

# Welcome!

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*Let us tell you a little  
bit about*

## Capital Therapy Services

*Download this document above or scroll through using  
the arrows below*



# About | Capital Therapy Services



Capital Therapy Services was founded in 2014 to support the increasing need for non-government speech pathology services in ACT attributable to the commencement of the NDIS.

From humble beginnings as 3 part-time speech pathologists working in converted garage space, Capital Therapy Services has flourished to become a modern practice with a growing number of Speech Pathologists, an Allied Health Assistant (AHA) and a Clinic Support Officer.

Owned and operated by speech pathologists, Sam and Janelle, Capital Therapy Services strives to provide an outstanding speech pathology experience and clinical outcomes for our clients, based on the principles of evidence based practice.

As a member of our team, you won't just be a number but a member of our family. First and foremost we are invested in you, providing the resources, support and systems you need to excel in your career.



# Our Vision

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“To build children’s ability to communicate effectively and realise their full potential”



# Core Values

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## **We Provide Outstanding Experiences**

*We constantly strive to exceed expectations*

*We establish meaningful connections*

*We make an effort, so people feel heard and supported*

## **We Thrive Working Together**

*We achieve more when we work together*

*We collaborate and share the journey with families*

*We celebrate together*

## **We Lean into Learning**

*We take time to learn about our client's goals and priorities*

*We focus on achieving outcomes*

*We are dedicated to extending our personal skills and professional knowledge*

# Our Clients

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We provide clinic-based speech pathology services for:

## **Speech Sounds**

Children who have difficulties saying sounds or speaking clearly due to:

- Phonological delays or disorders
- Articulation delays or disorders
- Motor speech delays or disorders, including Childhood Apraxia of Speech

## **Stuttering**

Children who stutter or are dysfluent when they talk

## **Expressive Language**

Young children who are late to talk

Children, prior to Kinder, who have semantic difficulties, difficulties formulating sentences with the appropriate structure and/or grammar difficulties

## **Receptive Language**

Children, prior to Kinder, who have difficulties understanding conversation or following directions

## **Literacy/Phonological Awareness**

Children with difficulties identifying and/or manipulating sounds to support reading and spelling

Implementation of the Sounds Write Program.

# Our Service Delivery Philosophy

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**Our services are family focused.** This means that everything we do is focused towards meeting the goals and needs of our clients and their family. We work collaboratively with families to increase a child's ability to communicate effectively. We aim to provide individualised, culturally responsive, and evidence-based interventions for each family, that supports children to develop their functional skills in everyday environments.

We acknowledge that **children are able to express their own needs** and worries, but also **support family members** as advocates and decision makers for their child.

We understand that families have **different communication needs**, and regularly checking that the intended message has been clearly communicated is vital. We support communication through alternative methods such as providing information verbally and in written form, using interpreters and/or using assistive technology. We respect **communication as a two-way process**, and listen to our client's needs, goals, aspirations and feedback to inform our practice.

We have a **culture of continuous improvement** and we welcome feedback from our clients at any time. We use this feedback to direct quality improvement activities and the strategic direction of the organisation.

# Support & Mentoring

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## Induction Program

We make time for you to complete our induction program when you start working with us. We think that it is important to set aside time to teach you everything you need to know about our practice, our clients and the way we work.

## Clinical Supervision

Every speech pathologist meets regularly with their dedicated supervisor or peer support group to discuss clients, ask clinical questions and develop our clinical knowledge. These meetings are booked and prioritised for the entire year.

## Clinical Meetings

Team members all have the opportunity to present cases or discuss clinical areas at our regular clinical meetings. These meetings are a great opportunity to problem solve together and improve our clinical knowledge and therefore, clinical outcomes for clients.

## Professional Development

We support team members to achieve their learning and development goals through independent learning and attendance at formal workshops/ events.

We support you financially with course fees and paid time to attend.

## Informal Support

We acknowledge the need for information sharing and discussions throughout each day, so we set realistic workloads to allow the team to have time to do this!

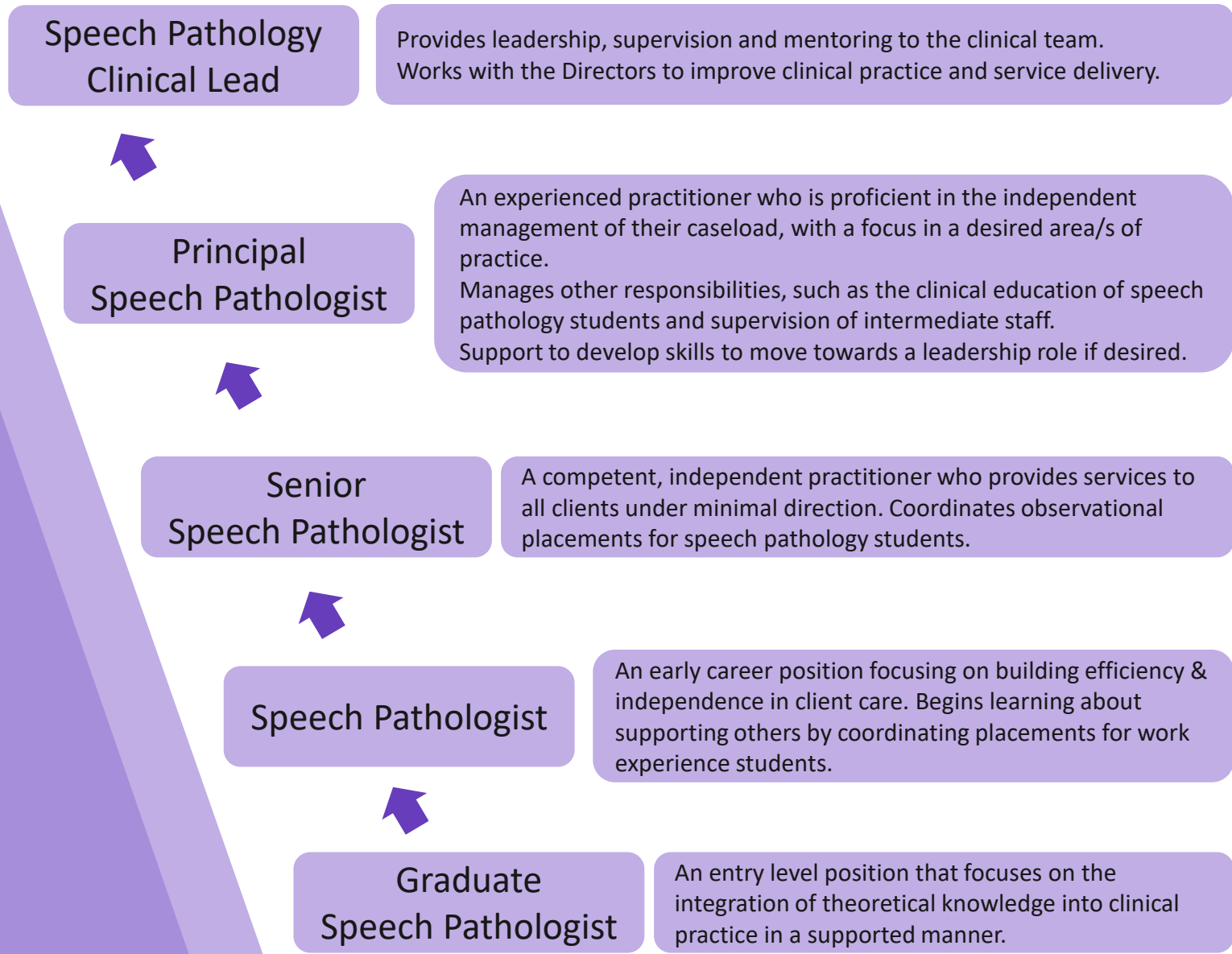
## Clinic Support Officer

Our outstanding clinic support officer provides administrative support to our practice, enabling you to focus on providing exceptional services to our clients.



# Career Progression

*Take on different roles & responsibilities – all from the one practice!*





# Rewards Program

*Be financially rewarded for helping more clients*

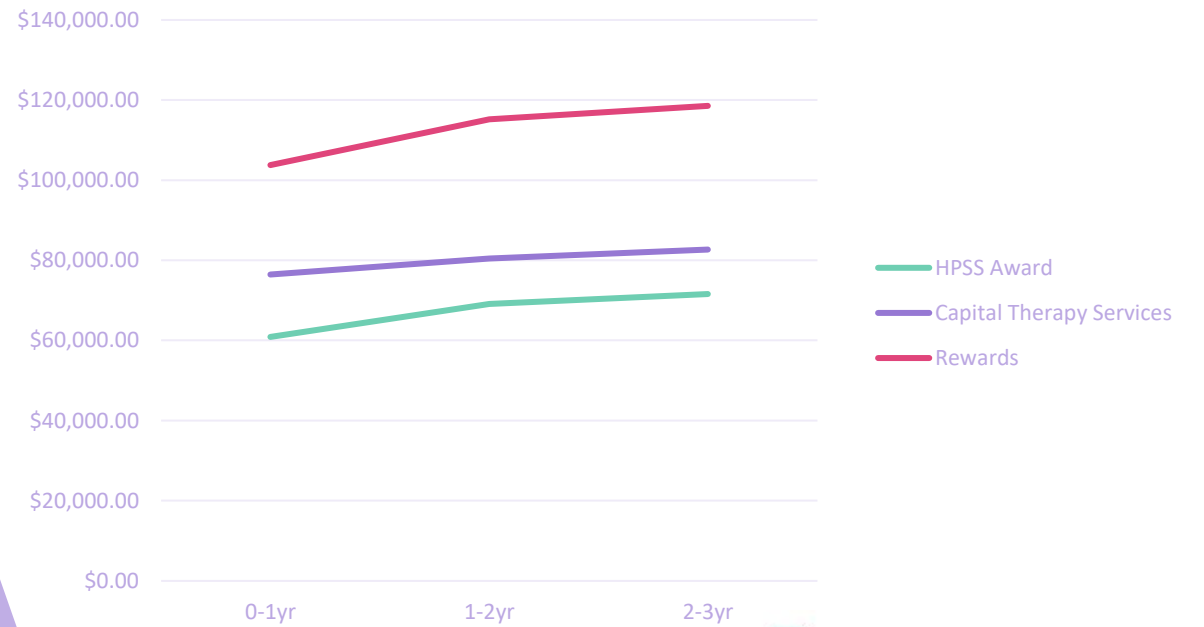
In addition to our **above Award base salary**, our **Rewards Program** offers you the ability to boost your wage every fortnight by helping more clients.

Commencing after your 6 month probation period, our rewards are based on an increasing commission percentage.

The graph below compares the required *Health Professional and Support Services Award* (HPSS) salary, *Capital Therapy Services' base salary* and the total *reward salary available* when 50% of your time is spent directly with clients.

Superannuation is paid **in addition to** your base salary and rewards payments.

Award, Base Wage & Available Rewards



# Work / Life Balance

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As working mums, Janelle & Sam know how important it is to balance your working life and your home life and make room for 'play'. That is why we offer:

## **Part-Time Hours**

We are always open to negotiating part-time hours so that you can fit work and life together in harmony.

## **Flexible Work Hours**

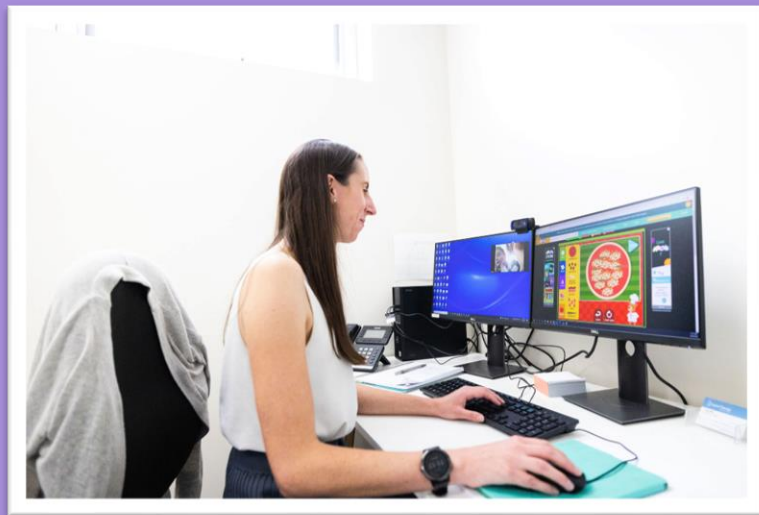
We work with you to distribute your working hours in a way that works for you, whether that might be having an early departure on Friday's or every second Wednesday off.

## **Paid Parental Leave**

We offer all employees access to our Paid Parental Leave scheme where we offer you a payment equal to 1 weeks wage for each year of service with us (up to 8 weeks in total), in addition to the 12 months of leave without pay you are entitled to, on the birth or adoption of a child.

# Technology and Innovation

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We strive to continually grow our practices to keep them relevant and practical, including the use of:

## **Telehealth**

We provide Telehealth consultations for clients outside of lockdown times too! It's a great way to help clients continue to attend appointments when they can't make it to the clinic, and it helps families attend more frequently for programs such as ReST.

## **Computers & iPads**

Each speech pathologist has access to their own computer and an iPad with an ever increasing number of apps to support their clinical work.

## **Cloud Based Software**

Our Practice Management Software and practice documents are all cloud based, enabling electronic notes, calendar and file access by the whole team, easily from anywhere (although we encourage you to keep work at work!)

# Why we love working at Capital Therapy Services



**Georgia Recchi**  
Principal Speech  
Pathologist

"I feel like I've struck gold working here - I love coming to work each day, we have a great team with an awesome bond, and our work with clients is incredibly rewarding. Janelle and Sam are so supportive both professionally and personally, they've made it so much easier living away from my family. I've been given plenty of opportunity to develop my skills and grow professionally and am really proud of the speechie I've become while working here."



**Anita Wen**  
Speech Pathologist

"Working here has been one of the best experiences in my life. I don't have to worry about making mistakes or asking questions, because I know that everyone is there to help me. My work and effort are always validated, which motivates me to do better. I feel valued, supported and cared for as a friend or family member instead of a colleague. I feel so lucky to be a part of the CTS family!"



**Kate Driscoll**  
Speech Pathologist

"I love being part of this team! Everyone makes time to help each other, from finding resources to answering sticky clinical questions. Sam and Janelle really care about everyone in their team and put our wellbeing first. Knowing that my colleagues are there to support me helps me to make confident decisions and grow as a clinician."

# Why we love working at Capital Therapy Services

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**Elsie Currie**  
Speech Pathologist

“I love coming to work at Capital Therapy Services. We have a great, welcoming team and I am thrilled to be a part of it. There is a broad range learning and professional development opportunities that help me grow and develop as a speech pathologist. I enjoy the autonomy of my case load and the work-life balance I have been able to establish by working here.”

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**Chloe Pascoe**  
Allied Health  
Assistant

“I am so grateful for my position at Capital Therapy Services. Everyone is kind, knowledgeable, supportive and always open to questions. I love coming to work, learning something new each day and helping children. The skills I've learnt here as an AHA are fundamental to a successful career and I will continue to draw on them for many years.”

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**Hannah Cresswell**  
Clinic Support Officer

“There are many things I love about working at Capital Therapy Services but I especially appreciate how supportive and helpful the team is. It makes for a very easy-going and enjoyable environment to work in!”

# Questions?

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If you have any questions, please get in touch!

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