

Position Title: Speech Pathologist – Food Services (IDDSI implementation project)

Campus: Any

Directorate: Allied Health

Department: Speech Pathology

Reporting to: Manager of Speech Pathology & Audiology

Direct Reports: Nil

Appointment Terms/Conditions:

Classification and Code: Speech Pathology – Grade 3, Year 4

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

The Speech Pathologist – Food Services (IDDSI Implementation Project) (Grade 3, Year 4) plays a senior role in the implementation of the International Dysphagia Diet Standardisation Initiative (IDDSI) across Grampians Health Residential Aged Care Services and inpatient services.

This role provides advanced clinical expertise, leadership, and project support to ensure safe, standardised, and evidence-based dysphagia and mealtime management practices. The position contributes to system-wide improvements in texture-modified diets, thickened fluids, workforce capability, and clinical governance frameworks, reducing risk of choking, aspiration, dehydration, malnutrition, and non-compliance with the Strengthened Aged Care Quality Standards, National Safety and Quality Health Service (NSQHS) Standards and National and Quality Food Standards.

The role works collaboratively with dietetics, catering, meal support services, nursing, quality and operational teams to deliver standardised menus, training programs, competency frameworks, audit processes and practice change across multiple sites.

KEY ACCOUNTABILITIES

- Support coordinated rollout of IDDSI across Grampians Health
- Collaborate with and support project team meet project goals, deliverables and timelines
- Contribute to development and validation of standardised menus, recipes, and diet codes
- Ensure alignment of clinical practice with IDDSI framework and national standards
- Assist with implementation of updated documentation and CBORD systems
- Support the development and delivery of structured competency-based and IDDSI training programs across workforce groups (clinical, catering, care staff)
- Lead competency-based training and assessment programs
- Provide ongoing coaching and support to build staff capability in dysphagia management
- Participate in development and implementation of audit tools and evaluation frameworks
- Support project reporting requirements
- Contribute to continuous quality improvement and risk mitigation strategies
- Participant in stakeholder engagement activities across geographically dispersed sites
- Work collaboratively with a multidisciplinary workforce

KEY SELECTION CRITERIA

Essential

Qualifications

- Bachelor or postgraduate qualification in Speech Pathology
- Eligible for Certified Practising Speech Pathologist (Speech Pathology Australia)
- Current driver's licence

Desirable

Technical/Professional Knowledge and Skills

- Advanced clinical expertise in dysphagia assessment and management, with 7 years' experience
- Demonstrated experience in IDDSI implementation or texture-modified diet systems
- Experience in education, training delivery and competency assessment
- High-level written and verbal communication skills
- Strong IT skills (clinical systems, data collection, reporting tools)

Work Environment

- Proven ability to work effectively across multidisciplinary teams and multiple sites
- Capacity to manage competing priorities in a complex, changing environment
- Ability to influence practice change across diverse workforce groups
- Strong stakeholder engagement and relationship management skills

Personal attributes

- Demonstrated commitment to Grampians Health values
- Leadership capability with a collaborative approach
- Strong problem-solving and analytical skills
- Highly organised with strong attention to detail
- Adaptable and resilient in large-scale change environments
- Commitment to person-centred care

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.