstream primary schools and a support school for children with special needs. Our client group includes children from preschool through to senior school, some of whom have diagnoses such as ASD, ADHD, intellectual disability, global developmental delay and Cerebral Palsy.

WHAT HAVE YOU BEEN LEARNING?

We have had the opportunity to develop many of our professional clinical skills across various areas; including speech, language, fluency, cognition, voice, swallowing and AAC. We have worked with many of our clients all the way from initial referral, administered various assessments (many of which we had never used before) and planned and implemented intervention. Working with the Department of Education is rewarding because not only do we make an impact at the individual level, we also make an impact at the levels of the family, class, school and community.

This placement has already given us the opportunity to work with families and school staff in supporting children at home and at school. We love working in schools as this

setting challenges us to use our initiative, be creative and be resourceful. During placement, we have been fortunate to attend professional development workshops, webinars and speech pathology northern services staff meetings where we have been given the opportunity to deliver a presentation on current research.

WHAT'S BEEN ESPECIALLY GOOD ABOUT COMPLETING PLACEMENT IN TASMANIA?

Completing placement in Tasmania has allowed us to develop personal and professional independence by living away from home and our normal support networks. We have found it reassuring to discover the support of the speech pathologists for each other and the friendly and welcoming nature of the wider community. Another perk of undertaking placement in Tasmania is the stunning scenery, weekend adventures across the state and relaxing atmosphere. Both having never visited Tasmania before we have been enthusiastic about getting out and exploring this beautiful state in our time off. Highlights so far have included Cataract Gorge, Cradle Mountain, Liffey Falls, Hobart, the scenic coastlines and the forever changing natural landscape to be found throughout the state.

The past seven weeks have been a wonderful and rewarding experience full of new learning and development. We look forward to what we will achieve in our final four weeks. We started our journey as final year speech pathology students and we will leave as qualified speech pathologists ready to enter the workforce.

TEAGAN HENSEN-HELGESON
Bachelor of Speech Pathology Student

NICOLA APOLD
Masters of Speech Pathology Student

Cultural and clinical exchange - Chile

IN JULY, 2015, I participated in a two week exchange program at Pontificia Universidad Catholica de Chile in Santiago, Chile, with nursing and speech pathology staff and students from the Australian Catholic University. We felt very lucky to be the first group of ACU students to participate in an exchange program focused solely on developing cultural and clinical understanding between the two countries and universities.

We received a very warm welcome from the nursing and speech pathology students from Pontificia Universidad Catholica de Chile and were introduced to their culture. They invited us to a welcome lunch of empanadas (a traditional Chilean pastry) and performed the Cueca (a popular Chilean dance). We bonded over our different cultures and our shared interest in communication and swallowing.

The program began with lectures onsite at the university's San Joaquin campus. These incorporated an overview of the various allied health courses offered at the university and an introduction to the health conditions and health care systems of Chile. This information provided an understanding of the private versus public health care systems of the country, the most prevalent health care issues facing the country and the health care services available for individuals from varied socioeconomic backgrounds. It also provided context and prepared our expectations of the various health care facilities that we would be visiting across the next couple of weeks.

While our weekdays were busy with 9am-6pm classes and clinics, we still managed to find some time to explore what Santiago has to offer. We went up to the top of their two famous hills, San Cristobal and San Lucia. We all had the chance to take a day trip to the port town of Valparaiso and explored the colourful shops and restaurants situated up along the hills. Best of all, we were lucky enough to enjoy the first snowfall on the Andes mountains for the year!

While we enjoyed the many attractions that Santiago had to offer, the clinical observations were the highlight of the trip. An eye-opening experience, to say the least, that exceeded all expectations. I had the opportunity to observe a videofluoroscopy, a nasendoscopy, and also a stroboscopy on a nurse who had volunteered to be a participant in a study that the university was conducting. We observed a stark contrast in conditions between the private and public hospital systems. While the private hospitals were similar to what we would see in Australia, the public hospitals had basic facilities and less resources. For example, meals were served in Styrofoam bowls and patients were required to bring their own toilet paper and tissues.

We were also exposed to a health condition affecting many Chilean children, respiratory disorder, resulting largely from the poor air quality in Santiago (there is no wind as the city is surrounded by mountains).



From left to right: Tammie Tun, Meaghan Zervaas, Sarah Walmsley and Jack Raymond (ACU speech pathology students)

We shadowed a speech pathologist around the neonatal and paediatric wards of a private hospital, that specialises in neurorehabilitation. We spent time at an orphanage for children who are living with HIV and completed observations in a small hospital that specialises in the long-term care of children with respiratory diseases and neurological conditions who cannot live at home. Many of the children in this hospital had tracheostomies, in addition to motor disabilities. The orphanage and children's hospital, while confronting, was an unforgettable experience, and made us realise how fortunate we are in Australia to have access to a reliable and accessible public health care system

Our time in Chile was an enlightening and rewarding opportunity that allowed us to immerse ourselves in a different culture and reflect on the differences in lifestyle and clinical practice. We've all gained valuable skills and experience, and new Chilean speech pathology and nursing friends. I'd like to thank ACU for offering such an opportunity, and the students and faculty at Pontificia Universidad Catholica de Chile for being such welcoming hosts. On behalf of all the students, I'd also like to thank Dr Diane Jacobs and Associate Professor Karen Nightingale, the two ACU teaching staff who accompanied us and guided us through the program. It is an experience that I will never forget. Adios!

TAMMIE TUN
*Speech Pathology Student
Australian Catholic University*



Connecting stuttering

AUSTRALIAN CATHOLIC UNIVERSITY (ACU) has been running the Connect Stuttering program since August 2015. The program involves third year speech pathology students from north Sydney and Melbourne participating in student-led treatment and professional development for school age children who stutter and their Victorian speech pathologists.

The program was devised by Dr. Simone Arnott, National Professional Practice Coordinator at ACU in partnership with the Victorian Department of Education and Training. It involves four student speech pathologists in north Sydney, and six in Melbourne under the guidance of supervising speech pathologists Michelle Donaghy and Cathy Taylor. The children, aged between five and 10 years old, all receive speech therapy by Victorian Department of Education speech pathologists.

School age stuttering treatment is challenging. In developing their clinical reasoning, students have demonstrated creative clinical strategies using the latest EBP knowledge, enabling Victorian speech pathologists to develop new ideas and perspectives in the treatment of their clients. Victorian speech pathologists received two days of professional development with stuttering specialists, and ACU Melbourne students led a school age student group day in the school holidays.

Student Perspective

As students, this experience has been invaluable both clinically and in enabling us to see the positives and negatives of telehealth. We have been involved in providing the Lidcombe Program as well as syllable-timed speech, and have adapted treatment approaches to suit the varied needs of the children, their schools and families.

The positives of telehealth include engaging some of the shy children who are more open to speaking to a screen rather than face-to-face, reducing travel time for their families, and providing parents with the opportunity to practice the therapy and receive feedback without feeling like there are too many people watching them.

There have been some difficulties encountered, such as technological issues, the connection breaking up (which sometimes appears as a stutter), and the challenges of deciding which activities will be effective via telehealth.

One of the most interesting sessions I have experienced included myself and another student speech pathologist providing stuttering therapy to twin six-year-old boys, their mother, a five-year-old girl, her mother and their speech pathologist. To add to the chaos, there were two infant siblings present in Victoria, as well as our supervisor and two other students observing the session in north Sydney. That's 13 people all involved in a session provided via Polycom on a small iPad screen. It has been interesting to say the least!

Overall, everyone involved has provided very positive feedback and we have seen some great progress from the children in this program. We hope to continue this program and perhaps encourage other speech pathologists to consider telehealth for the management of paediatric stuttering.

ZOE HEYNES BOWLES

Student Speech Pathologist, Australian Catholic University

MICHELLE DONAGHY

Lecturer in Speech Pathology and Professional Practice, Australian Catholic University

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