

SPEAKOUT

THE MAGAZINE FOR AUSTRALIAN SPEECH PATHOLOGISTS

AUGUST 2017

**Clinical Education
in Australia
Project update**

**SPEECH PATHOLOGY WEEK
20–26 August #SPweek**

Get involved!

COMMUNICATION
Everyone gets
the message
ACCESS
Speech Pathology Week 2017

**BOOK OF THE YEAR
SHORTLIST ANNOUNCED**

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NEW BOARD**

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PROFESSIONAL DEVELOPMENT NEWS**



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Pathology
Australia

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in focus...

Celebrating members' success



3	From the President
4	Board report
6	Speech Pathology Clinical Education in Australia Project update
10	Members' achievements recognised
15	National conference: Be inspired in Adelaide
21	Branch Executive nominations open
22	Vale - Annabel Crouch
24	Aged care update
26	Who's who in SPA professional development
28	Stuttering – new research project
32	Private practice news
34	Scope of practice and professional competency
37	Branch news

From the President



Gaenor Dixon

BEING ABLE TO communicate successfully is critical for our dignity, our happiness and our development. It is a prerequisite for achievement of basic human rights of participation, expression, access to public services, education and employment.

Communication Access – Everyone gets the message! is the theme for this month's Speech Pathology Week. This theme is based on the first aspiration in the Speech Pathology 2030 document. This aspiration reflects the need to grow the role that we play in working more broadly with potential communication partners so that everyone can communicate successfully as consumers, clients, friends, employers, employees, audiences and advocates. By building knowledge, skills and resources, we ensure that everyone is able to exercise their right to communication.

To realise this aspiration requires a cultural change in our community – and Speech Pathology Week is one mechanism to build community awareness of communication disability, and simple steps they can take to have successful interactions.

At a national level, during Speech Pathology Week, we will be holding a communication access forum, with a range of advocacy groups to discuss the development of an Australian collaboration for future advocacy efforts.

We are also working with the International Society of Augmentative and Alternative Communication (ISAAC), and AGOSCI to work to develop some communication accessible environments in time for the conference on the Gold Coast next year. National Office will also be undergoing a communication accessibility audit to ensure that our communications are accessible.

In this issue we can see the stories of how others are developing communication accessibility; Rosie Martin, Tasmanian of the Year, talks about her journey to ensure that those in prison have access to the messages of the written word. Rosie talks about how she has garnered

support and understanding from the broader community about the limitations of illiteracy and how to overcome the barriers. Importantly she talks about how to step out of your comfort zone to achieve your goals.

I look forward to hearing about what you are doing to promote communication accessibility – whether it is looking at your own workplace and its communication accessibility, holding a display promoting strategies and awareness, or another imaginative activity.

As we look to the future and develop innovative ways to meet our clients' and community needs, it is also timely to remind ourselves of how to ensure that we are still working within our professional knowledge base. Caroline Bowen and Trish Johnson have written a thought-provoking article on how to address the ethical issues that arise when "fad" interventions, with a limited evidence-base, are marketed as being the option.

In this issue we celebrate the achievements of many speech pathologists particularly those who are award winners. My congratulations to you all, and thank you for your contribution to the Association and to the broader speech pathology community. We also remember speech pathologist, Annabel Crouch. Since the writing of the content of the magazine, we also sadly note the death of Joyce Bruce (nee Alley) OAM and acknowledge her contributions to the speech pathology community in Australia.

I hope that you find this edition an informative and thought-provoking read.

Gaenor Dixon
National President

SPA Board report – May 2017

THE MAY 2017 BOARD OF DIRECTORS' MEETING WAS HELD AT THE INTERNATIONAL CONVENTION CENTRE, SYDNEY ON 26 – 27 MAY 2017. SOME HIGHLIGHTS FROM THE MEETING INCLUDE:

Appointment of auditor

The Board appointed HLB Mann Judd as the Association's auditors, to complete the audit of the 2017 financial accounts.

2017-2019 Strategic Plan

Discussion centred on prioritisation of goals, resourcing considerations, identification of risks to completion, mitigation of identified risks, progress reporting and maintaining the plan's currency.

The Board determined that the priorities in the short term included:

- **Communication Accessible Communities.** A communication access collaborative will be formed to determine a clear position and work towards developing accepted national standards.
- Advocacy to support the Early Language and Literacy Coalition's call for a national strategy for early language and literacy in Australia.
- To drive **Access for All** preparation work will begin in areas of for service and workforce mapping.
- **Timely Service** priorities will include specific target groups, such as young people within and at risk of contact with the justice system, as well as continuing work in areas of aged care and disability.
- **Clients and Communities Driving Service Delivery** will initially focus on the formation of an Aboriginal and Torres Strait Islander Advisory committee to ensure cultural responsiveness practice within the profession and to advise on a number of initiatives.

In order to resource the Association's strategic and advocacy priorities, a number of positions will become available.

Policies

In addition to a number of policy revisions, the following new policies were approved and will be uploaded to the website shortly:

- whistleblowing and grievance,
- member mandatory declaration,
- majority world countries and developing communities grants.

It was also agreed that the volunteering policy and position statement will be reviewed with member resources developed around participating in volunteer and fundraising activities.

Fellowship and awards

The Fellowship and Awards Committee will be conducting a review of the Awards criteria, with the aim of strengthening requirements.

Submissions and advocacy

The Association's representations and actions were noted across a range of areas, including mental health, youth justice, access for students with disability within schools, aged care and the NDIS. Particular mention was given to the significant progress on the NSW Speech Pathologists within Schools project, which has received NSW Department of Education funding, and will be launched in the near future.

University Accreditations were ratified by the Board for the following programs:

- Bachelor of Speech Pathology, Bachelor of Speech Pathology Honours and Master of Speech Pathology at Flinders University,
- Master of Speech Pathology at the University of Melbourne,
- Master of Speech and Language Pathology at Macquarie University.

Competency Based Occupational Standards (CBOS)

The Board ratified the plans for the development of a steering committee to commence scoping the review of CBOS in keeping with its periodic review cycle.

Mutual Recognition Agreement

The Board reviewed the final amendments to the Mutual Recognition Agreement and while certain points of clarification will be sought, in principle agreement was given for the revised agreement to be signed at the ASHA Convention in November 2017.

Member Communities and Branch Facebook Groups

The significant number of members participating within closed Facebook groups was noted. The Board will seek further data on the demographics of those involved in Facebook groups, specifically wishing to review the age of members utilising social media and to consider effective engagement strategies across the broader membership.

Marketing Strategy

The Board agreed to engage a marketing strategist to facilitate a workshop with Directors, Branch Chairs and staff to form a comprehensive communications and marketing strategy.

The Board will next meet at National Office in Melbourne on Friday 25 and Saturday 26 August.

Gail Mulcair
Chief Executive Officer



The Board of Directors for 2017 – 2018 consists of: Vice President Communications Tim Kittel, Lee McGovern, Dr Marleen Westerveld, National President Gaenor Dixon, Brooke Sanderson, Dr Chyrisse Heine, Vice President Operations Belinda Hill.

Your Board of Directors for 2017 – 2018

IN 2017 INLINE with the Constitution, nominations were sought for three vacant positions on the Board of Directors. On this occasion the Association received seven nominations, with an election held to elect the three successful candidates.

It was exciting to have seven high-calibre nominees and we thank all for their commitment and interest in standing for election to the Board.

The Association was pleased to announce the election results at the recent Annual General Meeting, with Dr Marleen Westerveld being newly elected to the Board of Directors, while Gaenor Dixon and Chyrisse Heine were re-elected for a further two-year term.

I would like to congratulate all of the successful nominees and warmly welcome Dr Marleen Westerveld to the Board.

On behalf of the Association I would also like to acknowledge the significant contributions of outgoing Director, Robyn Stephen. Robyn was a highly valued and experienced Director having held office for six consecutive years on the Board. Thank you Robyn for your insightful and strategic contributions to the Association and your passionate commitment to the speech pathology profession.

Gail Mulcair
Chief Executive Officer

On Board...meet Marleen

MARLEEN WESTERVELD, PhD, CPSP was recently appointed to the SPA Board.

"I am currently a senior lecturer in speech pathology at Griffith University. As an academic on a "balanced" profile my work comprises both a research and a teaching component. My research relates to clinically relevant research into child language and literacy development and disorders, with the ultimate aim of bridging the gap from research to practice. Existing projects include an autism-CRC funded study investigating the early literacy pathways of children on the autism spectrum; a New Zealand-based oral narrative intervention for school-age children with Down syndrome; and the Reading Success project aimed at implementing evidence-based literacy initiatives in primary schools in collaboration with my colleagues from the Department of Education in Queensland.

"I have been a member of SPA since 2000 and have contributed to the Association and the profession in many different ways,

for example through co-editorship of the *Journal of Clinical Practice and Speech-Language Pathology*, working party membership for two clinical guidelines (Literacy and ASD), reviewer of conference papers and research applications and regular conference attendance and workshop presentations.

"As a Director of the Board, I look forward to learning more about the work that goes on behind the scenes of our Association (now more than 8000 members), including advocacy, finance, and strategic planning. I will support the Association's strategic directive to get "future ready". I believe in actively promoting opportunities to consolidate and expand our scope of practice, for example in the literacy domain, and look forward to assisting the Association in preparing speech pathologists to serve the ever-expanding population of culturally and linguistically diverse clients and students."



Speech Pathology Clinical Education in Australia Project update

SPEECH PATHOLOGY CLINICAL EDUCATION is occurring in a rapidly changing environment; more universities offering speech pathology training programs, increasing student numbers and increasing demands for placements, alongside a reduction of traditional placement offers influenced by education, health, social aged care and disability policy reforms. The recent SPA 2030 report recognised the changing demands of the workforce and the need for students to develop knowledge, attributes and skills in business, economics, engineering, information technology, social sciences, population health and health promotion, in addition to their clinical skills. Within the profession there is already much change, research and creativity occurring in clinical education. However, universities will need to become increasingly innovative moving forward in order to source suitable work-based experiences to ensure students are equipped and competent to enter the workforce.

In line with aspirations of the 2030 report and acknowledging the challenges in the foreseeable future, Speech Pathology Australia initiated a project to provide an overview of the current situation in relation to speech pathology clinical education in Australia, describe what constitutes best practice, and provide recommendations for clinical education opportunities now and in the future.

The project, known as the Speech Pathology Clinical Education in Australia project, is led by Dr Sally Hewat and Joanne Walters from the University of Newcastle, who have brought together a collaborative team of academics and leaders in clinical education from across Australia, including Dr Anne Hill and Ms Adriana Penman (University of Queensland), Dr Simone Arnott (Australian Catholic University), Dr Stacie Attrill (Flinders University), Ms Abigail Lewis (Edith Cowan University) and Dr Ruth Nicholls (Royal Children's Hospital Melbourne). The team, supported by Julia Hanrahan, speech pathologist and project officer (University of Newcastle), is committed to ensuring the project delivers nationwide, outward-looking and comprehensive outcomes which reflect the views of our diverse profession. The project team has also engaged an advisory board that includes key stakeholders from various employment sectors, professions and states across Australia, to oversee and advise on the implementation of the project.

The project has been designed to ensure the views of all key stakeholders involved in clinical education in Australia are captured. Multiple interviews, surveys and focus groups with university academics, speech pathologists working in the field, senior speech pathologists and/or managers of workplaces which offer placements, new graduate speech pathologists and students, have been conducted across May, June and July. Speech Pathology Australia and the team is both overwhelmed and enthused by the engagement of all stakeholders and their participation in the project. While data collection is still underway, it is very clear that the membership of the Association views the value of clinical education and its sustainability into the future as a priority.

To date, interviews have been conducted with heads of speech pathology programs from universities across Australia in order to document the various clinical education programs and each

university's perceptions of the challenges and future plans regarding student education.

Five hundred and twenty-six Australian speech pathologists from a range of sectors and with a range of experience in clinical education completed a national survey exploring the benefits and challenges of clinical education. Although common barriers were highlighted, most speech pathologists supervised students in addition to their substantive role, and pleasingly 74% stated that student supervision is an enjoyable aspect of their job that made them feel enthused and energised.

At the National Conference in May, the project team facilitated discussion forums with speech pathologists and academics from a range of backgrounds, experiences and sectors to discuss what they perceive to be the current facilitators and barriers of clinical placements as well as innovative ideas for the future. The engagement in these forums was honest and inspiring and generated collaborative discussions for many future opportunities.

Teleconference focus groups are currently underway across the country involving sector employers, senior speech pathologists and new graduates to explore clinical education and transition to the workforce.

And finally, to ensure the students' voice is heard, speech pathology students will have the opportunity to complete an online survey aimed to capture their clinical experiences and their perceptions of what facilitates and impacts their overall learning and preparation for future employment.

The project team and Speech Pathology Australia would like to sincerely thank everyone who has contributed their knowledge, opinions and ideas to date, all of which have been heard and documented, and certainly generated some excellent forward thinking and considerations for the team.

The team looks forward to sharing all of the outcomes of the project in a national forum in September and Speech Pathology Australia aims to have the final report available to members by the end of the year.



Clinical Education Discussion Forum with delegates at the SPA National Conference in May.

Language & Communication Conference 2017

18 OCTOBER, SYDNEY, NSW – 8.30AM TO 4.30PM

Join your Speech Pathology colleagues at this special one-day conference to discover and discuss: **Pathways to Excellence in Language and Learning - A Clinical Approach**



Dr Wayne Secord
(Co-author of *CELF-5, USA*)

Pathways to Clinical Leadership Excellence

Dr Secord critically examines the nature of clinical excellence and describes a number of strategies used by clinicians to produce change in the clients and students they serve.



Dr Julia Starling

Language, Literacy and the Changing Role of Speech Pathologists

Dr Starling explores the question - how speech pathologists how can we best equip ourselves to provide the most effective services for our clients?



Dr Sharon Hurt

Working with hearing impaired children from culturally and linguistically diverse backgrounds

Dr Hurt's presentation delivers a practical approach to assessment and intervention of children from diverse backgrounds.



Mary Woodward

Mad, Bad, or Misunderstood?

Mary's session considers the management of communication difficulties common within the mental health and justice systems.

EARLY BIRD

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Keep Learning Fly higher

- » Access to the latest research in language and learning.
- » Re-think our current practice in light of new evidence.
- » Question the way we interact with students, parents/caregivers, and teachers.
- » Communicating intervention strategies with parents and teachers effectively.
- » Improve understanding of measurement and classroom-based assessment.
- » Focus on the big issues in language such as supporting a referral (parental, institutional, and financial support) and adherence.

Promoting communication as part of the human rights agenda



SPEECH PATHOLOGY AUSTRALIA has continued to promote communication as a basic human right – this is central to our vision as an Association, and in the forefront of much of our policy and advocacy work.

In particular, SPA has argued that participation, education, employment, access to public services and expression are all basic human rights; however, thousands of people in Australia may have these rights compromised on a daily basis because a foundational right - the opportunity to communicate – has not been met. This failure is mirrored in services and supports at both federal and state and territory level, and can be attributed to a lack of acknowledgment of the critical role of communication to participation and quality of life in Australia. It is clear there is a need for greater acknowledgement of the rights of people to communicate to their full potential, and for the barriers to full participation in Australian society for people with communication disability to be addressed.

Recently, SPA has had the opportunity to raise the awareness of communication disability, and its impact on all aspects of a person's life, in a number of specific representations involving human rights conventions. The following provides an overview of some key work and submissions made.

United Nations Human Rights High Commissioner for Human Rights, Committee on the Rights of Persons with Disabilities

Draft General Comment on the right of persons with disabilities to live independently and be included in the community (article 19).

A submission was made in response to consultation on the draft comments on Article 19 of the Convention of the Rights of Persons with Disability (CRPD). As the ability to live independently and be included in the community needs to be underpinned by inclusive and accessible communities, SPA used this platform to urge that communication access be recognised. We were

able to contend that in order to improve independent living and community participation, barriers to both *physical* and *communication* access need to be addressed.

SPA reinforced that 'In order to build inclusive and accessible communities, it is critical to remember that not all individuals with disability have only physical or mobility limitations. Many people also have problems with their speech, language, communication that are permanent and impact on their functioning in everyday life, and for some people, these are the only disabilities they experience. In Australia, communication disability has long remained "invisible", with a lack of recognition of its impact leading to people with communication disability being excluded from being able to be involved in, and fully participate in, aspects of life which are their right (e.g., voting, education, employment, health care).'

SPA's submission can be found on the Association website. www.speechpathologyaustralia.org.au → Resources for the public → advocacy → submissions.

Committee on the Rights of Persons with Disabilities (CRPD)

A list of issues [Australia] to be adopted during the 18th Session of the Committee on the Rights of Persons with Disabilities

The CRPD is an international treaty that identifies the rights of persons with disabilities. Those countries (State Parties) that have adopted the convention have a range of general and specific obligations regarding the implementation and monitoring of the Convention, with periodic reporting. There is a formal process of how the Committee of the CRPD considers how well a country is implementing the intentions of the Convention, and includes the following:

- Civil society organisations (peaks of NGO disability organisations) provide a submission of the issues and questions they wish the committee to ask of their country (for us, Australia).



- The committee then considers these in their list of issues that goes to the country.
- The country then responds back to the committee, which considers the responses and makes a report.
- NGOs then consider the report and can comment and make recommendations.

Following our representation to contribute, SPA was invited to provide input to the Disabled Persons Organisation Australia (DPOA) submission to the Committee.

As indicated above, our list of issues needed to be in the form of a question that we would want the committee to ask of Australia, so comments were worded accordingly against the specific articles of the convention that are relevant to SPA with respect to communication disability. Specifically, we provided comment and posed questions on the following articles:

- accessibility (Article 9)
- access to justice (Article 13)
- living independently and be included within the community (Article 19)
- education (Article 24)
- health (Article 25)

While not all of our specific comments/questions were incorporated within the final DPOA submission, a number were, either in a specific or more general sense, including the adoption of communication access principles and standards (Article 9); provision of supports in the justice system (for those with communication difficulties) (Article 13); and measures to ensure that the Disability Standards in Education (2005) are assisting people with disability (Article 24).

IJSLP special issue

Communication is a human right: Celebrating the 70th anniversary of the Universal Declaration of Human Rights

Timed for distribution in early 2018, this special issue of IJSLP, will join the world in celebrating the 70th anniversary of the Universal Declaration of Human Rights, and will have a specific focus on acknowledging communication as a basic human right and exploring issues around this claim. Speech Pathology Australia is co-authoring a commentary paper which the International Communication Project (ICP) has been invited to submit. This paper discusses the ICP's current work directed towards influencing international health and disability policy, through interaction with world health policy bodies such as the United Nations (UN) and the World Health Organization (WHO), and the relevant communication-related initiatives of these bodies, as well as those of the ICP itself.

Cultural responsiveness in action: An IAHA framework

ONE OF THE key initiatives within Speech Pathology Australia's Strategic Plan 2017–2019 focuses on supporting our members to develop greater awareness and knowledge of practising in a culturally responsive and culturally safe manner. It is recognised as essential that health professionals, including speech pathologists, are both clinically competent and culturally responsive in order to positively affect the health and well-being of Aboriginal and Torres Strait Islander people.

To this end, it was a fitting start to our conference on Sunday afternoon to host a workshop which introduced the Cultural Responsiveness in Action: An IAHA Framework.

Presenters from the Indigenous Allied Health Australia (IAHA), Donna Murray (CEO), Kylie Stothers and Deb Evans, provided participants with opportunities to build upon strengths and identify areas for growth along their lifelong journeys toward cultural responsiveness.

Key learning objectives guided participants to:

- engage in self-reflection about cultures, personal beliefs, assumptions, values, perceptions, attitudes and expectations and impact on relationships;
- increase understanding of how effective leadership can facilitate change and transform approaches to health-care that create cultural safety;
- explore ways of knowing, being and doing that will enhance ability to be cultural responsive.

Participants found the workshop challenging at times, but extremely thought provoking and valuable, as well as immediately applicable to their professional practice with Aboriginal and Torres Strait Islander clients and their families.

Gail Mulcair
Chief Executive Officer

Disability report

The Report of the Select Committee on Access to the South Australian Education System for Students with a Disability was released on 30 May 2017.

We are pleased to report that SPA's submission and our representatives' appearance at the committee hearing is acknowledged extensively throughout.

The document can be found at: www.parliament.sa.gov.au/Committees/Pages/Committees.aspx?CTId=3&CId=320

Members' achievements recognised

THE BOARD OF DIRECTORS WERE EXTREMELY PROUD TO PRESENT AWARDS IN THE FOLLOWING CATEGORIES AT THE 2017 ANNUAL GENERAL MEETING HELD IN SYDNEY. THE BOARD'S APPRECIATION GOES TO THE MANY PEOPLE WHO TOOK THE TIME TO RESEARCH AND PREPARE THE NOMINATIONS THAT ASSIST THE ASSOCIATION IN RECOGNISING SOME OF OUR OUTSTANDING COLLEAGUES.



Anne Huang

Early Career Award

The Early Career Award is granted by the Association to an early career practising member in recognition of ongoing, valuable and voluntary service to the Association at either a National or Branch level. Speech Pathology Australia was pleased to award this prize to Anne Huang and Ruth Hawtree.

Anne Huang

Anne has been a very enthusiastic and involved member of the Queensland Branch as a Student Representative for the University of Queensland and now a Branch Committee member. Anne initiated and manages technology to link members across the state.

Anne has co-led the Advocacy Working Group, led a Branch Advocacy forum and initiated Queensland focused advocacy projects. Anne is congratulated on her highly active, skilful and committed efforts to the Association.



Ruth Hawtree

Ruth Hawtree

As a student representative for Griffith University, Ruth enthusiastically engaged student members on the Queensland Branch. Ruth is now an Advocacy Working Party co-leader initiating three projects in the areas of Advocacy that reflect the priorities of Queensland members. These projects have required detailed planning and organisation of others. The Early Career award is in recognition of Ruth's strong commitment to the Association.

Service to the Association

The Service to the Association Award is granted by the Association to members in recognition of ongoing, valuable and voluntary service to the Association at either a National or Branch level.

In 2017, the Association recognised two highly deserving members of the Association, Maureen Liddy and Leanne Sorbello.

Maureen Liddy

Maureen was nominated for the Service to the Association Award for her extended contribution and leadership on the Queensland Branch Continuing Professional Development Working Party over many years.

Maureen has provided leadership and sustained support, at a Branch level. Acting as a fantastic mentor for the Branch Executive and new members joining the Branch, Maureen's efforts ensure that the work of the Branch is carried on into the future.

The Service to the Association award is in recognition of Maureen's dedicated and significantly productive service to the Association and in particular the Queensland Branch.

Leanne Sorbello

Leanne is a long-standing committed member of the Queensland Branch of Speech Pathology Australia.

Leanne has played a key role in the

Communications and Public Awareness Working Group, undertaking the role of co-leader for a number of years and contributing many hours to Speech Pathology Australia.

Leanne is a constant supporter and advocate for speech pathologists and clients.

The Service to the Association award is in recognition of Leanne's dedication and significant productive service to the Association and in particular the Queensland Branch.

Fellowship

Fellowship of Speech Pathology Australia is one of the highest public professional honours the Association awards to a member demonstrating outstanding, significant and sustained contribution to the speech pathology profession.

In 2017 the Association was proud to bestow Fellowship on four very worthy members, Dr Elise Baker, Associate Professor Bronwyn Davidson, Associate Professor Patricia Eadie and Dr Belinda Kenny.

Dr Elise Baker

Dr Elise Baker was nominated for Fellowship for her commitment to research and scholarship, her passion for teaching and learning, and her contribution to the profession of speech pathology in Australia.

Dr Baker has demonstrated a senior level of teaching experience as a senior lecturer at The



Leanne Sorbello

University of Sydney. Her high-quality student engagement and teaching in the discipline of speech pathology has been recognised with the Most Outstanding Teaching Award in 2008; and the Faculty of Health Sciences Award for Undergraduate Teaching in 2009.

Dr Baker has demonstrated senior research expertise as a chief investigator on a number of high-quality research grants. She has made a sustained, outstanding contribution to speech pathology through her presentation of high-quality evidence-based professional development workshops through Speech Pathology Australia including the delivery of the 2013 National Tour. Dr Baker has presented clinical workshops focused on evidence-based assessment and intervention for children with speech sound disorders for 14 out of the past 16 years.

Dr Baker's contribution to the profession has been recognised by her peers for many years as demonstrated by her frequent invitations to present her research to clinical groups.

Dr Baker has supervised five PhD, two Masters and 14 honours students to completion.

Dr Baker's sustained commitment to dissemination of knowledge about evidence-based practice is reflected through her strong publication record, research output, and advocacy through media for speech pathology in the wider community.

Associate Professor Bronwyn Davidson

Associate Professor Bronwyn Davidson has been a committed speech pathologist and practising member of Speech Pathology Australia over her long and distinguished career. She has been a passionate clinician and a strong client advocate. Associate Professor Davidson has also made significant contributions to the profession of speech pathology in Australia through leadership in her roles including; academic, clinical teacher, researcher, mentor, program director, and consultant. In each of these areas, Associate Professor Davidson has committed her time, expertise and passion to ensuring that those she has worked with were supported to build their knowledge, develop their own skills, and to also sustain their contribution to the profession.

Associate Professor Davidson's passion in the field of aphasia was evidenced in her thesis entitled *The impact of aphasia on the everyday communication of older people* and she was awarded the degree of Doctor of Philosophy from the University of Queensland in 2014.

Associate Professor Davidson has had an enduring interest in and passion for teaching and learning and she has received several university awards recognising her excellence in this area. Her notable achievements in this area include curriculum development and speech pathology program lead at the University of Queensland and the University of Melbourne, particularly her

role of inaugural Coordinator of the Master of Speech Pathology Program at the University of Melbourne from 2011–2016. Associate Professor Davidson is a trained accreditor of speech pathology programs for Speech Pathology Australia's accreditation program, and the profession is fortunate that she continues as a curriculum consultant for emerging programs.

Associate Professor Patricia Eadie

Associate Professor Patricia (Tricia) Eadie has a record of outstanding achievement spanning more than three decades as a clinician, health service manager, lecturer, researcher, government consultant and leader in the profession of speech-language pathology. She is an acknowledged world leader in her specialty area of the nexus between child language development and disorders, literacy and early childhood development. She has been invited to research and consult to government bodies in Australia and Norway about these issues. She is a sought-after Continuing Professional Development presenter within Australia, and speaker at national and international conferences.

Associate Professor Eadie is a pioneer in our profession with her appointment to Associate Professor in Early Childhood Education at Melbourne University where her influence reaches education disciplines and ultimately influences the education of children.

Associate Professor Eadie is acknowledged as an excellent teacher and mentor of students (pre-entry and graduate research students), junior academics and clinicians. Her thoughtful and effective contributions of service to her employers, the profession and to Speech Pathology Australia, have earned her a reputation for not only intellectual rigour but for her high-level interpersonal skills, and strong project management which delivers high-impact outcomes in a timely and collegial manner.

Associate Professor Eadie is known to be a person of great personal and professional integrity and an outstanding role model for many.

Dr Belinda Kenny

Dr Belinda Kenny is a speech pathologist and clinical educator with research interests in professional ethics, clinical education and neurogenic communication and swallowing issues.

Dr Belinda Kenny has demonstrated significant, sustained and outstanding contribution to the speech pathology profession, in particular through her commitment to professional and ethical practice. This has been achieved through Dr Kenny's own program of research and relevant publications which have informed and supported the profession in ethical and professional practice; her commitment to developing the profession through her teaching and her supervision of honours and higher



Dr Elise Baker



Assoc Professor Bronwyn Davidson



Assoc Professor Patricia Eadie



Dr Belinda Kenny

degree research students for the past decade in projects which have explored ethical practice (and her commitment to clinical education in general); Dr Kenny's commitment to, and involvement on the Speech Pathology Australia National Ethics Board as a three-times elected member (since 2010); her commitment to professional development through the provision of workshops in

ethical and professional practice nationally; her key input to the development of the Speech Pathology Australia Ethics Education Package (2014); Dr Kenny's current input to the development of the online ethics education package as project co-leader (2016–17); and her contributions to the field of traumatic brain injury through her work on NHMRC funded projects.

Life membership

Life Membership is the highest public professional honour the Association bestows and is awarded to speech pathologists who have demonstrated outstanding leadership and committed service to the Association and profession over many years.

In 2017 the Association was proud to award Life Membership to an exceptional member of the Association, Associate Professor Janet Baker.

Associate Professor Janet Baker

Assoc Prof Janet Baker has demonstrated outstanding leadership and committed service to the Association and the profession for over 30 years. She has made significant contributions in the areas of clinical services, academic education, influence and advice to government, promotion of speech pathology, clinical education, research and publications, management of health and education services and service to the community. Not only is Assoc Prof Baker an exemplary speech pathologist she is a mezza-soprano vocalist and performer and has many stage performances under her belt.

Assoc Prof Baker is an inspirational thought leader in our field, and an exceptional role model. She has championed the intrinsic links between communication, human behaviour and emotion, a connection which has fascinated and engaged her from the beginning of her career. Her further studies which led to qualifications in counselling, psychotherapy and family therapy, demonstrated in practice her commitment to dealing with communication issues and their impact in the wider framework of family, beyond the individual. Her PhD research further reflected her passion and commitment to this area of communication. Assoc Prof Baker was the first speech pathologist to qualify as a clinical member of the International Transactional Analysis Association (ITAA) and as a family therapist. Assoc Prof Baker was one of the founding members of the Australian Voice Association and has played a pivotal role in this Association for many years.



Assoc Prof Baker has been a pioneer in speech pathology, invited to lecture and set up the curriculum for the new speech pathology course at the School of Communication Disorders at Sturt College of Advanced Education in Adelaide. Later in her career from 1994–1996 she worked in curriculum planning for the Speech Pathology Masters Program at the School of Medicine Flinders University, SA.

Assoc Prof Baker's interest and commitment to links between emotional health and communication led her to successfully lobby for speech pathology representation in mental health services within child guidance services in Adelaide and there has been a developing role for speech pathologists in mental health services from that time.

Assoc Prof Baker was recognised by Speech Pathology Australia with a transfer to Fellowship; and has also received prestigious recognition in the US receiving the American Psychosomatic Society (APS) Scholar's award and Citation Poster Award in Denver 2006.

Although Assoc Prof Baker is well known and highly respected in the field she felt that, "one is only invited to speak if one is worthy". Given the long list of national and international presentations and workshops that Assoc Prof Baker has been invited to present she is indeed considered most worthy by her peers. Assoc Prof Baker presented the Elizabeth Usher memorial lecture in 2009 and "brought the house down", receiving a standing ovation by her peers.

Assoc Prof Baker is currently authoring a book – *Psychosocial Perspectives on the Management of Voice Disorders* – and has written a chapter on 'Functional Voice Disorders: Clinical presentations and differential diagnosis' in the recently published *Functional Neurologic Disorders* (vol 139 of the Handbook of Clinical Neurology series).

Assoc Prof Baker's sheer hard work and achievements represent outstanding involvement and service to the speech pathology profession over three decades. The Association congratulates Professor Jan Baker.

Did you know...?

The SPA membership year is changing!

Speech Pathology Australia is changing its membership year from the calendar year to the financial year 1 July–30 June

From 1 July 2018, the SPA membership year will follow the financial year i.e. 1 July to 30 June. This will supersede the current calendar year.

The reasons for this change are many including feedback from members that the end of calendar year is often challenging financially and has its time constraints with many on holidays. The SPA office also closes over the Christmas period so changing the renewal period will allow more support to members at this time. It also ties in with claiming the total cost of membership as a tax deduction.

As part of the transition to the new financial year you have two options for renewing your membership.

Each option impacts on how you calculate and submit your PSR points if you are a Certified Practising member.

If you have any questions at all please feel free to contact our friendly membership team for assistance at membership@speechpathologyaustralia.org.au or 1300 368 835.

We'd like to offer two options when renewing by **1 January 2018**

option
A

18 months

for 1 January 2018 to 30 June 2019

Certified Practising	
Non Certified	\$803
Re entry	
Non Practising	\$554
Full Time Post Grad	\$420
Alumnus	\$209
Student	\$99

PSR impact for Certified Practising members

To renew as a Certified Practising member you will need to submit a minimum of 20 points across at least two PSR activity types for the 12-month period: 1 January 2017 to 31 December 2017.

Or

option
B

6 months

for 1 January 2018 to 30 June 2018

Certified Practising	
Non Certified	\$268
Re entry	
Non Practising	\$185
Full Time Post Grad	\$140
Alumnus	\$70
Student	\$33

PSR impact for Certified Practising members

To renew as a Certified Practising member you will need to submit a minimum of 20 points across at least two PSR activity types for the 12-month period: 1 January 2017 to 31 December 2017.

+

12 months

for 1 July 2018 to 30 June 2019

Certified Practising	
Non Certified	\$546
Re entry	
Non Practising	\$376
Full Time Post Grad	\$286
Alumnus	\$142
Student	\$66

PSR impact for Certified Practising members

To renew as a Certified Practising member you will need to submit a minimum of 20 points across at least two PSR activity types for the 12 month period: 1 July 2017 to 30 June 2018.

NB. For this transition period PSR activities for the period from 1 July 2017 to 31 December 2017 can be included within both the 6-month and 12-month renewal period.

Speech Pathology Week 2017

Communication access – Everyone gets the message!



EACH YEAR SPEECH PATHOLOGY AUSTRALIA hosts Speech Pathology Week to create awareness of those in our community who have a communication or swallowing difficulty. This year the theme is Communication access – Everyone gets the message!

In 2016, the Association undertook the *Speech Pathology 2030 – making futures happen* project to develop a shared aspirational vision for the future of speech pathology in Australia. The vision outlined in the project's final report is organised around eight core aspirations. One of these eight aspirations is: Communication Accessible Communities.

This aspiration forms the backdrop for this year's Speech Pathology Week theme.

Successful communication is a two-way process and is dependent on the skills of both parties. Through building communication accessibility, the Association will ensure that everyone is treated with dignity and respect, communication partners are skilled listeners and talkers, and that other methods of communicating are understood, and if required, their use supported.

Speech Pathology Week will help to build community understanding about communication accessibility, and educate

people about communication difficulties and their causes as well as how to support communication in day-to-day life. This will help contribute to develop better, and wider understanding of the role of speech pathology in assisting communication access, as well as supporting the individual needs of people with communication difficulties.

As in previous years, individual Speech Pathology Week kits have been made available and have been distributed to around 300 Association members who registered to receive them. In addition, larger kits have been sent to the Association's seven Branches. Campaign material is also available for downloading from the Association's website.

Finally, members can help promote Speech Pathology Week through social media. Take a photograph of your Speech Pathology Week activity or involvement and post it on Instagram or Twitter. Remember to include the Association's handle @SpeechPathAus and/or the hashtag #SPWeek. Photographs can also be sent to Association's National Office for use in publications and social media. Please make sure you have the permission of everyone in the photographs before you send them to the Association support@speechpathologyaustralia.org.au

Book of the Year – Shortlisted books announced



There were 151 titles nominated for the Speech Pathology Australia Book of the Year Awards in 2017. All of those books have now been shortlisted. A complete list of all the shortlisted books in the five categories is available from the Association's website.

The books are judged in five separate categories: Birth to 3 years; 3 to 5 years; 5 to 8 years; 8 to 10 years; and Indigenous Children.

The Speech Pathology Australia Book of the Year Awards are now in their fourteenth year.

The awards would not be possible without the ongoing support of Australian publishers and the authors of children's books. Just as importantly, the awards only remain viable and feasible because of the time and effort of Association members who volunteer as shortlisters and judges.

A very big thank you must therefore go to our shortlisters: Claire Monsour (3 to 5 years), Alexandra Cole (5 to 8 years), and Loretta Blackall (8 to 10 years), for their fabulous job in shortlisting the 131 books nominated in their three categories! A staggering number of books in these three popular categories

The baton has now passed to the judges who are currently reading all the books shortlisted in the five categories. Again, a huge thank you to all those members who undertake the duties of being a Book of the Year judge.

The winners in all five categories will be announced on Thursday 2 November. As in 2016, the awards ceremony is being hosted in Brisbane by the State Library of Queensland.

See the full list of shortlisted books on the SPA website.

Thank you to the 2017 judges...

Birth to 3 years category

Lisa Ey
Natasha Trajkovski
Lyn Goodwin
Melissa Hughes
Sharon Smart
Nisrine El-Chouefati
Meryl Lai Kong Ling
Rebecca Star

Le En Cheryl Ye
Jenny Hill
Pam Reed
Anna Gilmour

8 to 10 years category

Narelle Ryan
Honnie Joan Lonsdale
Jacqui Hanna
Christine Beal
Kerrin McKeown
Lauren Scott
Melissa Lovell
Alexandra Sevdalis-Fallow

3 to 5 years category

Jacqui Collins
Michelle Petersen
Arlen Oliver
Jeanie Welch
Inge Gaudin
Samantha White
Angela Canning
Lindsay Potgieter

Indigenous Children category

Janice Zee
Jaimee Dutton
Rebecca Reinking
Olivia Watchman
Tanya Druce
Erin Coonan
Alexandria Trichilo
Kate Sharma

5 to 8 years category

Danielle Ryan
Lauren Haskins
Alinka Krol
Olivia MacGinley



27–30 May, 2018 Adelaide Convention Centre, South Australia

LAUNCH OF INSPIRE

INSPIRE: **INS**piring **P**ractice **I**nnovation, **R**esearch and **E**ngagement was officially launched in Sydney. Congratulations to the delegates who won various donated prizes and Anne Pearson from Queensland who was sitting in the “lucky seat” and won the complimentary registration to SPA2018.

The 2018 Conference Planning Committee (CPC) looks forward to bringing you updates about the National Conference in each issue of *Speak Out* and also through the monthly issue of National Conference eNews.

Keynote and invited speakers

The CPC is pleased to introduce to you the first of our two keynote speakers. Information about the presentations by the keynote speakers will be available in the coming months.

Ron Gillam, PhD holds the Raymond and Eloise Lillywhite Endowed Chair in Speech-Language Pathology at Utah State University, where he is also the co-director of the Interdisciplinary Doctoral Program in Neuroscience. His research, which has been funded by the National Institutes of Health and the US Department of Education, primarily concerns information processing, language assessment, and language intervention with school-age children with language disorders.



Dr Gillam has published three books, three norm-referenced tests, and more than 130 articles and book chapters. He has been an associate editor of the *Journal of Speech, Language, and Hearing Research*, the *American Journal of Speech-Language Pathology*, and *Topics in Language Disorders*. Dr Gillam has received numerous teaching and research awards including honours of the American Speech, Language, and Hearing Association (ASHA), Distinguished Alumnus at Indiana University, ASHA Fellow, the Haydn Williams Fellow at Curtin University in Western Australia, the Dads Association Centennial Teaching Fellowship at the University of Texas at Austin, the Editor's Award for the article of highest merit in the *Journal of Speech, Language, and Hearing Research* (twice) and the Robins Award for the outstanding researcher at Utah State University.

Call for papers

Information about the conference and the call for papers is available at www.speechpathologyaustralia.org.au. Go to the professional development link and then National Conference 2018. We would encourage you to “spread the news” through your many networks, colleagues and friends, wherever they are in the world. Send them the link to the Association's website where they can read more about the National Conference and submission process.

We have also included on the Conference website instructions for making submissions which we hope will provide guidance and assistance before you proceed to the actual submission process and a checklist to ensure that you are prepared to finalise the submission. Please remember that delegates will only have access to the title of the paper and author(s) names when they register and select sessions they wish to attend, so please carefully think about your presentation title. This will help ensure the audience you wish to attract and have the greatest interest in your topic will attend.

While the closing date for submissions is Wednesday, 13 September 2017, there is no need to wait until the due date to submit your proposal. This will assist the Scientific Program Chair (SPC) in managing the review process and help us develop the Conference program in a timely manner.

Call for reviewers

The Scientific Program Chair (SPC) is becoming increasingly busy as papers, posters and workshops are now being submitted. These submissions need to be reviewed, and the SPC is encouraged by the response so far. If additional reviewers are required an announcement will be made within the August issue of National Conference eNews.

Feedback

The CPC is reading and discussing the feedback provided through this year's conference survey to assist with planning for 2018. Where possible we will incorporate the suggestions/recommendations. We would like to congratulate Helen Smith from South Australia who won the complimentary 2018 National Conference Registration.

Barbara Lyndon
2018 Conference Convenor

Pamela Richards
National Conference Manager

Sydney conference success



28–31 May 2017

ICC Sydney, NSW, Australia

The Conference Planning Committee was delighted to welcome 1,124 attendees to Sydney for WiFi.

The Conference was a busy hive of activity in Sydney, with amazing weather and spectacular views day and night! Delegates had attended keynote, clinical and research presentations and workshops across a large range of practice areas. While the quality of the presentations was exceptional, delegates were also challenged to constantly think about how they are working and investing in the future of our profession and the innovative opportunities available. The social media hashtag for the conference, #SPAconf, trended on Twitter from day 1 of the conference. With over half the registered number of delegates tweeting, people from across the world were able to be part of the sharing of knowledge and innovation being shared by presenters at the conference. Huge thanks to our top tweeters: @lissbee_csp, @fox_leanna, @shaunziegenfusz, @haleyanc, @speechbloke, @nathanielrswain, @suze_freogirl, @bronwynhemsley and @tricmc who even tweeted while she was presenting her keynote address!

Masterclass and workshops

Masterclass: Professor Emily Plowman started the Conference week by presenting 'Critical thinking in dysphagia management' to a packed room. Participants were challenged to think about their work and investments in dysphagia practice from an innovative world leader in the field.

Workshop: Introduction to culturally responsive practice

Participants found the workshop challenging at times, but extremely thought-provoking and valuable, as well as immediately applicable to their professional practice with Aboriginal and Torres Strait Islander clients and their families.

Workshop: Managing and dealing with the "I wish that hadn't happened to me moments" in private practice!
Registrants for the Sunday workshop were very appreciative of the knowledge and experience shared by the workshop panel members who included Kellie Dell'Oro from Meridian Lawyers, Christie Boucher from Guild Insurance and Trish Johnson from Speech Pathology Australia. Key take-home messages included: ensure communication is comprehensive and conveyed in a



of different ways; review information you provide frequently to ensure it is up to date; and seek support, advice or assistance early. Speech Pathology Australia wishes to thank Guild Insurance for their sponsorship of this event which allowed conference delegates to attend the workshop free of charge.

The masterclass and workshops were very well received with discussions continuing on into the conference week.

Opening address

In formally opening the conference, The Hon Ray Williams MP, NSW Minister for Disability Services, spoke about the important role speech pathologists are already playing in society today and how this is set to only increase with the rollout of the National Disability Insurance Scheme. The Minister was proud and excited that Speech Pathology Australia had chosen to meet in the new Sydney International Convention Centre – a venue of world-class standard. He wished the assembled delegates a productive and successful time at conference.

Keynote and invited presenters

Delegates from diverse backgrounds packed the Pyrmont Theatre on day one of the conference with coffee in hand and twitter at the fingertips. Professor Emily Plowman opened with her keynote presentation 'Harnessing principles of plasticity in speech and swallowing rehabilitation' to an expectant room of enthusiastic delegates. Professor Plowman inspired us to exploit the principles of plasticity in our practice regardless of what we are working on.

Dr Patricia (Tricia) McCabe was invited to present the 2017 Elizabeth Usher Memorial Lecture titled 'How do we change our clinical practice?'. This keynote was littered with inspiration, innovation and plenty of photos of adorable rabbits and classic cars. Dr McCabe started with reference to the landmark work from the Speech Pathology 2030 project which inspired delegates to look towards the future and imagine what innovations lie ahead of us. She shared with us the aspiration closest to her heart: all speech pathologists confidently and consistently use and contribute to the rapidly growing evidence base.

Dr Laura Justice's keynote address was 'Conceptualising "Dose" in speech-language interventions'. Current findings and future directions'. Members may remember that Dr Justice presented a keynote address at the SPA conference in Adelaide 2009, and was so well received that the CPC decided to invite her back again to inspire further innovation fitting with the 2017 theme: Working and investing in Future innovation.





The consumer panel (pictured above); also conducted at the 2016 conference in Perth was a valuable addition to the program, so the 2017 CPC worked to include this special session in the busy program again this year. Presenters on the panel came from diverse backgrounds and shared their stories about their journey and experiences of speech pathology services. The 2017 CPC would like to sincerely thank the panellists – Wallace Clark, Jim Egan, Caitlin Hall, Henry Harding, Tansy Mayhew, John Steggles, Alison Vella and Rachel Vella. Special thanks to Brigid Kitchin for expertly conducting the panel session, Dr Andy Smidt for her oversight of the session preparation and to Cathie Matthews, Chrissy Edwards and Fiona Littlejohn for helping us to include the voices of rural and remote consumers.

Pep talks and posters (ePosters)

The response to the 2017 Call for Papers almost doubled that received in previous years and as it was not possible to accept all submissions, the CPC, rather than reject many, found an innovative way (in line with the conference theme) to include as many as possible. This was as a Presented ePoster (PeP) Talk. The CPC modified the types of sessions on offer so they could keep concepts together and give more time to the best quality papers (as judged by two independent reviewers). PeP Talk presenters were given three minutes (included within a conference session) to present their work. This format was very well received by the PeP Talk presenters and conference delegates.

The 2017 CPC also decided to introduce ePosters instead of the traditional posters displayed on a board. ePosters were available for view on large monitors in the exhibition hall, or alternatively delegates could view them at leisure on the Conference app.

Congratulations to all authors on the high calibre of the work presented. However, a special congratulations goes to the Best Pep Poster Award prize winners – ‘Fast mapping and word learning in children with developmental language disorder – Exploring the impact of increased exposures to a new word’ - Stephanie Sullivan, Suze Leitão, Mary Claessen; ‘Unheard voices: The patient experience of people with communication disability’ Robyn O’Halloran, Madeline Cruice, Kathryn McKinley, Bronwyn Davidson, Jacinta Douglas, Chris Bigby; and the Best Poster Award prize winners ‘Cocktail party effect in alaryngeal speech of Cantonese’ – Manwa Ng, C. K. Tsang, Ka Man Karen Yu; and ‘The role of speech-language pathologists in food services: A survey’ – Kate Swan, Rachel Wenke, Marie Hopper, Melissa Lawrie.

Best student presentation award

This year the CPC would like to congratulate Eleanor Sugden for her presentation ‘The value of home practice for speech sound disorders: What do parents think?’

Conference app

The Conference app was popular this year. Delegates were able to view the sessions, speakers, their bio, social events, ePosters, exhibitors and keynote speaker handouts. The CPC enjoyed seeing so many delegates tweeting about sessions and making contact with others at the conference and they would like to thank Colleen Moloney, Rebecca David, Lisa Petrov and Rebecca Faltyn for doing a great job to produce the app.

Pre-registration

Many delegates took the opportunity to register, enjoy a cocktail and catch up with friends and colleagues while visiting the exhibitors’ stands.



Welcome reception Luna Park

What a way to welcome delegates to Sydney and to the 2017 SPA conference! With Vivid Sydney Festival in bright, full swing delegates were treated to some of the most spectacular views of the city and the harbour. Delegates also indulged in some frivolity, enjoying rides on the famous ferris wheel, the nostalgic carousel and the adrenaline-pumping dodgem cars. Delegates all left with grins as large as the famous Luna Park smile!

Delegates who had entered the Bridge Climb gift voucher competition went into the draw and the lucky winner was Yogeshni Rao (pictured right). We hope she enjoyed the view.



Annual general meeting

Congratulations to all the deserving award winners announced at the AGM. It is always a wonderful occasion to share the amazing achievements of our colleagues. To those recipients of awards, our most sincere congratulations.

Conference proceedings

Under the co-editorship of Dr Kate Crowe, Dr Sarah Masso and Suzanne Hopf, the keynote presentations and selected research papers will comprise the Conference Proceedings to be published in the *International Journal of Speech-Language Pathology*. The special issue is the third issue each year. The papers from the 2017 conference will appear in the 2018 Volume 20 Issue 3; articles will appear early online as soon as they have been accepted.



Special thanks also goes to our Conference sponsors: Guild Insurance (conference dinner and photo booth), and Nestlé Health Science (lanyards).



The exhibition hall for this year's Conference was again filled with a range of novel, intriguing and high-quality products and services. Thank you to the many exhibitors for their ongoing support of our National Conference – and for the wonderful prizes donated that were drawn at the Conference Dinner. Congratulations to the lucky winners. We would like to also congratulate Precise for winning The Best Exhibition Stand prize, which is a complimentary exhibition stand at the 2018 National Conference in Adelaide.

This year's Conference culminated in the VIVID themed Gala dinner at ICC Sydney. Thank you to everyone for embracing the theme and turning out in their colourful and imaginative attire. Many of those at the dinner took the opportunity to capture their style (with a few embellishments) in the very popular photo booth which was kept very busy for the entire night. The dance floor didn't take long to get started thanks to the wonderful music by Twology, and it was a fantastic celebratory atmosphere.

To the talented Andy Smidt who was chair at the Scientific Program (and ensured such a high quality program) and the other fabulous members of the Conference Planning Committee, Amy Freeman-Sanderson, Cathie Matthews, Celine Pascual and Kate Smith, thank you for your enthusiasm, commitment, work-ethic and humour, we made an awesome team.

I would like to extend a very big thank-you to the Board of Speech Pathology Australia and National Office staff for their ongoing support and advice during the conference planning period. Also a special thanks to Pamela Richards, National Conference

Manager. The Conference Planning Committee really appreciated Pam's support every step of the way, and thoroughly enjoyed her involvement with the team. The CPC would also like to thank Colleen Moloney, an event management student from Victoria University, who worked with Pam leading up to and during the conference; she was a great asset and did a fantastic job.

In addition a big thank you must go to the student volunteers; Rhiannon Bettie, Olivia Clark, Vanessa Chan, Marina Ghabriel, Elizabeth Grose, Isabella Johnston, Alison Kershaw, Bianca Lyons, Claire Offord, and Madeleine Wykes who worked alongside Pam at the conference registration desk, assisted the session chairs and ensured that delegates found their intended sessions. Without you the conference would not run as smoothly, so we really appreciate all your time and effort. A special thanks also to Maxine Feldman and Queenie Hung for assisting us on the Friday prior to the conference accepting the deliveries.

Delegate feedback survey

Thank you to the 214 members who took the time to complete and submit their survey. Congratulations to Annette Gallagher from Queensland, who was the lucky winner of the complimentary Conference registration to the 2018 National Conference in Adelaide.

All feedback has been carefully collated and will form the basis of a detailed report to the Board in August. There will also be direct feedback to the 2018 Adelaide CPC to assist them in their planning processes.

Finally, on behalf of the Conference Planning Committee we would like to thank all delegates for attending WiFi in Sydney. Delegates produced a vibrant, positive, and engaging atmosphere that made for an enjoyable and memorable event.

Harmony Turnbull
2017 Conference Convenor

Pamela Richards
Conference Manager



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Attend an It Takes Two to Talk® Certification Workshop and gain an evidence-based framework for coaching parents to be **primary interventionists for their child** – making intervention a natural, ongoing process and providing the enriched early learning environments that are especially important for children with language delays.

Space is limited! Register today for one of these upcoming It Takes Two to Talk workshops:

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Brisbane, QLD Oct 11-13, 2017 Sydney, NSW Nov 1-3, 2017

See our complete workshop schedule at www.hanen.org/ITTWorkshop



In Rosie's words...



AT THE 2017 SPEECH PATHOLOGY AUSTRALIA NATIONAL CONFERENCE ROSIE MARTIN ADDRESSED ATTENDEES WITH A SPEECH FULL OF INSPIRATION FOR FELLOW SPEECH PATHOLOGISTS AND PROMISE FOR THE FUTURE OF THE PROFESSION.

"I am often asked what gave me courage to step outside my comfort zone and go to the prison. It was that my comfort zone was no longer completely comfortable. Having had skills grafted into me that could make a difference, I felt drawn to use those skills to respond to the plight of those generationally disadvantaged whose life paths had sent them on roads into such pain.

"My own life path has carried me through formational experiences of the pain of communication problems, poverty and violence.

"I am aware that I am greatly gifted by having skills with which to communicate. And skills with which to reflect – which is communication with self.

"I have long thought on the never-completely-answerable question 'why me – and not her, or him'?

"And I've long pondered consciousness – the 'me' within my own skin and the 'other' within theirs. In the wonder, mystery, philosophy and ever-increasingly, the science of consciousness, thoughts upon the practical outworking of these wonderings always lead me to the same place: the intrinsic worth of every human being – that the essential human stuff of the prisoner is not different to the essential human stuff of the premier.

"Courage is no more than following one's heart. Our word 'courage' has come to us from the French for 'heart'.

"I just stopped counting the cost. And followed yearnings I had held since I was a child. It was the right time to do so. I had experience, grown-up kids, credibility, and networks woven rich as a tapestry.

"Over five pilot projects my practice and I have put in hours and hours of pro bono work. I just stopped thinking of cost as a barrier – and did what I knew how to do.

"I believe in generosity and kindness. I don't always feel generous and kind. And when I don't, I remind myself that I believe in generosity and kindness.

"I wasn't perfectly strategic. I simply started. Wondering often where it would all lead – but confident that generosity, kindness and passion, with circumspect, are reliable leaders.

"Less philosophically and more practically, behind that following of the heart lay intention in personal development. I had undertaken a leadership program and plunged into inner-work. By this I mean that looking within oneself with willingness to engage with what is there, even when it is challenging to do so. For me, that also meant development of spiritual and reflective practice. I owned-up to what I couldn't do and asked for help, often vulnerably.

"There is much reason to understand that progress is built upon generosity and kindness: for many were willing to gather around and help.

"Nothing that is worth doing is ever done alone. It will always be found out to have been supported by a web of relationships.

"Gratefully, I think of:

- Tasmania's gracious governor, our patron;
- our wonderful, former Attorney-General and Corrections Minister, Vanessa Goodwin;
- our team of amazing speech pathologists;
- the fabulous Board of Chatter Matters Tasmania;
- many other key relationships in the work;
- and our own esteemed Pam Snow who was always generously just a phone call away.

"And in that rich web of connectedness, and looking back very far, this includes relationship through the written word, which connects us to the thoughts of others, as knowledge has grown across time: connecting to those both near and far in time and space; to those who laboured before us with hope and skill, and upon whose labours we continue to build.

"And never to forget the clients – whose trusting vulnerability has taught us all. What privilege. We live in paradigm-shifting times.

"To young speech pathologists – you have joined the profession at an exciting time in its history. I see it stepping away from an historical timidity: owning its voice and its chutzpah. It is diving, collaboratively, into the fray of social justice, understanding that it brings holistic knowledge of communication and relationship which are as beautifully and essentially intertwined as a double helix. This foundational stuff of rich human life is the stock of our trade.

"On this, I would share one small story. One of Chatter Matters' programs brings the Circle of Security Parent DVD program to mums in prison. My team and I are accredited facilitators of this 50-years-researched, respected program. One of its authors, Washington-based Glen Cooper, mentors us – it was from him we learned we were the first in the world to use COS in prison. We are now in our seventh cycle.

"The knowledge gained through COS has enriched us; and we have also brought enrichment to it. Key prison staff have informed us that they see enormous value-add in a parenting program being delivered by experienced speech pathologists with a wealth of illustrative stories and extra information to weave in.

"One of the mums said this: 'To tell you the truth, it was better than I thought it was gonna be. I didn't wanna come... I thought you was just gonna tell us 'do this, do that, don't do this, don't do that', like all the other @!# parenting programs I've done. But ya didn't... I've just learned how it's never too late and that. And that ya gotta listen... otherwise ya just end up doin to ya kid the same crap what was done to you.'

“Let’s continue to be courageous; bringing others along with us; aware of always encouraging each other; being willing to reflect on self.”

“My nominator for the Tasmanian Australian of the Year award has remained anonymous. So it feels as if the award just dropped out of the sky – and happened to fall upon me.

“Throughout 2017, in response, I have reduced my clinical load to one day per fortnight in order to make the most of this extraordinary platform which has been gifted to me, to Chatter Matters, to this justice work, and to this profession.

“In the past six months I have had opportunity to raise awareness about the profession in events as diverse as:

- lighting up the ABC Giving Tree
- roundtables and think tanks
- print media articles
- literary magazine contributions
- a regular spot on ABC radio
- the UTas International Women’s Day address
- an International Women’s Day address by skype into an Irish prison
- varied conferences in Tasmania and interstate within the fields of legal practice, medical practice, education, adult literacy and women’s leadership
- speaking to Zonta clubs, Rotary clubs, faith and community groups interested in practical support for the disadvantaged, business development organisations, seniors groups, school groups, U3A, university residential colleges, family violence events, leaders within the public service, and,
- many meetings with politicians and other senior leaders.

I have been explaining what I have called the 3D field of speech pathology practice:

- along the x axis we cover all areas and skills of communication
- along the y axis we can work from all baselines of ability – from very low to very high
- along the z axis we cover the lifespan.

“In explaining this, non-speech pathologists really ‘see’ something essential about the broad and unique contributions that speech pathologists bring.

“This profession has much to contribute to a positively-changed society. Let’s continue to be courageous; bringing others along with us; aware of always encouraging each other; being willing to reflect on self.

“Other-minded communication has the power to transform our contradictions, and build our nation. As a society we are so sophisticated, yet so much of our sophistication is wasted on mitigating the results of not having attended mindfully to communication with others.

“Communication is a cornerstone in many of society’s challenges – small and large – as well as a pillar in the solutions. We are a profession with knowledge, tools, and talent, to bring true-ring, and the fullness of meaning, to the words ‘it is never too late’.

For prisoners... for us all.”



Nominations are sought for Branch Executive members for 2018

Get involved and have your say!

Whether you’re a student member, working in private practice, government or NGO roles across rural or metro areas of Australia your input and suggestions are critical to inform how your Branch can work together to achieve the best outcomes for the profession, the public and for speeches within your state.

Branches provide a forum for the discussion of issues impacting on the speech pathology profession, as well as social and networking opportunities. All SPA state and territory Branches promote strategic activities, encourage member and public engagement, implement strategic direction, and respond to state/territory level issues.

If you would like to know more about the opportunities to join the Branch Executive please contact your Branch Chair – details on the website under **Members → Branches**.

If you are interested in being involved in the activities of your Association in 2018, download the nomination form from the website under **Members → Branches** or contact membership@speechpathologyaustralia.org.au and we can email you one.

Nominations must be submitted via email to membership@speechpathologyaustralia.org.au by Wednesday 20 September 2017. Please note Branch Executive roles are for a twelve month term.

Those currently holding Branch Executive roles must re-nominate in order to be considered for 2018.

www.speechpathologyaustralia.org.au/news/#be

Vale – Annabel Crouch

FRIENDS AND COLLEAGUES CECILIA PEMBERTON, MARY WAGG, PAULINE DOOLEY AND MARGARET PATTERSON, REMEMBER ANNABEL CROUCH AS A MUCH LOVED AND RESPECTED AND SKILFUL CLINICIAN.

Annabel Crouch, known to many speech pathologists in NSW as the manager of speech pathology at Sydney's Royal North Shore Hospital, from 1980–2010, has died after a five-year battle with mesothelioma. The world is a poorer place without her vibrant personality.

Annabel studied speech therapy at the training college attached to Royal Alexandra Hospital for Children graduating in 1965. She worked at the Crippled Children's Society before working as a speech pathologist in Canada and the UK.

On her return to Australia, Annabel started work with adults with speech and language problems, initially as a locum at the Mater and Greenwich Hospitals, before being appointed as the manager of speech pathology at Royal North Shore Hospital in 1980. She developed her skills in communication, cognitive and swallowing disorders, particularly with a neurosurgical patient load. She took the lead in organising some early intensive group stuttering therapy at Royal North Shore Hospital. Annabel was a warm, caring and dynamic therapist, first and foremost a clinician of passion and skill. It is because of this, many of her clients return year after year to contact or enquire after her.

She was always looking to improve the patients' experiences and outcomes. Her research included dysphagia management and reviews of outpatient data, and the research results were presented at national conferences.

In 1981, Annabel established a new graduate position at Royal North Shore Hospital, the first department to offer these experiences. This position serves as an ongoing legacy after 36 years!

As a manager, Annabel was the ultimate supporter of others and was an early instigator of the Speech Pathology Heads of Department Network in NSW. Deeply involved in this, she and others, led coordinated responses to the changing health environment and speech pathology role within it. She served as a speech pathology representative

on NSW Department of Health policy committees. Annabel's charm and energy served to unite and make the profession strong within local and regional area speech pathology networks. A passionate unionist, Annabel was involved in both the Public Service Association and the Health Services Union. She participated in union wage cases as well as the development of the speech pathology and allied health awards. Within Royal North

Shore Hospital Annabel was a core member of the heads of allied health, developing critical support networks and creating the third clinical block, to balance medicine and nursing.

Annabel developed other skills, acquiring a BA in linguistics from Macquarie University and then enrolling in plain English courses to assist in developing patient friendly information.

Annabel always had a passion for travelling. On her retirement this intensified. She could always be relied upon to provide information on where to eat, shop or which gallery to visit for any overseas trip. Italy was her particular favourite. She had many other interests including the theatre, opera, classical music, film and books

and loved to socialise with friends in Australia or visit her many friends in far flung parts of the world.

Annabel met her diagnosis in 2012 with dignity and strength. She maintained participation in the public discourse. Who can forget her very brave appearance on the *7.30 report* on asbestos exposure in the hospital systems?

Annabel's social and professional life were seamless, she was always surrounded by friends. Her vibrant personality, interest in others, and sense of fun and engagement attracted her to many people from all walks of life. The presence of more than 150 people at her funeral is testimony to that.

We, colloquially known as "shoe club", met Annabel as a colleague, inevitably establishing a firm friendship lasting decades. Time together was filled with fun, food and coffee shops. No subject was taboo or omitted from discussion. We were not alone in considering Annabel one of our dearest friends. She loved us back. It was a joy to know her.



Developmental language disorders to feature in JCPSLP

The March 2018 issue of JCPSLP will foreground service innovations, clinical research and perspectives on Developmental Language Disorders. We invite submissions that explore any aspect of this area of speech-language pathology practice consistent with the following formats:

- research paper
- literature review
- clinical insight paper.

All articles submitted to JCPSLP undergo double blind peer-review. Please see JCPSLP notes to authors on the [SPA website](#) → [members](#) → [publications](#)

We would welcome receipt of submissions for the March 2018 edition by 31st August, 2017. All articles are now submitted via the Scholastica online portal. www.scholasticahq.com

We look forward to hearing from you. Please contact: [Editor, Journal of Clinical Practice in Speech-Language Pathology](#).

Articulation Survey

Neil Atkin & John Fisher



Developed and used by Speech Pathology at The Royal Children's Hospital in Melbourne, the articulation survey is an assessment tool used to screen how a child says sounds in words.

- **Easily administered** – does not require special training
- **Quick** – takes 10-15 minutes to administer and score
- **Non-speech pathologists can use the test**

Can also be used for:

- Providing an articulation score for research data
- quantifying a change in articulation over time
- comparing a child's score against an Australian reference group score

Features

- comprehensive - 24 single consonants and 27 consonant blends (120 target sounds)
- durable - laminated picture sheets
- referenced against 299 children with normal speech growing up in Australia
- data available for 3 years and 5 months to 7 years and 11 months

To order or learn more about the articulation survey, visit the articulation survey website at www.rch.org.au/articsurvey



Multisensory Instruction in Language Arts 1 Teacher Training Course

Gain the skills to teach writing, spelling and reading to primary school students.

July and September

Sydney, Melbourne, Hobart, Brisbane and Perth

Additional courses organised by demand

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Robyn Grace

03 9889 4768

robyn.grace@spaldingaustralia.com.au

Aged care update



REFORMS TO AUSTRALIA's aged care system continue to be progressively implemented. Since 2012, the sector has seen the introduction of My Aged Care, streamlined access to entry-level support services for older people and their carers through the Commonwealth Home Support Programme and the Regional Assessment Service, and more choice and control for older people to remain living at home through consumer directed home care packages. The reforms have entered the final phase (2016–2022), involving the legislated review into the impact of the reforms to date and the development of a single quality framework for aged care. A review is also underway to investigate alternative options for how government funds residential aged care, with interim changes to the Aged Care Funding Instrument (ACFI) expected, while government deliberates over future funding reform.

How is Speech Pathology Australia influencing the reforms?

In 2017, the Association's National Advisor Aged Care position was made permanent, demonstrating a strong commitment to aged care. Since the Aged Care Project commenced in 2015, more than 10 national submissions to government inquiries and consultation processes have been made on a wide range of topics relevant to aged care. High-level representation has also been provided through a range of government task groups and consultation forums, providing opportunities to advocate for older adults with communication, swallowing and mealtime support needs and educate decision-makers about the role of the profession and barriers to equity of service access and outcomes. As a member of the National Aged Care Alliance (NACA), the Association now has a stronger voice, working with peak national organisations in aged care to determine a more positive future for aged care in Australia.

What are the priority areas for advocacy and awareness raising?

One of the key priority areas that the Association has been advocating strongly for concerns the listing of both public and private speech pathology services in the My Aged Care Service Finder. Currently, physiotherapy, occupational therapy and podiatry are the only allied services to have non-commonwealth funded services listed, presenting a barrier to consumer choice, as well as equitable access to speech pathology services. The Association recently met with the Minister for Aged Care, The Hon Key Wyatt MP about this issue, and about delays in referrals to speech pathology services delivered in the community. SPA will continue to advocate strongly for a resolution.

Looking to the future, and in line with the new National Strategic Plan (2017–2019), initiatives have been identified to see more communication accessible aged care organisations, better access to speech pathology services for older people, and a resilient and dynamic workforce to respond to new and emerging models of practice in aged care. The Association is committed to developing resources to support speech pathologists working in aged care, as well as educational material to help consumers and providers understand the range of service options available.

Claire Bishop (Team Leader, Regional Assessment Service, Illawarra Shoalhaven Health District), Beth Causa (Volunteer Speech Pathology RAS Trainer), Michelle Bennett (SPA Aged Care Working Party) delivering the speech pathology training package to RAS assessors in NSW.

What are some of the aged care initiatives currently underway?

The Aged Care Working Party has developed and piloted a speech pathology training package for the newly established Regional Assessment Services (RAS). A number of volunteer speech pathologists have been trained to deliver the training package as representatives of the Association in their local districts. Three pilot training sessions have now been delivered across New South Wales and Victoria, reaching approximately 50 assessors. The quality and relevance of the training have been rated very positively. Furthermore, assessors have reported feeling better equipped to identify communication, swallowing and/or mealtime support needs, refer to speech pathology services, and support clients with communication difficulties during the assessment process. The Association would like to see the training package made available to all RAS assessors and is exploring strategies to make this possible.

The Aged Care Working Party has also identified attendance at the Leading Age Services Australia (LASA) National Congress as a key strategy for raising the profession's profile in the aged care sector, recognised as the largest aged care services networking event in the southern hemisphere. The Association hosted a networking pod at the 2016 congress and will be in attendance again in October 2017. This year, a communication toolkit will be developed and promoted to attract delegates to the pod and capitalise on the awareness-raising and networking opportunity.

How can you be involved?

To inform the Association's advocacy and awareness raising efforts relevant to aged care, it is important we hear from clinicians working in the sector to understand the opportunities and challenges faced. Please contact the National Advisor Aged Care if you have any questions about the reforms or examples of where older adults with communication, swallowing and/or mealtime difficulties have experienced challenges in accessing services. Success stories and examples of innovation in aged care are also welcomed. The Department of Health posts regular reform updates that may be of interest: www.agedcare.health.gov.au/aged-care-reform

Please contact the National Advisor Aged Care for further information: agedcare@speechpathologyaustralia.org.au



Amanda Dansky (SPA Aged Care Working Party) hosted the Speech Pathology Australia's networking pod at the 2016 LASA National Congress.

Kym Torresi joins the SPA Aged Care Working Party

It is with pleasure that SPA announces the appointment of Kym Torresi to the ACWP. Kym brings 25 years of clinical experience working with people who are ageing across acute, subacute, home and community, and residential aged care settings in both public and private sectors. Furthermore, her high-level knowledge of sector reforms gained through various management roles will be an asset to the group. Kym has worked extensively within home, and community-based services to support the independence of people who are ageing, an area of practice especially impacted by current aged care sector reforms. She also provides ongoing supervision and mentoring to community-based speech pathologists. Kym has previously represented the Association at meetings of the National Aged Care Alliance (NACA). Her clinical expertise in areas of augmentative and alternative communication and previous experience in community capacity building projects in relation to communicative access are also directly relevant to the Association's current aged care project plan. Kym also brings a unique understanding of disability and aged care interface issues, invaluable as the NDIS and aged care reforms continue to roll out simultaneously. Congratulations Kym, we are very much looking forward to working with you.



The Association was delighted to receive a large number of high-quality applications for the vacancy on the SPA Aged Care Working Party (ACWP) from members with extensive experience and diverse interests in aged care.

The Association would like to extend a sincere thank you to all those who expressed interest in the vacancy. We hope to engage all applicants in some way through subcommittees or working groups to help progress strategic initiatives and bring together a network of highly experienced and passionate members working in aged care. Wonderful to see this profile continuing to grow!

Jade Cartwright
National Advisor Aged Care

Spotlight on professional support

Are you in a supervisory relationship and don't even know it?

A NUMBER OF resources to support the uptake of supervision have been developed over the past few years, to address the issue that many members were seeking mentoring due to a lack of supervision. However, increasingly those who are in supervisory relationships are not recognising these relationships for what they are.

In the last couple of years members have contacted me to register a mentoring partnership, but it became clear upon further questioning that the relationship was supervisory in nature.

The three key indicators that a professional support relationship is supervisory rather mentoring are:

- both speech pathologists work for the same organisation;
- the speech pathologists meet 1:1 for more than 1 to 2 hours a month;
- the less experienced speech pathologist is not receiving discipline-specific professional support from anyone else in the organisation.

Speech Pathology Australia recommends that all early career speech pathologists receive one hour per week of clinical supervision, so if there is a more senior speech pathologist in the workplace, there is an expectation that this more senior clinician will provide supervision to the less experienced clinician.

The value Speech Pathology Australia places on adequate and appropriate professional support is evident – one of the requirements to progress from provisional to full CPSP status is 12 points in PSR Activity Type M, with the Association preferring supervision over mentoring if both options are available.

Mentoring relationships need to be registered but supervisory relationships do not.

Further information can be found on the SPA website.

For information about progressing from provisional to full CPSP go to → **Members** → **Professional Self Regulation** → **Supervision** → go to **Members Supervision**

For mentoring go to **Members** → **Mentoring**

Or contact Meredith Prain psa@speechpathologyaustralia.org.au

Dr Meredith Prain
Professional Support Advisor

Who is in your Speech Pathology Australia (SPA) Professional Development (PD) team?

The CPD Coordinators met with the SPA PD staff at National Office on 29 and 30 June 2017 for a very productive and valuable meeting. One of the core items was PD planning for 2018 – for the Branch CPD calendar, National Tour and the online CPD Live events. Information is shared from Branches, discussed at a group level and further follow-up actions decided.

The SPA PD team is formed by members in each Branch who volunteer their invaluable ideas, time, commitment, and presence in planning and execution of Branch CPD events. There are also paid staff in National Office and NSW, QLD, SA and WA.



SPA Senior Advisor Professional Education and Certification Sharon Crane, Jessica Baggalay, Shirani Gomes, Erin Masson, Tricia Reardon and SPA Professional Education Administration Anita Rodricks.

Australian Capital Territory

Leah Hanley (ACT CPD Leader) commenced as the ACT CPD Leader in 2015 and liaises with ACT Branch members, NSW CPD Leader, ACT/NSW Branch Executive, other national CPD Leaders and the National Office PD team. Leah is based in Canberra and attends SPA CPD events as the point of contact for speakers and registrants. Leah is committed to providing valuable and accessible CPD to ACT and regional NSW members and all ideas for future events are welcomed. If ACT and regional NSW members are interested in CPD or have ideas for future CPD events, they are welcome to contact Leah.

New South Wales

Christine Sheard (NSW CPD Leader) and Shirani Gomes (NSW CPD Coordinator), Susan Starr, Colleen Kerr, Carl Sokkar, Eleanor Fairbairn and Sarah McMenemy make up the NSW CPD Committee. We cover a broad range of experience in both paediatric and adult caseloads within the hospital, private, government, university and community settings. The level of experience is also varied with nearly 50 years of being a Speech Pathologist to newly graduated. We are all foodies so a restaurant dinner meeting a few times a year is where we love to work out what presenters and topics to put forward to run as events in NSW.

Northern Territory

Erin Coonan (NT CPD Leader) commenced as the NT CPD Leader in 2015 and executes the role superbly in being the liaison for the Branch to feed back their CPD requests and preferences, developing the NT program. Erin is based in the Northern Territory as part of the Children's Development Team – Darwin Urban which covers Darwin and up to 200 km in most directions. Erin continues to work in providing support and coordination in the running of workshops in Darwin for the NT CPD program and is the SPA representative and the contact person for the speaker and registrants at Darwin workshops. Another frequently utilised source of knowledge is the CPD Events library from which Erin arranges viewings of key presentations on areas highlighted by the NT members. Erin supports SPA CPD both at a Branch level and via liaison with national CPD reps and with National Office PD staff.

Queensland

Sarah Goodman and Joanne Wilkinson (QLD CPD Co-Leaders) and Tricia Chardon (QLD CPD Coordinator). In 1982 the first Continuing Education (as it was then named) was established by the Queensland Branch of AASH (now Speech Pathology Australia) and one year later led the way in appointing a part-time paid coordinator, laying the ground rule that the coordinator must be a speech pathologist, as the position required professional knowledge and personal experience. Thirty-five years on, the work of the Qld Branch PD Committee continues to be informed by the policy and the goals of the Association to provide our members with access to a professional development program that is of high quality and diversity, reflecting current clinical practice needs. Tricia has been fortunate to be the Queensland CPD Coordinator for 28 years and one of the Committee has been a member for a little longer! The Committee's brief is to represent the diversity of clinical practice areas; current members are: Jill Cross (paed/PP), Anita Keightley (adult/health), Maureen Liddy (paed, EQ), Kate Jorgenson (adult, private hospital), Stella Martin (disability), Vanessa Miller

(paed, child health), Tanya Rose (UQ staff), Mary-Louise Shearer (paed, PP), Ann-Louise Spurgin (adult, public teaching hospital), Laurelie Wall (adult, another public teaching hospital). This very dedicated committee is the engine that drives Qld's successful PD program.

From the days of the Committee's inception, the particular challenge presented by our decentralised state has been recognised and addressed in various ways. Our Committee is unique in appointing a number of regional CPD reps in regional and rural centres to promote liaison between the Committee and non-metropolitan members; reps join in the monthly Committee meeting several times a year via Google HangOuts. Currently our reps are: Cairns, Amanda Carlone; Townsville, Kate Thomson; Mackay, Kirsty West; Mt Isa, Danica Kelly; Rockhampton, Di Smith; Hervey Bay, Robyn Kalkaus; Sunshine Coast, Christine Barrett; Toowoomba, Rachel Tosh; Gold Coast, Tracy Till.

South Australia

SA Professional Learning Working Group is composed of representatives who work in a range of areas. Our group consists of Barbara Lyndon (SA PWLG Leader), Jessica Baggallay (SA CPD Coordinator), Erin Parker, Kat Bray and Jodie Rawson.

We would love to take this opportunity to welcome our newest member, Jodie Rawson. Jodie works at the Department for Education and Child Development and her interest areas include language and literacy. Barb Lyndon is our convenor and the "face" of our group! Barb initially joined the group in 2004 as a committee member. Barb is passionate in providing quality professional development, which makes her the perfect candidate for her latest role as Adelaide 2018 National Conference Convenor. Kat Bray has a successful private practice and was prompted to join this group due to a love for professional development. Kat's work interests include paediatric feeding, dysphagia and fluency. Erin Parker works at the Repatriation General Hospital and her interests include adult neurological rehabilitation (particularly Aphasia) and chasing after her adorable daughter! Jessica Baggallay is our current South Australian CPD Coordinator and works in both adult and paediatric private practice and adult community/rehabilitation. Jessica will be leaving us shortly to pursue an adventure of work and travel in Europe.

Tasmania

Nicole Hatch (Tasmanian CPD Leader) commenced in this role for the Tasmanian Branch in 2016. Nicole works as part of the Tasmanian Health Service – Southern Region. Nicole has been committed to ensure the Tasmanian Branch is provided with PD opportunities reflective of the areas members work within. Nicole continues to work to support and coordinate well-received and well-attended PD events within the speech pathology field that cover both adult and paediatric topics of interest. Nicole has also arranged for groups who are interested to meet and view the CPD live events. We are extremely appreciative of all of the work and support Nicole provides as Tasmanian CPD leader both at Branch and national CPD levels.

Victoria

Kate Bridgman and Linda Crisci (Vic CPD Co-Leaders) and Sharon Crane (CPD Coordinator). The Victorian CPD committee has a wonderful and dedicated group of SPA members who represent a cross-section of speech pathology practice with committee members working in paediatric and adult areas in a wide variety of clinical areas, in private and public practice, in metropolitan and regional locations, and across a continuum of

years of experience. The committee also has members working in academic settings and in speech pathology management and leadership roles. Who are these Vic CPD members? Linda Crisci and Kate Bridgman are the co-leaders, with committee members including Charmaine Briffa, Sarah Cunningham, Melissa Finn, Anneke Flinn, Rebecca Hart, Alison Heppell, Emma Nottingham, Rebecca Palmieri, Jacqui Raymond and Lucie Shanahan, with Sharon Crane from National Office. Please feel free to contact any of us with suggestions and ideas – our planning is invaluable assisted by input from members.

Western Australia

Kelly Robinson (WA CPD Leader) and Erin Masson (WA CPD Coordinator). The WA CPD Committee is well represented by members working in adults and paediatrics as well across different contexts. Committee members work in tertiary hospitals, private practice, education, child development services and universities so the perspectives and interests of a diverse number of fields are represented. The WA CPD Committee consists of Kelly Robinson (CPD Leader), Erin Masson (WA CPD Coordinator), Victoria Bishop, Mary Claessen, Elysha Cummins, Terri Herne, Deborah Hersh, Indu Jacob, Karen Mews, Polly Prior and Mary Reynolds.



The SPA professional development team includes Anita Rodricks, Rebecca David, PSR Advisor Joanna Shorland and Senior Advisor Sharon Crane.

National office staff

Sharon Crane (Senior Advisor Professional Education and Certification), Anita Rodricks (Professional Education Administration) and Rebecca David (Membership and Administration Officer). At National Office, Sharon coordinates the professional development program online events and workshops in liaison with the Branches, and also manages the PSR program that acknowledges professional development undertaken by members. Anita coordinates PD registrations and events on the website, travel arrangements for speakers, and materials for workshops, in addition to coordinating the PD events library. Rebecca coordinates the CPD live registrations and reports and is your "go to" person for CPD live event enquiries (in addition to her membership role and other duties). If you have any PD queries, please do not hesitate to contact us on 1300 368 835 or via email to office@speechpathologyaustralia.org.au

We are extremely appreciative of all the brilliant volunteer members who give of their time, skills, and effort to support SPA CPD both at a Branch level and in liaising with National CPD reps and with National Office PD staff, and of the members who support the SPA PD program.

Worldwide implications for stuttering research

UNIVERSITY OF MELBOURNE RESEARCHER AND LECTURER DR ELAINA KEFALIANOS IS ONE OF THREE CHIEF INVESTIGATORS ON A \$2.4 MILLION RESEARCH PROJECT THAT WILL HAVE IMPLICATIONS WORLDWIDE FOR SPEECH PATHOLOGY CLINICIANS AND BENEFITS FOR CHILDREN WHO STUTTER.

THE PROJECT TITLED the Effective Stuttering Treatment Project will compare the most efficacious direct and indirect treatments for pre-school children. The grant was funded by the Research Council of Norway under the Better Health and Quality of Life scheme.

Funding for the project was released recently, and the research will be conducted over five years, contributing significantly to the management and treatment of children who stutter.

"I think the EST-Project stands to make an important contribution to management of preschool children who stutter worldwide. Approaches to stuttering intervention vary around the world, in part because there is currently a paucity of evidence comparing available interventions," said Elaina.

"The EST-Project aims to identify the most effective stuttering intervention for preschool children. In turn, this will ensure more children receive the best possible treatment during the earliest years of the disorder and subsequently avoid the longer term mental health and social consequences that people who stutter can experience."

The other chief investigators on the grant are Associate Professor Kari-Anne Bottegaard Naess, University of Oslo and Professor Charles Hulme, University College London. Currently Elaina is Lead of Teaching for the Master of Speech Pathology at the University of Melbourne, Director of the University of Melbourne Stuttering Clinic, and an Honorary Fellow of the Murdoch Childrens Research Institute.

Elaina has been collaborating with Associate Professor Naess for the past four years. During Associate Professor Naess' most recent visit to Melbourne, Elaina discussed the prospect of conducting a treatment trial in Norway with her. As there are currently no guidelines in Norway to inform management of preschool children who stutter, the EST-Project presented as an opportunity to address this.

"I am really excited about this project. Since graduating as a speech pathologist, I have dedicated my career to working in the field of stuttering. This project is a wonderful opportunity for me to make a substantial contribution to the evidence-base regarding best practice for preschool children who stutter while also enhancing my international collaborations."

Currently the team is seeking applications for a PhD student to work on the project. Elaina will supervise the PhD student together with the other chief investigators. "The PhD student role is a critical one within the project as they will be responsible for delivering both of the interventions to participants."

"Working at the University of Melbourne, and MCRI I've constantly been surrounded by excellence. Everybody is so motivated and so driven; it's easy to stay motivated when you are surrounded by people like that."

"Particularly as an early career academic, I think it is essential to have mentors. Working in research especially is challenging as



Dr Elaina Kefalianos

it is such a competitive environment. Having a few mentors (for support and guidance) is absolutely crucial."

"My immediate career goals are focused on teaching and research. From a teaching perspective, one of my primary aims is to create a passion in my Masters students so that they are enthusiastic and keen to work in the field of stuttering. I get great satisfaction from watching my students work with people who stutter, doing a great job and enjoying it! From a research perspective, I am committed to focusing on stuttering, but the projects I am involved in are quite diverse in this field. One of the most fascinating areas of my research is trying to understand why some children stutter and others don't and also to understand why some children recover from stuttering while for others it becomes a chronic condition."

Elaina got the news in late 2016 that the application had been successful. "Given the competitiveness of the funding scheme I wasn't expecting the application to be funded. When my colleagues told me that our project had been funded, and that we had received the full amount of funding requested, I was ecstatic. It was a very special moment in my research career that I will never forget."

Elaina attributes a couple of factors that she believes led to the success of the grant application.

"Firstly, this research will directly benefit the children of Norway. Because there are currently no clinical guidelines in Norway informing the management of children who stutter, it is possible that some children are either receiving ineffective treatment or no



Discovering dyslexia

SPEECH PATHOLOGIST ELISE CASSIDY IS CURRENTLY WORKING AND STUDYING IN THE UK TO FURTHER HER SKILLS IN THE AREA OF DYSLEXIA.

“I have always had a passion for supporting students with literacy difficulties. Between 2003 and 2007 I was fortunate enough to be employed by a large primary school (of 950 children) in northern Melbourne to work primarily on their literacy program. Yet, to be honest with you, I knew very little about dyslexia.

“As I investigated evidence-based interventions for literacy difficulties I frequently saw the word dyslexia. I also came across the Australian Dyslexia Association website and I spent hours going through all the information on there, which then lead me to other sites, and my awareness of dyslexia increased significantly. I felt ashamed though as it hit home how many of those students I’d worked with over the years most likely had dyslexia, and I, as one of the first professionals they’d been referred to for literacy difficulties had not identified it. After all, dyslexia is estimated to affect some 10 per cent of the Australian population (Australian Dyslexia Association).

“Three years later and I’ve continued to develop my knowledge of dyslexia in as many ways as possible. I became a member of the Australian Dyslexia Association and learned what I could from them. I joined dyslexia support groups on Facebook and the Developmental Disorders of Language and Literacy Network (DDOLL Network), where numerous professionals in the field come together to discuss research, issues and all number of things language and literacy related. My priority though was to advocate for dyslexic students in as many ways as possible. I became involved in Dyslexia Empowerment Week and organising Light It Red for Dyslexia, a volunteer initiative to light significant monuments and landmarks across Australia in red for Dyslexia Awareness.

“I’m currently living and working in the UK (temporarily) and studying a postgraduate degree with Dyslexia Action. Dyslexia is a commonly-used term over here and it is identified earlier. The recommendations that were made by Sir Jim Rose in his 2009 report *Identifying and Teaching Children and Young People with Dyslexia and Literacy Difficulties* have been carried out in many schools here (unlike Australia where very few of the recommendations made in our 2005 Inquiry into teaching of reading have been put in place), and the screening phonics check is used to effectively identify children at risk at the end of their second year of schooling. The National Year 1 Literacy and Numeracy Check should be implemented in Australia soon.

“I feel there is a lot that needs to change in Australia to help support students with dyslexia. Speech pathologists are often one of the first professionals that students with literacy difficulties are referred to. We often see these kids in their preschool years as well when they are referred to us for delayed speech, poor expressive language, poor rhyming skills, difficulty learning letters; all red flags for dyslexia. We need to know what dyslexia is, what to look for early on, how to identify dyslexia, how to differentially diagnose it from other language learning difficulties and which assessments to use.

“It is also important for us to know what are the evidence based methods for teaching literacy. Many schools are still using non-evidence based methods, such as whole language approaches, reading recovery, three-cuing strategies and many more. Structured synthetic phonics has been shown to be the most effective method of teaching reading in numerous studies, yet many teachers are unaware of how to best support students with literacy learning difficulties and not all students have access to a speech pathologist working as part of the whole school collaborative team.

“SPA’s document *Clinical Guidelines for Speech Pathologists Working In Literacy* is a great place to start to gain more information about dyslexia and our role in supporting students with dyslexia and the NSW DoE Speech Pathology in Schools Resource Project is another step in the right direction to supporting more students to access the support they need.

“I look forward to returning to Australia in 2018, and continue working with schools and families to increase awareness about dyslexia.”

Elise Cassidy

“It is our hope that findings from our research will prompt some clinicians to revise their approaches to managing childhood stuttering so that all children receive the best available intervention.”

treatment at all. Outcomes from this study will lead to the development of clinical guidelines for Norwegian speech pathologists to effectively manage children seeking stuttering intervention. The final phase of the project is focused on translation of research outcomes so that the recommendations made from the project are adopted by early child health professionals.”

“I believe that the other important factor that contributed to the grant’s success was the broader implications the findings may have at an international level. The findings will be of interest to speech pathologists working with children who stutter around the world. It is our hope that findings from our research will prompt some clinicians to revise their approaches to managing childhood stuttering so that all children receive the best available intervention.”

Speech pathology, island style!

Lauren and Dayle visit communities in the Torres Strait and Northern Peninsula on a regular basis by ferry, plane, and helicopter.

EARLIER THIS YEAR three speech pathologists representing health, education and libraries met up on Thursday Island (otherwise known as TI) in the Torres Strait to talk all things family literacy.

One was Kylie Webb, Consultant Speech Pathologist for State Library of Queensland's First 5 Forever initiative. After a long journey involving two planes, a taxi, a bus, a ferry and then a walk (great for transport vocabulary!), Kylie and a colleague from the library's Indigenous Library Service delivered a professional development workshop titled Island Style.

It was Kylie's first visit to TI, but her two "speechie" colleagues, Lauren Reardon, Senior Speech Pathologist at Queensland Health, and Dayle Bates, Speech Language Pathologist at Education Queensland, call the Torres Strait home.

The workshop participants came from a range of organisations who work with families and children aged 0-to-5. It focused on the importance of the first five years, language and emergent literacy strategies for fives and under, and included community action planning on how to get the family literacy message out to local communities. The workshop included staff from Ngulaig Meta (the Torres Shire Council Library), Torres Strait Island Regional Council and Northern Peninsula Area Regional Council. The participants made their own movie to share what they had learned with their community. View the video via this link – www.youtube.com/watch?v=njZEV2sJnZQ and see Lauren, Dayle and their colleagues in action.

While primary prevention is incredibly important, Lauren's role has both an acute and early intervention focus. She provides services to adult and paediatric inpatients/outpatients across Queensland Health's 22 Torres Strait Island and Northern Peninsula facilities. According to Lauren no two days are the same and she is passionate about providing early intervention services and supporting children and their families to ensure a strong school transition.

Dayle works with staff and families to support identified students at 20 school campuses across the Torres Strait and Northern Peninsula area. She is also involved in the promotion of oral language development through professional development for school staff and the implementation of whole-school programs.

Lauren and Dayle visit communities in the Torres Strait and Northern Peninsula on a regular basis by ferry, plane, and helicopter. Both Lauren and Dayle provide culturally safe and appropriate services by working with local health and education staff to ensure services meet community need.

Lauren, Dayle and Kylie all have unique roles within the speech pathology profession. Combining their skills and expertise and encouraging everyone to work together, children's early language and literacy has been placed firmly on the agenda in the Torres Strait.

First 5 Forever is a Queensland family literacy initiative delivered by public libraries with the primary aim of providing strong literacy foundations for all Queensland children aged 0–5 years.

You can find out more about First 5 Forever via the First 5 Forever website www.first5forever.org.au



Above: Dayle Bates, Kylie Webb and Lauren Reardon on Floral Friday on Thursday Island.

At top: Helicopter views of Warraber Island - a regular sight in the day in the life of an island based speech pathologist.

Read this before you employ new staff...

BEFORE YOU DIVE INTO EMPLOYING A NEW STAFF MEMBER, IT IS IMPORTANT TO STRATEGICALLY MAP OUT THE TERMS AND CONDITIONS OF THE NEW POSITION.

EXPANDING YOUR TEAM can be an exciting time for your company or organisation, signifying growth and momentum within the workplace. However, before you dive into employing a new staff member, it is important to strategically map out the terms and conditions of the new position.

Remember that the circumstances under which you take on a new employee can affect your employment rights and obligations, particularly if an issue arises or if things don't work out. The best way to mitigate the risk of costly disputes is to clarify your employment obligations ahead of time, including all of the details related to the job description, employment contracts, policies, procedures and job training. Below are the main factors you need to consider before you take on that new employee.

Position description, terms and requirements

Be very clear on the details of the job being filled, take the time to develop a full position description which includes any special requirements such as police check, working with children check, specialised certifications or physical requirements. You may wish to develop a key selection criteria to cover qualifications, skills and attributes.

You should also outline the terms of the job (e.g., full-time, part-time, casual, fixed term, seasonal, etc.) and specify the working days, hours and break times.

Wages, contracts and protections

Employers are responsible for ensuring that they meet the minimum wage and employment conditions that apply to the job being offered. Are you familiar with the current regulatory requirements around employing staff?

Review your employment obligations and use a current employment contract that suits that circumstances of the job and also protects the interests of your business or organisation. Consider extra forms that may be needed, such as a confidentiality agreement, enterprise agreement or prior injury declaration.

Forms, documentation and induction

Before your new employee commences work, you need to have their signed employment contract, signed Tax File Number declaration and their nominated superannuation form in hand. You also need to supply them with a Fair Work Information Statement.

Once employment has officially commenced, you should supply a copy of your workplace policies and provide an induction. Make sure your staff induction program identifies any potential workplace risks or hazards.

During your employee's probationary period and beyond, keep a written record of any issues, incidents, milestones or achievements. Proper documentation will help you monitor how the employment arrangement is working out. Accurate record keeping is also important in the case of a dispute or investigation.

Engaging a contractor

If you have decided you are going to engage a contractor instead of taking on an employee, then have a good understanding about the difference between an employee and a contractor.



The Australian Taxation Office advises the difference between an employee and contractor is:

- an employee works in your business and is part of your business;
- a contractor is running their own business;
- the contractor is responsible for their business compliance and commitments such as insurance, PAYG, superannuation, workers compensation, etc.;

The contractor has:

- the ability to subcontract and delegate the work to someone else;
- is paid as a result achieved based on an hourly rate or price per service;
- the ability to provide all or most of the equipment or doesn't receive an allowance or reimbursement for the cost of the equipment;
- the ability to perform services as specified in their contract;
- the ability to accept or refuse additional work.

Considerations:

- provide the contractor with an agreement which complies with various legislation and protects your business with clauses such non-solicitation and non-competition covenants;
- ensure the contractor has been set up as a business and has an Australian Business Number and has all the required insurances and understands their obligations;
- provide supervision and appropriate level of support; and
- make sure you are meeting ATO requirements.

ATO website www.ato.gov.au/business/employee-or-contractor

Anna Pannuzzo
WorkPlace PLUS



Myths, and misconceptions in speech pathology practice...

Myth...

I can bill Medicare clients under the Medicare number of the owner of the practice where I work.

Reality...

You need your own Medicare provider number and must **never** use another speech pathologist's provider number. Once you have your own provider number, familiarise yourself with the MBS Guidelines: www.mbsonline.gov.au. Also read SPA's document about Medicare programs and provider numbers

Myth...

I do not need my own indemnity insurance – the practice owner's insurance will cover me.

Reality...

SPA advises that all members take out individual professional indemnity insurance so they have their own cover. The National Code of Conduct for unregistered health practitioners clearly states that, a health practitioner should ensure that appropriate indemnity insurance arrangements are in place in relation to his/her practice. For more information see [SPA's professional indemnity document](#).

Myth...

As long as I provide an appropriate receipt, I do not need to know if a client is making a claim for my fees through their private health fund (PHF) or which health fund they are making claims through.

Reality...

As a provider you need to be aware that you are responsible for knowing which PHF your client is claiming from, the terms of service delivery with the PHF; if you need to be registered with that PHF and what information you need to retain in case the PHF conducts an audit. For more details read SPA's document: [Private Health Fund Auditing process](#)

Myth...

I don't need anything in writing between myself and my workplace (e.g., private practice I work in, school or RACF I visit).

Reality...

It is essential that all arrangements (even with friends) are in writing. Written contracts provide certainty for everyone and clearly set out what has been agreed between you and the other party. Read SPA's documents: [Contracts for Private Practice](#) and [Private Practitioners Working in Schools](#) (which includes a service agreement template) under Professional Resources.

Nichola Harris

Acting Senior Advisor Professional Practice

Are you displaying the SPA CPSP logo?

Did you know SPA has a Certified Practising Speech Pathologist logo that you can use to denote membership status to your clients.

While you are a member with full CPSP status you can use the logo on your website, letterheads, business cards and other approved purposes. It is a great way to let your clients know that you are in "good standing" with your professional organisation.

If you would like to use the logo then please complete the appropriate form on the logo page of the website. You will then be sent a high quality, print ready file you can use in your practice.

Contact Rebecca Faltyn, Assistant Manager, Communications and Marketing, pubs@speechpathologyaustralia.org.au



AHPA Digital Health webinars

The final, free webinar in this series titled Digital Health will be held on 24 August, 2017, 7:30pm. More information is available at: www.ahpa.com.au/Home.aspx

You can also access the recordings of the other three webinars about Medical Software; Contacts, Referrals and Secure Messaging and Clinical Notes and Information Sharing at: www.trainitmedical.com.au/allied-health-providers-free-resources

Speech pathology in schools



TALK (Team Around the Learner Kit) is gaining momentum and is evolving from its original form to a new, enhanced version which will push back the launch date to later in 2017. The NSW Department of Education (DoE) is committed to the production of a user friendly resource which is engaging as well as informative and which will provide the all-important “nudge” to principals,



NSW Dept. Education Support and Development Leader Neale Waddy, SPA Senior Project Officer and SPA Policy and Advocacy Manager Ronelle Hutchinson at SPA National Conference.

teachers, families and speech pathologists. The nudge for principals is to recognise the value of speech pathologists as part of the school’s team, and therefore see the merit in engaging them. The nudge for teachers is to understand the critical importance of a collaborative working relationship with speech pathologists to improve the learning outcomes of all students; in particular those

with speech, language and communication needs. The nudge for families is to be involved with their child’s school to support the teacher/speech pathologist partnership and to follow through with home-based recommendations. Lastly, the nudge for speech pathologists is to accept that working in the education sector requires them not just to be clinician’s but to be collaborative members of the team around the learner.

Timeframes extended

The timeframes for the existing project have been extended to allow for additional feedback from key stakeholders and the use of multimedia in the form of video clips from schools employing speech pathologists. Once finalised these details will be circulated on SPA’s website, the National e-News and the SPA SPEL Facebook community group.

Speech Pathology Australia’s Board approved the extension of the Senior Project Officer’s contract and role until the end of 2017. The extended role will include:

- producing the multimedia components of the kit in schools in NSW;
- creating a ‘Toolkit for Principals’ webinar to be used by principals as a professional development tool to inform their staff about the value of engaging a speech pathologist as part of their learning and support team;
- developing and conducting professional development forums for speech pathologists working in the education sector.

New roles for speech pathologists in the education sector: What is the best use of your expertise within schools?

The speech pathology component of TALK and the upcoming review of SPA’s Clinical Guideline: Speech Pathology in Schools will address this issue. In addition, professional development forums offered later this year will focus on how to implement a Whole School Collaborative Approach, which is considered best practice and will further evolve the role of speech pathologists in the education sector. Tiered interventions are of paramount importance to a successful whole school collaborative approach and include the following:

- in Tier 1 (whole class), speech pathologists have the role of consultant, trainer/coach and auditor (data evaluation);
- in Tier 2 (small group) speech pathologists have the role of assessment developers and supplementary instructors;
- in Tier 3 (individual), speech pathologists have the role of clinician and trainer.

Conference updates

ACEL – Australian Council for Educational Leaders

SPA set up an exhibitor stand at this conference in June, which was run by Fiona Eastley, NSW Branch Chair and Mary Gornik, SPA Senior Project Officer. There was considerable interest in the project in general from other sectors in the various states and territories. The conference was attended by principals and school leaders nationally and was a great opportunity to promote the profession in the educational sector.

researchED, Melbourne

SPA had representation at this conference which was an opportunity for teachers, researchers and academics to discuss ways in which education can use evidence to drive better teaching and learning. There were sessions on literacy, cognitive psychology, best teaching practice, behaviour and inclusion. Professor Pamela Snow (psychologist and speech pathologist) presented a session on ‘Balanced Literacy’ which explored the literature and argued that it is a re-packaging of whole language essentials.

SEPLA – Special education conference

Speech Pathology Australia was successful in having an abstract accepted at this conference. The workshop was presented by Mary Gornik, SPA Senior Project Officer and Dr Julia Starling, Adjunct Lecturer, University of Sydney and focused on Improving student learning outcomes through a whole school collaborative approach. This was a great opportunity to inform principals and leaders in the education sector about the value of a collaborative approach between speech pathologists and educators.

Mary Gornik
Senior Project Officer
Speech Pathology in Schools

www.speechpathologyaustralia.org.au/schools



Scope of practice and professional competency

IN AUSTRALIA, the speech pathology profession has a defined Scope of Practice that anyone can view on the SPA website. The document's purpose is to inform members of our profession and external stakeholders (such as employers, funding bodies, and insurance companies) about the activities and roles a speech pathologist can undertake, and to provide a framework to guide delivery of our services. Awareness of scope of practice for a speech pathologist is fundamental to supporting appropriate clinical decision-making, to ensure that interventions delivered to our clients are within our competence, providing benefit to them, while maintaining the highest standard of practice.

Clearly, an individual speech pathologist's practice must be carried out within that person's professional competency. For example, a clinician who has dedicated their professional career

vulnerable situations may not be as discerning or do not have the knowledge to be able to consider the levels of "evidence" and may be persuaded to use a treatment or product even though the evidence behind it falls on a scale that runs from questionable to non-existent.

Since a speech pathologist's professional obligation is to objectively consider the level of evidence for new and emerging areas of practice, he or she must ensure that they are not misleading clients by exposing them to harmful interventions, or interventions that provide no benefit, thereby imposing an "opportunity cost", i.e., missing out on participating in an intervention that does work while they are trying the intervention that does not. Many excellent sources of information are available to speech pathologists to assist them to know and understand the evidence behind interventions.

SPA members have ethical obligations to adhere to the scope of practice as described. Unfortunately SPA is occasionally contacted to discuss whether a speech pathologist has been acting outside of its scope of practice, by providing interventions that sit outside our professional expertise, or working on the "fringe" of practice where there is minimal or no evidence of benefit.

There are several things to do when encountering a client who requires intervention that sits outside your areas of competency.

- know and acknowledge your professional limitations,
- refer on to a speech pathologist (or another professional) who holds appropriate competencies,
- if similar requests occur frequently, you may consider undertaking training or further education in that area to be able to offer those interventions.

Ultimately, our individual obligation is to know where the scope of practice for the profession of speech pathology lies. If a client requests, or requires, intervention in an area of practice that is outside the scope of practice for a speech pathologist, do not cross that boundary within your work as a speech pathologist. If you wish to provide what the client seeks, then you need to explain clearly that it is not a speech pathology service that you are providing.

If considering providing interventions that are beyond the profession's scope of practice, you also need to appreciate the legislation regarding delivery of services funded through programs such as the Medicare Chronic Disease Management, or NDIS, that can be billed as speech pathology services. Interventions beyond the scope of practice for our profession will probably be ineligible for those funds or rebates. Finally, it is necessary to discuss your intention with your professional indemnity and public liability insurance provider to ensure you are covered under your policy when performing this intervention.

There are several things to do when encountering a client who requires intervention that sits outside your areas of competency.

to working with adults with traumatic brain injury may no longer have currency of knowledge about assessment and interventions for neonatal swallowing or childhood apraxia of speech, so, would need to update to properly practice in either of those paediatric domains. This need to be up-to-date is enshrined as a key value within our profession in the Code of Ethics: Quality Standards and Continuing Competence, we maintain our currency of professional knowledge and practice and acknowledge the limits of these.

It is vital that every speech pathologist be aware of his or her specific areas of competence as well as the areas where their knowledge is no longer current. Professional competencies may be extended via additional qualifications, experience or training, which can assist speech pathologists to develop areas of practice, being mindful that any new and emerging areas of practice must be based on robust evidence, published in quality journals. Furthermore, any assessments or interventions that are known to be experimental, or even controversial, should be approached advisedly.

In considering the experience of our clients, it is easy to imagine a situation where a person who has complex needs may be desperate for any treatment that may help, and may be vulnerable to being exploited. Stories in the general media exposing 'sham' treatments and bogus claims of benefit are commonplace. Alternative treatment programs or commercially available products may appear dubious at best, and speech pathologists pride themselves on not being "taken in" by persuasive marketing and empty promises and guarantees. However, some people in

Caroline Bowen
Trish Johnson

Senior Advisor, Ethics and Professional Issues



National Speech Pathology Simulation Project: 2017 update

THE RCT PHASE of the Embedding Simulation in Clinical Training in Speech Pathology national project is now complete and data analysis is well underway.

The overall aim of the project is to determine if students in accredited speech pathology programs achieve a comparable level of competency in placements when an average of 20% of the placement time is replaced with simulated learning activities compared to traditional clinical placements. To do this, students undertaking middle-level adult placements at the participating universities were randomised into either: 1) a traditional clinical placement (according to each university's usual current practice) or 2) a simulation plus traditional clinical placement known as the "simulation model", where students are immersed in simulation activities at the university for the first five days of placement before continuing into their traditional placements.

Through the simulation model, students had the opportunity to develop clinical skills in adult range of practice areas including speech, language and swallowing, across a range of simulated learning environments including acute hospital and rehabilitation (inpatient and outpatient) settings.

The simulation model has been conducted a total of 29 times from January 2016 to February 2017 across the six participating universities. A total of 183 students have participated in the five-day simulation model. The model has been rolled out successfully in various formats including five consecutive days or individual days spread over three weeks. COMPASS@ (McAllister et al., 2013) data has been collected for all students who consented to participate in the project, 175 in the simulation arm of the project and 150 in the control group (i.e., those attending traditional placements only). This data will be used to compare student competency development across the two groups.

Data has also been collected from students who completed surveys pre-placement, post-simulation model (where applicable) and post placement. The pre- and post-placement surveys were designed to obtain students' ratings of confidence, anxiety and general preparedness across various clinical areas. The post-simulation survey was designed to also obtain feedback on the simulation model and its perceived impact on student learning.

Interview data has been collected from clinical educators who supervised students after they completed the simulation clinic regarding their perceptions of student learning. In addition, interview data has been collected from the clinical

educators who ran the five day simulation model.

Data analysis will continue including analysis of costs to conduct the simulation clinics. We plan to publish results from the RCT phase in 2018. Preliminary project findings were presented at the Speech Pathology Australia conference in 2017. We will also be presenting at the Australasian Simulation Health Congress in Sydney in August and at the Asia Pacific Society of Speech, Language and Hearing conference in Japan in September.

We look forward to sharing project findings with you. If you would like further information about this project, please contact Dr Anne Hill, Project Leader, The University of Queensland at ae.hill@uq.edu.au.

The Embedding Simulation in Clinical Training in Speech Pathology project team includes Anne Hill, Elizabeth Ward, Adriana Penman, Emma Caird, Danielle Aldridge, Stacey Baldac, Elizabeth Cardell, Rachel Davenport, Bronwyn Davidson, Robert Heard, Sally Hewat, Simone Howells, Sue McAllister, Tricia McCabe, Alison Purcell, Joanne Walters.

Reference: McAllister, S., Lincoln, M., Ferguson, A., & McAllister, L. (2013). *COMPASS@: Competency assessment in speech pathology* (2nd ed.). Melbourne: Speech Pathology Australia.

Previous updates about the project can be found in the December 2014, October 2015 and December 2016 issues of *Speak Out*.



Pictured above are students at La Trobe University interacting with simulated patients, and the national simulation project team.

On the socials



SPA TV views on the rise

During the 2017 National Conference in Sydney, five interviews with delegates were filmed to give those not attending a taste of what it was like. These short clips were viewed a combined **12,300** times on our Facebook page (plus a couple hundred more views on YouTube). You can check out the videos on either our Facebook page (under the video tab) or on our YouTube channel.

Speech pathology?

On 19 June, we made a post answering the question, "What do speech pathologists do?"

The response was amazing – the post reached over **46,000** people through **477** reactions, **16** comments and **276** shares, making it the highest organic (viral) reach for one of our posts – ever!

This was a good reminder that even information we take for granted can have an impact. People are interested in what speech pathologists do.



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Was the ATO tax tips article useful to you?

In the June edition of *Speak Out*, the ATO gave you some tips on making it easier to get it right at tax time.

Some of the tips were:

- Getting your deductions right, using the ATO app 'MyDeductions' to keep track of your expenses and to easily upload them to your tax return when lodging online with myTax
- How to avoid common mistakes and correct your return if you do make an error
- Using ATO social media channels and ato.gov.au to keep up to date with tax information.

What did you think?

The ATO would like to know what you thought about the information provided in the article.

? Did you find the article helpful: Is there anything else you would like to know?

? Have you used myDeductions? Do you plan to in the future?

? Did the recent article influence you to look at the ATO's Facebook or the ATOapp?

? Would you change anything?

Please send your response to atopublicrelations@ato.gov.au

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as at July 2017

Workshop provides new knowledge

In Launceston in June the Tasmanian Speech Pathology Australia Branch welcomed Dr Julie Cichero to present her workshop Cervical Auscultation for Infants, Children and Adults with Dysphagia. This workshop was well supported. Around 36 speech pathologists and speech pathology students from all over Australia attended. There were participants from regional and rural locations including the Torres Strait and Western Australia who added diversity of experience to the group. Throughout the day, Julie introduced the participants to cervical auscultation (CA) of swallowing sounds and swallow-related respiratory sounds for infants, children and adults. At the conclusion, the buzz of new knowledge was evident in the room. Feedback from participants indicated they were keen to bring increased confidence to their clinical practice in use of CA when completing a dysphagia assessment. I would like to thank Sharon Crane for her support in organising the event and for always encouraging such inspiring speakers to present. Thank you also to Kate Bridgman for her support as an additional Continuing Professional Development Representative on the day.

Nicole Hatch

CPD Leader Tasmanian Speech Pathology Australia Branch

Decodable texts and LINC

Some members of the Tasmanian Branch have been working with the Tasmanian Library service (LINC) to develop a list of decodable readers and novels that are available for families to borrow from libraries across the state. Decodable readers are those that have carefully controlled vocabulary where the majority of words can be “sounded out” as they have phonetically regular spelling. As speech pathologists we know that the research tells us children should be taught to read using a phonological approach. Most classrooms however rely heavily on levelled readers that focus on predictability or context for children to work out unknown words.

If any Tasmanian speech pathologist would like a copy of the list of LINC’s decodable readers please email the branch and we can send it to you. A special thank you to speech pathologist Kate Day who originally approached the branch with this idea and to Jane McCulloch in LINC for all her efforts collating the information.

Speech Pathology Week

Speech Pathology Week is fast approaching (20–27 August) and so there are a few save the dates for your diary! In Hobart, the Salamanca Market stall event is booked for Saturday, 19 August. Calls for volunteers to help run the stall will be coming out shortly. We will also be having a breakfast during that week in each region so keep an eye out for details through your workplace and e-news. There will hopefully be some media coverage in the newspapers and local radio too. We do have some promotional materials that we can send out of you would like to do a workplace display so please email the branch for details.

Speech Pathology Week is a wonderful time to celebrate all the things we love about our profession and to connect with your colleagues so we hope to see you at a local event soon!

WA



WA 876 members

as at July 2017

Travel to support the Trinh Foundation

FOR TWO WEEKS in April 2017, speech pathologists Jaime Offord and Chloe Justins travelled to Ho Chi Minh City in Vietnam to volunteer with the Trinh Foundation – a foundation dedicated to establishing the speech pathology service in Vietnam.

The Trinh Foundation was established in 2008 to help build a sustainable speech pathology service in Vietnam. To paint a picture of the current speech pathology services in Vietnam: the 8-month speech pathology course has been running for 3 years. Students complete lectures on a wide range of topics in that short time including: dysphagia, AAC, speech sound disorders and language disorders. There is currently no normative data, few assessment checklists and fewer standardised assessments. In practice there are 33 speech pathologists who graduated from the first Vietnamese speech pathology course who are working across Vietnam to assist families. However, with there being such a high need for services, this leaves very few hours to support the graduates during their clinical placements and the Trinh Foundation asks for volunteers from countries with well-established speech services (predominantly Australia and America) to volunteer their time.

We provided clinical supervision for four students who were on placement at a children's hospital. We also mentored two working speech pathologists who worked at the hospital. This involved observing assessment and therapy sessions, analysing speech sound assessments – an interesting task in another language – planning intervention and providing modelling and coaching online. We were lucky to have a skilled and experienced translator to support us.

In Vietnam, there is a passionate group of speech pathology students and graduate speech pathologists who are creatively using



Vietnamese speech pathology students with Jamie Offord and Chloe Justins.

what they have to improve the speech services provided within Vietnam. We were overcome with how generous and genuine the people we worked with were. Our students bought us lunch each day, despite how much we offered and sometimes demanded to pay. They introduced us to the Vietnamese lunch nap, where the hospital closes from 11:30 to 1:30 for the staff and families to have lunch and a snooze before the afternoon sessions. During these nap sessions we saw many materials used to provide temporary beds including straw mats, foam flooring and cardboard boxes. The students taught us some of their language and showed us the sights around Vietnam. They introduced us to their culture and shared their history with us. They were patient, as every sentence and idea we spoke, had to be translated into Vietnamese. This meant that discussions would take double the amount of time.

We embraced the Vietnamese lifestyle, humidity and all. We would arrive for work sweaty and leave sweaty. We caught motorbikes to the hospital each day, having some interesting experiences along the way! Thanks to our speechie communication skills we were able to problem solve, using Google translate on more than one occasion. On this, we found many ways to overcome the language barrier using PODD, visuals and gesture to get our message across any way we could.

We felt so fortunate to be a part of supporting the development of the speech pathology services in Vietnam and are very appreciative of the support of the Trinh Foundation during our stay in Ho Chi Minh City.

Chloe Justins and Jaime Offord

Space for lease - East Perth

Large 30m² room available to sublease in newly opened East Perth clinic. Our facility is a multi-disciplinary health and wellness hub. Ideally suited for an open-plan speech pathology practice. Located near the CBD and surrounded by schools, the clinic is in a very accessible area with excellent parking, convenient to the East Perth commercial and residential precinct.

Your lease includes your floor space, well-appointed waiting room (with a "kid zone"), the share of reception, all outgoings and a car bay if needed. Due to a last minute withdraw, rates being offered are extremely favourable.

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Terms and conditions negotiable.

For further details please contact the clinic on (08) 9221-8458

Eight things to consider when working with children in out-of-home care

THERE ARE 43,000 children in Australia's Out of Home Care (OOHC) system (commonly known as foster care). In the Northern Territory (NT), there are almost 1000 children in care; they are predominantly Aboriginal, and have often been removed from their home community as well as their families. In 2016 I went through the NT Department of Child and Family Services Carer process, which gave me an opportunity to consider what I did and did not know about OOHC, as both a future carer and speech pathologist.

Here I share some learnings that I apply to my clinical work:

1. Be considerate to the sensitive nature of children's histories. If possible, gather clinical information when the child is not present. We must respect that these stories often include revisiting traumatic experiences for the child.
2. Many Aboriginal families are still reeling from the long-term impact of the Stolen Generations. Sometimes carers will share harrowing events from the child's life embedded with their own commentary. Children are watching and listening to these interactions and need a team of adults all working together for their well-being.
3. Children in OOHC can be shy and reticent with unfamiliar adults. Slow down your rate of speech and activity. Give the carer and child the time and space to feel comfortable in the therapy room. I have seen children in OOHC make significant "gains" between sessions as they warm up to the environment and me (their clinician). I have also seen those children revert to silence when a student has joined the session.
4. If the child is in a new placement you might expect to see notable changes around language, toileting and feeding as the child becomes comfortable with their new home and carers. If your service offers limited sessions per family it may be optimal to wait some time before providing your services.
5. In the NT, many carers speak English at home. The same is not true for Aboriginal children. We must always remember that young children in OOHC may be in an English-speaking language environment for the first time.

6. Always stay in contact with a child's case manager. There is a charter of rights for children and young people in care in the Northern Territory www.nt.gov.au/_data/assets/pdf_file/0017/263105/information-for-staff.pdf. Communicate any concerns if you suspect a child's rights are not being upheld.
7. Copies of assessments, treatment plans, and reports can be emailed to the case manager directly, so that this paperwork can be part of the child's permanent record. In the NT, children in OOHC experience more placements and less placement stability than in other parts of Australia. For adults looking back on their childhood in OOHC, you can help make sure these snapshots of their development are not "lost."
8. If the child presents with significant speech and language concerns that warrant speech therapy, yet the child is without a funding package, with the carer's permission you may wish to advocate for these services directly with the case manager.

Bea Staley
Charles Darwin University

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TERRITORY**



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members**

as at July 2017



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You'll benefit from joining the gym

Take the first step towards better health and fitness with Goodlife Health Clubs.

Once you get going, the only workout you'll ever regret is the one you didn't do!

SPA Members get a 15% discount on the Active Plus membership.

The membership includes:

- Access all Goodlife Clubs nationally
- Discounted Personal Training
- 20% Discount on 12 Week Challenge
- and much more

To find out more about your benefits, visit:
www.memberadvantage.com.au/SPA

For more information, email info@memberadvantage.com.au or call 1300 853 352

Terms and conditions apply

