



**SPEAKING  
OF LEARNING**



# **EMPLOYEE VALUE PROPOSITION**

**EXCELLENCE.  
RESPECT.**

**INTEGRITY.  
COMPASSION.**

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Summary

# CORE VALUES & MISSION STATEMENT

## WE AIM TO:

- enhance quality of life by fostering effective communication skills
- promote learning through improved language and literacy skills
- collaborate with families, schools and other professionals to achieve the best outcome for clients

## OUR VALUES

### **EXCELLENCE**

- quality, evidence-based services
- a supportive culture
- formally and informal learning in order to increase our knowledge and skills

### **INTEGRITY**

- seeking to provide quality service
- understanding our responsibility to clients and families

### **RESPECT**

- we show respect to our clients and their families
- we show respect for our managers and team
- we respect ourselves, our role, and our value to the team

### **COMPASSION**

- we show compassion to our clients and team members
- we are compassionate to ourselves, understanding each of us makes mistakes

# BUSINESS HISTORY



Speaking of Learning began in 1991 as the part-time private practice of sole clinician, Louise Rowland. Over time, the reputation of the Practice grew and it became more than one clinician could handle. The business grew from employing an Administrative Assistant in 2011 and one additional Speech Pathologist in 2012 to now employing seven Speech Pathologists and an Admin Team. The Speech Pathologists have full- and part-time roles. Many of our staff have worked for Speaking of Learning for years, recognising the value of the culture here. As the Director, Louise's focus is on supporting her Team to achieve their potential so that we can provide service that reflects our values of excellence, integrity, respect and compassion.

The Practice moved into a professional space in 2013. Service is provided at our clinic in Ringwood, and in various schools where we have multiple clients.

Moving to providing telehealth services during COVID-19 required us to show resilience and flexibility. We have come out the other side stronger, with a greater awareness of the importance of 'Team', and with more resources at our disposal.

# STAFF TESTIMONIALS

what we love about working here

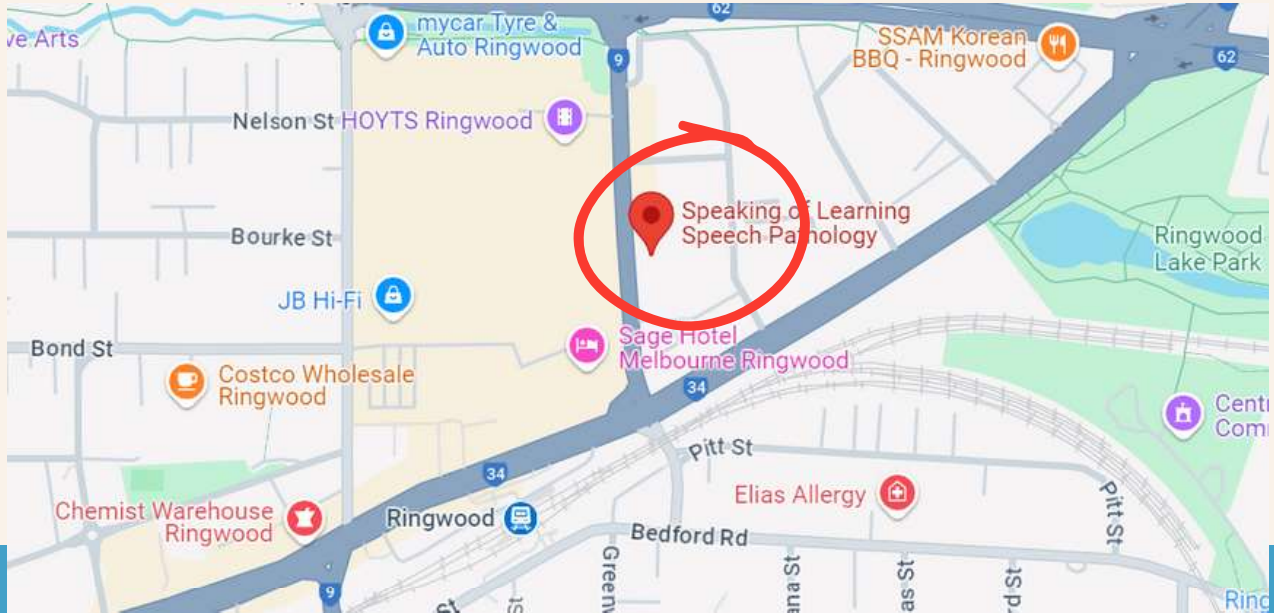
I truly appreciate being a part of such a dedicated and compassionate team. Each day, I witness my colleagues going above and beyond to help one another and our clients achieve their goals!

I am constantly improving my clinician practice at Speaking of Learning, thanks to the guidance of experienced colleagues and insightful team meetings. There are always fresh ideas to tackle challenging cases, making each week an opportunity to improve and provide excellent support to our clients.

Beginning my career at Speaking of Learning has given me opportunities to learn about practice areas that were hardly touched on in my course. I feel like my skills have grown exponentially as a result of my learning and guidance here!

I started my career at Speaking of Learning as a new graduate and have progressed to being part of the management team. With team members who care about you as a professional AND a person, I have grown into a confident and capable clinician.

# LOCATION

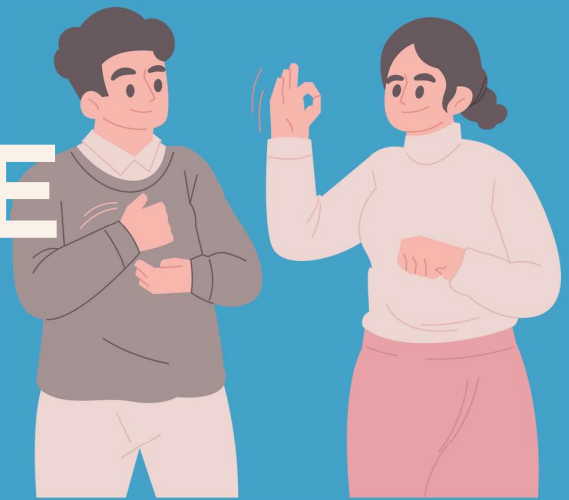


## LOCATION BENEFITS

Across the road from Eastland Shopping Centre, everything you could possibly need is at your beck and call. Forgot your lunch? Food court! Need a caffeine hit? Multitudes of cafes! Keen to pick up some new therapy resources? Kmart is right there!

Our clinic also boasts ample onsite parking, and is within walking distance of Ringwood station.

# EMPLOYEE BENEFITS



## **SUPPORTIVE TEAM**

Speaking of Learning provides regular supervision with more experienced team members to support both professional growth and personal wellbeing. Members of our team are always willing to lend a hand, answer a question, or chat over a cup of tea.

## **BROAD RANGE OF KNOWLEDGE**

Our team is overflowing with experience and knowledge from pragmatics to literacy. With each team member bringing their own training skillset, you'll never have to puzzle a clinical problem for long!



## **DIVERSE WORKING ENVIRONMENTS**

While we are an established private practice, we are also afforded the diversity of working in schools, kindergartens, and day centres for adults.

## **BOUNDLESS RESOURCES**

At Speaking of Learning we are fortunate to have access to an entire room full of toys, games, activities and every kind of resource imaginable! We are able to use a variety of standardised assessments for a range of ages and concerns, and of course, rely on each other's clinical expertise and suggestions whenever possible.

# EMPLOYEE BENEFITS (CONTINUED!)



- Five weeks Annual Leave
- Formalised programme of induction into the Practice
- Weekly individual and fortnightly group supervision for 60-minutes each
- Direct access to Principal Speech Pathologist when required
- Professional development opportunities
  - up to two days of paid leave to attend off-site/online, approved PD, valued at approximately \$1800
  - third day of in-house PD in January, valued at approx. \$500
- Negotiable working hours
  - full-time/part-time/family-friendly
- Wages in line with public health enterprise agreements
- High standard of service to clients across many areas of clinical practice
- Skill development across areas of practice
  - most notably: literacy and social skill development



# SUPPORTING NEW GRADS



Speaking of Learning is committed to supporting Early Career Speech Pathologists as they commence their work in the professional sector. We value the new learnings that they bring, as well as recognising the support requirements of those early in their career.

## **Provisions:**

- 1.formalised programme of introduction to the Practice
- 2.weekly, 60-minute supervision
- 3.fortnightly, alternating group supervision and staff meetings
- 4.access to more-experienced clinicians on an ad hoc basis
- 5.direct access to the Principal Speech Pathologist when required
- 6.Explicit training in clinic-specific programmes

The induction programme includes a four-week period of intense support and learning.

## **Week 1**

- orientation and induction of paperwork and practice
- shadowing current, experienced clinicians in their regular sessions

## **Week 2**

- one-to-two clients per day will be booked in

## **Week 3**

- continue to see one-to-two clients per day
- at this stage, more clients may be provided as the Early Career Speech Pathologist feels prepared

## **Week 4**

- three-to-four clients are seen per day (in conversation with the Principal Speech Pathologist)

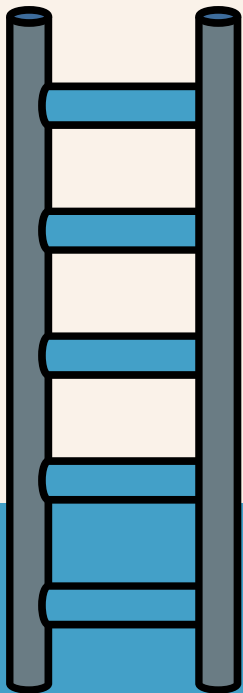
## **Beyond**

- weekly supervision with either Principal or Senior Speech Pathologist
- fortnightly group supervision with the entire Speech Pathology team
- fortnightly staff meeting with entire practice team
- in-house training for clinic-specific programmes
- regular access to the Principal Speech Pathologist as needed
- casual conversations and interaction with the team as a whole

**\*\* Please note:** more detailed information on our Early Career Programme is available on request

# CAREER PROGRESSION

Whatever could be next?

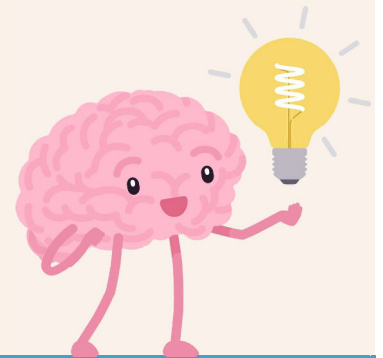


**Clinical Lead**

**Senior Speech Pathologist**

**Experienced Speechie**

**New Grad**



Here at Speaking of Learning, we encourage our team members to strive for growth and excellence across their career. Opportunities to supervise, engage in professional development, and progress in seniority are ample, and encouraged.

Just some of what we offer includes:

- weekly supervision with a more senior Speech Pathologist
- fortnightly group supervision with the entire Speech Pathology team to discuss clients and seek support
- opportunities to expand your knowledge through team professional development days
- opportunities to progress from New Grad all the way through to Senior Speech Pathologist

# MEET THE TEAM

## **LOUISE ROWLAND**

Principal Speech Pathologist

## **LAUREN HART**

Clinical Lead

## **MEG DAILEY**

Senior Speech Pathologist

## **JERUSHA HO**

Senior Speech Pathologist

## **MITCHELL DEVENISH**

Speech Pathologist

## **LUCY SMITH**

Speech Pathologist

## **JEN ATKINSON**

Speech Pathologist



## **JULIE NOONAN**

Practice Manager

## **ROSALIE BUSHELL**

Administrative Assistant

## **HANNAH SOWDEN**

Allied Health Assistant

## **ELIZA COSTELLO**

Allied Health Assistant

## **ELLA HAWLEY**

Allied Health Assistant

## **ELISE WALSH**

Allied Health Assistant



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