

***RIGHTS Project: Inclusion, Accessibility & Opportunities for the  
Differently Abled in Tamil Nadu***

**TERMS OF REFERENCE FOR ENGAGEMENT OF**

***Audiologist cum Speech Language Pathologist - One Stop Social Care Service Centre***

<b>1.</b>	<b>BASIC DETAILS</b>	
	Duty Station	: TENKASI –I) KADAYANALLUR II) M.N. NALLUR CHENNAI- I) SHOLINGANALLUR II) TEYNAMPET
	No of Engagements	: TENKASI –2 (Two) CHENNAI- 2 (Two)
	Language Required/preferred	: English & Tamil
	Duration of Contract	: 24 months (Renewable subject to performance)
	Reporting Officer	: Centre Manager-OSC
<b>2.</b>	<b>BACKGROUND</b>	
	<b>i.</b>	As per the Census (2011), Tamil Nadu is the sixth most populous state in India with a population of 72 million, which includes a proportion (1.63 per cent) of Differently Abled Persons compared to the national average of 2.21 per cent. A study that used pooled data from the District Level Household Survey-4 (2012-13) and Annual Health Survey 2 <sup>nd</sup> updating round (201213) reveals that there are 4550 differently abled persons amongst every 100,000 population in Tamil Nadu, thereby indicating a much higher prevalence of disability in comparison to the census data. Therefore, if one goes by the estimates of this recent study, about 3.2 million people in Tamil Nadu would live with some form of disability. Moreover, even these estimations appear on the lower side, significantly since the definition and type of disabilities have changed to include a larger population group since the promulgation of the Rights of Persons with Disabilities Act, 2016

<p><b>ii.</b></p>	<p>Differently Abled Person (DAP) face multiple socio-economic constraints, including poorer health outcomes, lower education levels, limited economic participation, and higher poverty rates than persons without disabilities. They often experience exclusion and barriers in accessing health services, education, employment, transportation, information, care, and rehabilitation services. Furthermore, households with disabled members are more likely to experience material hardships—food insecurity, poor housing, lack of access to safe water and sanitation, and inadequate access to healthcare. Thus, these limitations and barriers hinder their full and effective participation in society and affect the country's productive potential, the human capital. To increase human capital and reduce the achievement gap among people with disabilities, a coordinated and comprehensive package of interventions appears warranted for addressing the individual and community contexts at multiple and systemic levels.</p>
<p><b>iii.</b></p>	<p>Tamil Nadu has always been a pioneer in the implementation of welfare schemes for all sections of socially disadvantaged groups. Through its various initiatives and schemes, the Department for the Welfare of the Differently Abled (DWDAP) has extended full support to the differently abled people in their pursuit of full and equal involvement in every aspect of society. The DWDAP is mainly responsible for all administrative, statutory and service delivery functions, which are implemented through its well-experienced workforce at the state, district and local levels. The thrust areas of the DWDAP are prevention and early interventions, special education, employment &amp; vocational training, social security (maintenance allowance, travel concession, assistance to NGOs), aids &amp; appliances, and barrier-free structure. Recently, DWDAP conducted a pilot project in a few blocks of the state and has identified a need for a multi-sectoral, whole-government, and capacity-building approach to care and rehabilitation of the differently abled.</p>
<p><b>iv.</b></p>	<p>The RIGHTS Project focuses on three pillars: first, promote <b><u>inclusion</u></b> of all by ensuring that persons with disabilities participate equally with others in any activity and service intended for the general public, such as education, health, employment, and social services; second, improve the <b><u>access</u></b> of specialised</p>

		<p>programs by investing in specific measures for quality care, rehabilitation and support services; and third, provide <b>opportunities</b> for persons with disabilities for completion of education, skills training and market-linked employment opportunities. However, to manage the project at the proposed scale, substantial efforts would be required to build the current institutional capacity of the DWDAP at all levels in terms of field units for administration, service delivery, supervision and monitoring, along with the autonomous capacity.</p>
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	<b>v.</b>	<p>The project would be managed through the Directorate for Welfare of the Differently Abled (DWDA), led by the Project Director (PD) RIGHTS project cum Director DWDA, in the future also referred to as PD, and would have a team of consultants. District Project Implementation Unit in each district will oversee the activities at the district level headed by District Differently Abled Welfare Officer (DDAWO). It will have a team of District Project Officers.</p>
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	<b>vi.</b>	<p>To provide the overall process coordination of successful delivery of the RIGHTS project, the DWDA for its RIGHTS PROJECT is seeking an interested and qualified person to be engaged as an <b>Audiologist cum Speech Language Pathologist</b> in the One Stop Social Care Service centre in each subdivision during the project implementation.</p>
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<b>3</b>		<p><b>OBJECTIVES AND SCOPE</b></p> <ul style="list-style-type: none"> <li>• Under the supervision of the Centre Manager- OSC, the incumbent will be responsible for the activities related to Speech Therapy and Audiology.</li> <li>• Assess speech, language, cognitive-communication, and oral/feeding/swallowing skills. This lets them identify a problem and the best way to treat it.</li> <li>• Evaluate, diagnose, treat, and manage hearing loss and balance disorders in individuals of all ages from infants and teens to adults and the elderly.</li> </ul> <p>The is responsible for the following. Audiologist cum Speech Language Pathologist</p>
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i	<p>The roles and responsibilities of Audiologist cum Speech Language Pathologist are as follows,</p> <ul style="list-style-type: none"> <li>• Identify DAP's developmental speech and communication difficulties/ disorders after getting the case referred by Case Manager</li> <li>• Screening, diagnosing, assessing and treating language, voice, speech fluency, articulation, hearing and listening, swallowing, language and literacy skills, alternate and augmentative communication skills.</li> <li>• Devise, implement and revise relevant treatment programs.</li> <li>• Guide/ Advise caregivers on implementing treatment programs.</li> <li>• Monitor and evaluate DAP's progress and alter the treatment accordingly along with maintaining their track records.</li> <li>• Work with DAPs on one-to-one basis, and in groups, to deliver therapy.</li> <li>• Ensure confidentiality of DAP's case notes and reports, as well as any other private information which DAPs doesn't want to divulge.</li> <li>• Manage caseload taking account of priority cases, waiting lists, successful outcomes, referral and discharge of service users.</li> <li>• Coordinate and liaise with other appropriate external channels for expert advice/ guidance on any case as and when required.</li> <li>• Planning and delivering training sessions to DAPs as well as internal staff to help them diagnose/ understand the criticality of such cases and take necessary steps accordingly.</li> <li>• Train the caregivers in speech and hearing aspects.</li> <li>• Ensure proper record keeping like preparation and maintaining individual progress reports, activity logs, treatment plans, quarterly reports on the overall progress etc.</li> <li>• Responsible for the progression of speech and hearing-related issues of DAPs in the center.</li> <li>• Any other relevant task/ activity as assigned by the Subdivision Officer for Differently Abled</li> <li>• Need to deliver tele consultation for DAPs as per schedule.</li> </ul>
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	<ul style="list-style-type: none"> <li>• Need to travel in Mobile unit for assessments and treatment.</li> <li>• Need to train the Block level team on Speech and hearing aspects</li> </ul>
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<b>4</b>	<b>REPORTING AND REVIEW</b>
	Audiologist cum Speech Language Pathologist will report to Centre Manager – OSC.
<b>5</b>	<b>EDUCATIONAL QUALIFICATION AND EXPERIENCE</b>
	The Speech Language Pathologist requires dynamic, experienced, and analytical professionals with demonstrated experience in programs related to disability.
	<b>i)</b> Audiologist cum Speech Language Pathologist should possess a Bachelor / Master in Audiology and Speech Language Pathology.
	<b>ii)</b> Preferably 3 years Post-qualification for master’s degree / 5 years Post-qualification for Bachelor degree in areas relating to service delivery for persons with disabilities, particularly in care, support, and rehabilitation services is preferred.
	<b>iii)</b> Demonstrated understanding of centre-based rehabilitation activities related to Speech Therapy & Audiology

\* Preference will be given to Differently Abled Person

<b>6.</b>	<b>Skills Required</b>
	<b>i)</b> <ul style="list-style-type: none"> <li>• Capability to assess, evaluate and monitor the Speech and hearing aspects of the differently abled people.</li> <li>• Technically sound enough to design and develop customized need-based tests/ tools/ procedures for the respective DAPs.</li> <li>• Ensure adherence with National Occupational Service Delivery Standards</li> <li>• Candidate must be a good observant, patient, reliable and a good listener along with a desire to DAPs.</li> <li>• Must possess good documentation and reporting skills.</li> <li>• Excellent verbal and written communication in Tamil and English is required.</li> <li>• Computer proficiency and good knowledge of MS-office, or equivalent computer applications are required. Typing knowledge in Hindi would be preferred.</li> <li>• Ability to work in teams and liaise well with others</li> </ul>

7.	<b>Remuneration</b>	
	<b>i)</b>	The remuneration for the Audiologist cum Speech Language Pathologist would be Rs 35,000 per month. Only travel expenses will be paid additionally as per actuals. The Audiologist cum Speech Language Pathologist will be at Subdivision level OSC during the contract period. Speech Language Pathologists may require travel as per Project requirements.
	<b>ii)</b>	Audiologist cum Speech Language Pathologist will have to attend OSC on all working days unless on an official tour as approved by Centre Manager-OSC. Audiologist cum Speech Language Pathologist may also be required to attend office on holidays or need to travel on mobile unit as and when desired by PD/DPIU/SPIU/other higher officials for disposal of urgent matters. <b>However, no extra remuneration will be paid for attending the office on holidays.</b>