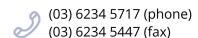# speech pathology
TASMANIA

SPEECH-LANGUAGE PATHOLOGIST
Graduate Program

SPT's Graduate Program offers newly graduated Speech Pathologists a supportive and structured pathway into professional practice. Through mentoring, supervised clinical practice, and gradually increasing responsibilities, graduates can develop confidence and competence in their clinical roles. The program provides professional development opportunities, extensive resources, and peer support, fostering both professional growth and team connection.

Graduate Program Components:

›››› Full-time position (part-time is also possible, with pro rata adjustments).

›››› Regular clinical supervision with a senior speech pathologist to support growth of clinical and professional skills.

›››› Staged case-load increase in order to minimise overwhelm and maximise learning.

›››› Participation in monthly Team In-services and bi-annual Team Days for ongoing professional development and team connection.

›››› Opportunities for external professional development including certification in DIR/Floortime, OG-Language Approach and Circle of Security Parenting™ Program.

›››› Access to a vast array of assessments tools and therapy resources.

›››› Access to document templates to support workflow, consistency and professional standards.

›››› Access to peer support and peer observations by being part of an experienced and highly-skilled team.

›››› Administration support for diary management and clerical tasks.

SPEECH-LANGUAGE PATHOLOGIST
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Timeline	Caseload Milestones	Training & Support
Week 1	• Onboarding and orientation • Start client bookings	• SPT policies & procedures • Establish supervision & mentoring connections
1 Month	Progress to 2-3 clients/ day (max. 10/ week) • Client needs may cover a range of clinical areas (speech, language, fluency, social communication, literacy) but will be relatively uncomplex, with only 1-2 presenting concerns. • Client management will include assessment, goal-setting, therapy planning and therapy delivery.	• Daily connection with Supervisors. • Training focussed on assessment / therapy planning / therapy delivery etc. • Participation in team in-services (continues throughout).
2 - 5 Months	Progress to 3-4 clients / day (max. 15 / week) • Clients will continue to be relatively uncomplex to allow the new graduate SP to develop confidence in familiar areas of intervention.	• Weekly meeting with Supervisor (continues throughout). • Ad-hoc supervision as needed (continues throughout). • 3-month progress & goal-setting meeting with Supervisor.
6 – 8 months	Progress to 4-5 clients / day (max. 20/ week)	• Mid-year progress & goal-setting meeting with supervisor.
9 – 11 months	Progress to 4-6 clients / day -(max. 25/ week) • Clients may start to include some slightly increased complexity (e.g. dual diagnoses, difficulties in multiple areas of development) but will mostly be familiar and uncomplex.	• Ongoing supervision, in-services, mentoring, peer support.
12 months	Celebrate completing the first 12 months of being a practising speech pathologist!	• "Unlock" PD budget. • DIR/Floortime lectures (allocate 2hrs/ week, for 5 weeks). • Supervision support for applying DIR/Floortime principles with current caseload. • Participation in COS. • Annual Planning & Review meeting with supervisor – time to plan PD priorities for the next 12 months, based on the SPs developing interests/ needs.
2nd Year	Continue to manage a caseload of around 25 clients/week • Continue to grow clinical skills in assessment, diagnosis and therapy.	• Ongoing supervision and mentoring. • Certification in Orton Gillingham Language Approach. • Other PD opportunities according to the SPs interest.