

Position Title: Speech Pathologist - Senior Clinician – Acute Adult Services

Campus: Ballarat

Directorate: Allied Health

Department: Speech Pathology

Reporting to: Deputy Manager Speech Pathology East

Appointment Terms/Conditions:

Classification and Code: Speech Pathology, Grade 3, Year 1-4 (VW6- VW9)

Enterprise Agreement: Allied Health Professionals (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement.

ORGANISATIONAL INFORMATION

Grampians Health was established on 1 November 2021. Drawing on a regional history of over 150 years, we provide service to over 250,000 Victorians, operate across 21 campuses and sites, and employ more than 7,000 dedicated professionals. Our values reinforce our commitment to providing high-quality, accessible healthcare services close to home. Our mission is to serve the communities of the Grampians region with comprehensive care, ensuring every individual receives the attention they deserve. For more information, visit www.grampianshealth.org.au.

Collaboration	Compassion	Accountability	Respect	Innovation
<i>We are stronger together.</i>	<i>We show that we care.</i>	<i>We do what we say and say what we do.</i>	<i>We appreciate and value all people.</i>	<i>We adapt and innovate to achieve best outcomes.</i>
Recognising and utilising strengths to share knowledge, solve problems, build relationships and deliver the best outcomes possible.	All people deserve to be treated with compassion, kindness and empathy.	Openness, honesty and transparency support us to be courageous, take responsibility for our actions and follow through on our commitments	Our actions and words reflect our commitment to a safe and fair health service for all.	Every day, we apply expertise and integrity to make responsible choices, always striving for continuous improvement.

POSITION PURPOSE

As a Senior Speech Pathologist – Grade 3 you will have at least seven (7) years' experience in adult speech pathology, with demonstrated expertise in acute inpatient and outpatient settings, including specialist outpatient services. A relevant post-graduate qualification is highly desirable.

This role is primarily based within the acute care setting, working as part of a multidisciplinary team to deliver high-quality, evidence-based assessment and intervention. The position requires advanced clinical skills in the management of dysphagia, aphasia, cognitive communication disorders, with a strong focus on supporting patients transitioning from acute care.

Experience in the provision of advanced clinical Speech Pathology services for inpatients and outpatients, including instrumental assessments of swallowing and voice, specifically videofluoroscopic swallow studies (VFSS), flexible endoscopic evaluation of swallowing (FEES) and endoscopic evaluation of the larynx (EEL) is highly desirable

The role also offers opportunities to contribute to advanced practice and service development initiatives, including participation in extended scope roles (subject to credentialing). Ongoing professional development is supported, with opportunities to further build expertise in specialty areas such as altered airways care, VFSS and FEES.

Additional duties, depending on candidate skills may include:

- Clinical supervision of Grade 1 and 2 Speech Pathologists
- Leadership in service development and innovation
- Participation in research

You will also support the SP leadership team to enhance team building and excellence and provide a leadership role within the team and Allied Health. Parameters of this position includes some of the following; mentoring and supervising discipline staff, consultative role, research, lecturing, teaching undergraduate and /or post graduate students and providing education to staff from other disciplines.

Additional responsibilities, in supporting the SP Leadership team (Discipline Manager, Deputy Manager, Grade 4 Clinical Lead & Senior Clinicians), will be delegated and may include activities such as representing the discipline in relevant forums, and acting as a delegate for the Deputy Manager of Speech Pathology East in their absence.

As a Grade 3 allied health professional (AHP) you may be expected to work in various locations and programs within Grampians Health and regional /external services. Weekend shifts may be required

KEY ACCOUNTABILITIES

Clinical

Provide advanced assessment, treatment / intervention and consultative services to Grampians Health clients who present with a range of complex conditions.

- 60% time will be spent in client attributable activity as evidenced by analysis of workload statistics
- Ensure the smooth transition of clients through the health care system, liaising with relevant staff and community agencies to ensure continuity of care for individual patients / clients and their families
- Advanced knowledge and appropriate use of services relevant to client / family
- Organisational, allied health, program and discipline communication and documentation standards are met, as evidenced by audit
- Lead role in relevant ward rounds / case conferences

To ensure the ongoing ability to provide clinical excellence the Grade 3 Senior Clinician will:

- Participate in and meet the standards of the Grampians Health Performance Development & Review Program
- Participate and fulfil requirements of allied health and discipline specific orientation, induction, mentorship, supervision and performance management programs
- Support the Deputy Manager and Manager of Speech Pathology in Performance Management duties as directed, completing relevant tasks as part of the Performance Development & Review Program and Supervision in line with organisational and departmental policies
- Initiate / coordinate and complete a minimum of one documented quality improvement activity or research project for the discipline biannually, which is of sufficient standard to reach publication in a refereed journal / or be accepted for relevant conferences and seminars
- Identify and participate in relevant research and take opportunities to prepare and / or present papers at relevant workshops/seminars or conferences
- Monitor new developments through journal review, attend and present at relevant Grampians Health in-services and attend other relevant external educational opportunities.
- Monitor and ensure all clinical activity undertaken fulfils or exceeds the applicable competency standards of the profession, and the minimum standards for the programs into which the Grade 3 Senior Clinician inputs / relates
- Engage in, lead and support clinical work in your discipline/team that is guided by evidence-based practice and in which outcomes are monitored, and modifications are made as required

Clinical Support

1. Leadership and Management

- Provide a leadership role within the department and Allied Health team and organisation, supporting the SP Leadership team to enhance team building and excellence.
- Model and facilitate commitment to excellence and accountability as evidenced through participation in performance and outcome measurement, strategic planning, quality improvement, evaluation and research
- Lead or have a lead role in discipline, allied health or multidisciplinary teams, working in consultation with the Deputy Manager and key stakeholders
- Identify opportunities for more effective service delivery and for professional development opportunities and proactively implement strategies to address these
- Proactively problem-solve, negotiate and manage conflict
- Positively promote the organisation, its services and the role of discipline
- Undertake/coordinate relevant project or committee work as delegated by the Deputy Manager
- Act as delegate for the Deputy Manager as requested

2. Communication

The Grade 3 Senior Clinician will maintain effective oral and written communication at all levels

- Active and collaborative participation in the regular discipline meetings and in allied health, service and program meetings as delegated by the Deputy Manager, as evidenced by attendance records and peer review feedback at annual performance review
- Maintain effective communication within Grampians Health and with external organisations as evidenced in clinical record audits and via structured feedback such as peer feedback and annual performance review
- Communication with the Deputy and SP Manager in relation to clinical and program issues
- In the absence of the Deputy Manager participate in Allied Health, Grampians Health Ballarat and team meetings as the delegated proxy

3. Information Management

The Grade 3 Senior Clinician will ensure information is managed in line with organisational, allied health and discipline standards.

- Documentation standards for all programs served are met as evidenced in audits
- Complete required statistical records for client - related and other activities within the specified timeframes
- In liaison with the Deputy Manager & SP Manager, lead monitoring and review of data generated for the purposes of discussing staffing requirements and workloads, and for monitoring the efficiencies of new work practices and quality activities.

4. Human Resource Management

In liaison with the Deputy Manager and SP Manager, the Grade 3 Senior Clinician will participate in workforce maintenance and development

- Initiate and participate in discussion regarding staffing requirements
- Facilitate and participate in the recruitment, performance management, orientation, induction, mentorship, supervision, education and professional development of discipline staff, students (including work experience students) and other Grampians Health personnel as directed
- Participate in Grampians Health Performance Development & Review Program, Clinical Supervision Program and professional association programs where applicable

5. Service Development

The Grade 3 Senior Clinician will participate in the development of services that are accessible to those clients of Grampians Health with the greatest potential to benefit

- Leadership and participation in strategic planning, staff meetings, service development and other relevant forums

The Grade 3 Senior Clinician will understand and adhere to relevant financial aspects of departmental function

- Initiate and participate in discussion pertaining to resource allocation, equipment purchasing and revenue generation
- Understand financial policies and processes, practice fiscal responsibility and act in accordance with relevant organisational policies and procedures such as the Grampians Health Delegations of Authority
- Facilitate an appreciation of departmental financial processes with junior staff

KEY SELECTION CRITERIA

Qualifications

1. Eligibility for practicing membership with Speech Pathology Australia
2. Current drivers licence

Technical/Professional Knowledge and Skills

3. A minimum of seven years' experience, including significant experience in working with adults in the acute care setting and preferably a post-graduate qualification in the relevant clinical area of practice
4. Advanced knowledge of assessment treatment and management options for adult clients with swallowing and communication difficulties and a demonstrated ability to apply this knowledge
5. Demonstrated ability to identify, implement and review quality improvement activities, and positively influence change as required
6. Knowledge and skill in: (desired but not essential):
 - a. Tracheostomy management
 - b. Laryngectomy management
 - c. Instrumental assessments of swallowing (FEES and VFSS)
 - d. Voice analysis and management

Work Environment

7. Demonstrated ability to establish and maintain effective relationships with people at all levels

Personal attributes

8. Demonstrated ability to develop and empower others through supervision, modelling and training.
9. Demonstrated initiative to lead and develop a service, engaging effectively with consumers and key stakeholders.
10. Demonstrated understanding of, and desire to work in the role
11. Demonstrated ability to monitor, evaluate and modify own performance through reflective practice

ORGANISATIONAL REQUIREMENTS

- Grampians Health is committed to a consumer centred approach in the provision of health care and services, consistent with our values, purpose and vision. It is expected that team members demonstrate the core values of consumer centred care in every interaction.
- All team members of Grampians Health are responsible for supporting the safety, participation, wellbeing and empowerment of children.
- Quality care is a strategic and operational priority at Grampians Health, achieved through our Governance Framework.
- Participation in the Grampians Health integrated quality improvement and risk management systems by being aware of responsibilities to identify, minimise and manage risks and identifying opportunities for continuous improvement in your workplace through communication and consultation with managers and colleague.
- You must ensure that the affairs of Grampians Health, its patients, clients and staff remain strictly confidential and are not divulged to any third party except where required for clinical reasons or by law. Such confidentiality shall extend to the commercial and financial interests and activities of Grampians Health.
- In accordance with current legislation and organisational policy, employees must be willing to undertake and maintain a police check, working with children check and where necessary an NDIS Worker screening check. Ongoing employment will be dependent on the provision of satisfactory checks.

OTHER RELEVANT INFORMATION

- At Grampians Health we recognise and respect diversity. Each person has a right to high-quality health care and opportunities regardless of diversity factors which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age, and socioeconomic status. Inclusiveness improves our service to our community and promotes engagement amongst Grampians Health employees.
- All Grampians Health employees are required to take reasonable care of their own health and safety in the workplace as well as take reasonable care for the health and safety of others who may be affected their acts or omissions. Persons with delegated management functions have an additional duty to provide and maintain a working environment that is safe and free of risks to health, so far as is reasonably practicable in areas where they have management or control. All employees have a duty to report issues they cannot rectify, follow all existing Grampians Health policies and protocols relating to health, safety, wellbeing and injury management and cooperate with any action taken by Grampians Health to comply with the OHS Act or Regulations.
- Statements included in this Position Description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all inclusive.
- Management may alter this Position Description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).
- An annual performance review will occur with your Manager. Your performance review is intended to be a positive discussion, outlining the key roles and responsibilities outlined in this Position Description. The performance review discussion provides an opportunity to clarify your role, revise key performance activities and identify any objectives or goals for the year ahead