

Position Title: Speech Pathologist Grade 2

Campus: Ballarat

Directorate: Allied Health

Department: Speech Pathology

Reporting to: Deputy Managers Speech Pathology (East)

Direct Reports: Nil

Appointment Terms/Conditions:

Classification and Code: Speech Pathology Grade 2 (VW1– VW4)

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

ORGANISATIONAL INFORMATION

Grampians Health (GH) 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

The primary purpose of this position is to provide high-quality, evidence-based Speech Pathology services to adult clients across Grampians Health. The role reports to the Deputy Manager, Speech Pathology (East) and is supported by the senior Speech Pathology team.

Key responsibilities include delivering high-quality clinical services, contributing to quality improvement initiatives, and supporting the clinical education and supervision of students and junior staff. The successful applicant will work collaboratively with senior clinicians to promote team development, clinical excellence, and a positive Allied Health culture.

Clinical allocations may vary according to service requirements and may include work across a range of adult programs and service settings. The role may involve working across Grampians Health sites, programs, and external services, and may include participation in weekend rosters.

KEY ACCOUNTABILITIES

- Provide client centred care through assessment, planning, and intervention across various caseloads.
- Provide specialist assessment, planning, and interventions across various adult caseloads, including acute, sub-acute, outpatient, community, and aged care.
- Prioritise services based on clinical need and eligibility, as directed by senior staff.
- Deliver services in line with clinical care models and evidence-based practice.
- Lead quality improvement activities to enhance patient care.
- Spend 70% of time on client-related activities, tracked through workload statistics.
- Provide clear and concise clinical handovers to ensure continuity of care.
- Lead group programs and deliver presentations to stakeholders and community groups.
- Involve clients and carers in developing care plans based on assessed needs.
- Liaise with Grampians Health and community services to provide holistic, multidisciplinary care.
- Demonstrate strong verbal, non-verbal, and written communication skills.
- Align practice with health promotion principles and GH values, showing cultural sensitivity.
- Comply with OH&S legislation, GH policies, the Code of Conduct, and Speech Pathology Australia Code of Ethics.
- Demonstrate excellent organisation, time management, and risk management skills.
- Complete patient documentation in line with GH policies and maintain compliance with mandatory training.
- Supervise students and provide clinical supervision and professional development.
- Contribute to policy review, engage in ongoing learning, and share knowledge with others.
- Take responsibility for ongoing professional development, certification, and maintaining current skills.

KEY SELECTION CRITERIA

Qualifications

- Bachelor or tertiary equivalent in Speech Pathology
- Eligibility for membership with Speech Pathology Australia and ability to meet certification requirements of Speech Pathology Australia's Certification Program (full or provisional status)
- Current driver's licence

Technical/Professional Knowledge and Skills

- Strong knowledge and experience in assessment, treatment, and management for adults with various diagnoses, with a commitment to quality care and evidence-based practice
- Experience with instrumental assessments (VFSS and FEES) desirable
- Proven ability to identify and lead quality improvement activities and positively influence change
- Demonstrated ability to develop and empower others through supervision, modelling, and training

Work Environment

- Ability to collaborate effectively within a multidisciplinary team and with various stakeholders to achieve team goals
- Flexible and adaptable in a busy, dynamic work environment
- Well-developed interpersonal and communication skills

Personal attributes

- Commitment to the Grampians Health values
- Commitment to lifelong learning and professional development
- Ability to work independently and seek assistance when necessary
- Strong organisational and self-management skills
- 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 a 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.