

**Position Title:** Speech Pathologist- Grade 1

**Campus:** Ballarat

**Directorate:** Allied Health

**Department:** Speech Pathology

**Reporting to:** Deputy Manager Speech Pathology (East)

**Direct Reports:** Nil

### Appointment Terms/Conditions:

**Classification and Code:** Speech Pathology - Grade 1 (VP4 - VP7)

**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](http://www.grampianshealth.org.au).

<b>Collaboration</b>	<b>Compassion</b>	<b>Accountability</b>	<b>Respect</b>	<b>Innovation</b>
<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 the provision of high-quality Speech Pathology services within Grampians Health Ballarat Paediatric programs. Reporting directly to the Deputy Manager Speech Pathology and senior Paediatric Speech Pathology staff, key roles of the position include accountability for delivery of evidence based clinical services, and assistance with planning and implementation of quality improvement projects within the department. You will also support the senior staff to enhance team building and excellence within the team and Allied Health.

This position is allocated to a paediatric caseload, encompassing outpatient and inpatients, which may vary according to the needs of the department. As a Speech Pathologist - Grade 1 you may be expected to work in various locations and programs within Grampians Health and regional /external services.

## **KEY ACCOUNTABILITIES**

- Provide assessment, planning and delivery of appropriate interventions for community-based clients.
- Deliver client-centred care and provide clear education and information to clients and carers.
- Prioritise services based on clinical need and eligibility as directed by supervisors.
- Deliver care in line with the program's model of care and service requirements.
- Apply evidence-based practice and contribute to quality improvement activities.
- Maintain required levels of client-attributable activity as reflected in workload data.
- Communicate effectively and provide clear, concise and accurate clinical handover.
- Participate in group programs and presentations to community groups when required.
- Work collaboratively with clients, carers and multidisciplinary teams in developing care plans.
- Support positive working relationships that promote holistic, team-based care.
- Maintain accurate documentation, data entry and risk management practices in line with GH policies.
- Meet all professional, ethical, legal, credentialing and mandatory training requirements.
- Participate in supervision, professional development and maintain relevant certification/CPD.
- Support student learning and assist with policy and procedure review when directed.
- Acknowledge limitations, seek assistance when required and model a commitment to lifelong learning.

## **KEY SELECTION CRITERIA**

### **Qualifications**

- Bachelor or tertiary equivalent in Speech Pathology
- Certification with Speech Pathology Australia's Certification Program (full or provisional status)
- Current driver's licence

### **Technical/Professional Knowledge and Skills**

- Sound theoretical knowledge and the ability to apply this in assessment, treatment and management of paediatric clients presenting with a broad range of communication and swallowing difficulties, and a commitment to quality care and evidence-based practice
- Sound computer literacy

### **Work Environment**

- Ability to cooperate and work collaboratively within a multidisciplinary team and with multiple stakeholders in the pursuit of team goals
- Excellent verbal and written communication skills

### **Personal attributes**

- Commitment to the Grampians Health values
- Ability to work independently and appropriately identify when to seek help
- Sound organisational and self-management skills
- Demonstrated ability to monitor, evaluate and modify own performance through reflective practice
- Ability to work flexibly and adapt constructively to a busy working environment

- Communicates well with, relates to and sees issues from the perspective of a diverse range of people, cultures and backgrounds

## **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.