

Position Description

SPEECH PATHOLOGIST, Grade 2 Central Child Community Team

Classification:	Speech Pathologist Grade 2
Business unit/department:	Central Child Community Team (CCCT) Austin ICYMHS (Infant, Child, and Youth Mental Health Services) - Mental Health Division
Work location:	Austin Hospital <input type="checkbox"/> Heidelberg Repatriation Hospital <input type="checkbox"/> Royal Talbot Rehabilitation Centre <input type="checkbox"/> Other <input checked="" type="checkbox"/> (Burgundy St clinic)
Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2020-2024 Choose an item. Choose an item.
Employment type:	Parental Leave Cover
Hours per week:	22.8 hours per week Part-Time Fixed-Term (vacant now- ending 15/02/26)
Reports to:	Team Leader (Central Child Community Team) Program Manager (Central Community and Specialist Teams) with Discipline Senior - Speech Pathologist, ICYMHS
Direct reports:	NIL
Financial management:	Budget: N/A
Date:	July 2025

Position purpose

This is a fixed-term part time parental leave backfill contract position.

The successful applicant will coordinate and deliver a high quality, responsive and accountable clinical speech pathology service at a local team level, working with the Program Manager (Central Community and Specialist Teams), and the Team Leader and Consultant Psychiatrist (Central Child Community Team- CCCT). Professional accountability is through the Discipline Senior for Speech Pathology in ICYMHS.

This service will meet the diverse speech and language needs of children aged 0 - 11 years.

In addition to individual assessments and intervention, the role will provide support to families and sector workers on the communication and developmental needs of the child or young person.

About the Directorate/Division/Department

The Mental Health Division provides care and services through a comprehensive range of teams to meet the needs of mental health consumers and carers throughout Victoria. Services are across Adult and Child and Adolescent and can be bed based or located in the community.

All mental health services work within a clinical framework that promotes recovery-oriented practice and supported decision making. This approach to consumer wellbeing builds on the strengths of the individual working in partnership with their treating team. It encompasses the principles of self-determination and individualized treatment and care.

About ICYMHS

ICYMHS provides tertiary mental health services to the north-eastern catchment of Melbourne (currently the local government areas of Banyule, Boroondara, Darebin, Nillumbik, Whittlesea, and Yarra). Young people eligible for the service are predominantly aged 0-18 years with only several teams currently available for those aged up to 25 years.

ICYMHS currently have two inpatient units (a child and an adolescent one), a Child and Family Centre, with a YPARC currently being built.

At present there are outpatient community teams and a number of specialist youth outreach teams. There are also several specialist roles such as Infant and Child Specialist, Carer Consultant and AOD Practice Lead etc. The Lived Experience Workforce is embedded with the ICYMHS directorate.

ICYMHS now includes the Under 18 Triage Team and the Autism Spectrum Disorder Assessment Program.

Our community teams are based at the Heidelberg Campus of Austin Health, the Burgundy Street site, and the Epping site. It is anticipated other teams will be located in the community in the future.

Local service description

The Central Child Community Team (CCCT) is one of several community outpatient teams within the Infant, Child, and Youth Mental Health Service (ICYMHS). It is a multi-disciplinary team that offers individual and group assessment, treatment, consultations, and a clinical case management service to young people with a variety of complex and severe mental illnesses and/or disorders.

CCCT primarily provides services to young people aged 0-11 in the Central LGAs of the Austin ICYMHS catchment areas, namely Banyule, Nillumbik, and Boroondara. The service currently operates within business hours, with a view to expanding operating hours in the future to improve accessibility in line with Royal Commission recommendations.

Position responsibilities

Direct Care

- Actively collaborate and ensure that high quality clinical speech pathology services and consultations (primary and secondary) are provided to CCCT clients experiencing issues related to speech, language, and/or communication disorders



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- Co-ordinate the CCCT speech pathology services ensuring all operational and clinical systems and processes are clearly documented and in line with evidence-based practices and Austin Health standards
- Ensure all referred clients are prioritised, screened, or accurately assessed, and provided with suitable management plans within specified timelines for excellent clinical care
- If a waiting list for speech pathology services is required, carefully manage this in conjunction with the team's leadership to reduce clinical risks
- Provide high quality, evidence-based clinical treatment modalities at an individual or group level as indicated by clinical need within available resources
- Actively participate in regular supervision (operational, professional, and clinical) and performance development and review processes
- Provide high quality and accessible assessment, review, and progress reports for a variety of audiences and contribute to discharge reports where appropriate
- Maintain and track existing speech pathology materials / resources with other speech pathology colleagues in ICYMHS and advocate for new resources as appropriate (subject to available funding)
- Educate ICYMHS staff, students, and members of the community about speech pathology services in conjunction with other Speech Pathologists working within Austin ICYMHS, as needed
- Regularly record accurate medical record information and statistics pertaining to individual clients' attributable care and clinical support activity
- Use information and communication systems appropriately that support the effective and efficient clinical and administrative operation of the position
- Participate in both internal and external continuing education programs and demonstrate a commitment to improving professional performance and development to satisfy Speech Pathology Australia's Continuing Professional Development program requirements
- Contribute to team, speech pathology and ICYMHS operational activities, portfolio-management, service planning, research, and evaluation activities so that the team's and service's performance and culture is safe, healthy, and productive with a view to continual improvement.
- Be aware of and adhere to safety and other procedures within ICYMHS, MHD and Austin Health generally
- Actively participate in under- and post-graduate training of speech pathologists and other professionals within ICYMHS, ECSH and the MHD
- Comply with relevant professional and mental health sector legislative and statutory requirements
- Perform any other duties as directed.

Selection criteria



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- **Essential Knowledge and skills:**

- A minimum of 2 years' experience in the provision of speech pathology services to children with communication and swallowing disorders who may require speech, language and dysphagia assessments.
- Knowledge of the assessment and management of children with Autism Spectrum Disorders, Learning Difficulties as well as the other common mental health difficulties that impact children and young people
- Display a clear understanding of and practice in the principles of recovery-orientated, trauma-informed, and family-centred, collaborative practice and expertise in engaging young people and their families within a clinical setting
- Strong clinical reasoning and decision-making skills
- Proficiency in keyboard skills and information technology systems and applications (Microsoft Office, search engines, databases, etc.) relevant to the management of risk management reporting or as required for the role
- Highly effective oral and written communication and interpersonal skills
- Proven ability to enhance multidisciplinary team functioning as an active team member
- Strong organisational and time management skills as shown by a dynamic and flexible approach to time and caseload management
- Demonstrated appropriate clinical independence, seeking support when necessary
- Awareness and practice of clinical safety within the context of relevant legislation to ensure that risks to consumers, carers, families, staff, and the community are minimised

- **Desirable but not essential:**

- Experience in the speech pathology management of children and young people.
- Training and experience in developmental psychiatry
- Experience working in a mental health setting
- Post-graduate training in the areas of child, adolescent, family therapy, mental health, learning difficulties
- Experience in the provision of clinical education to under- and post-graduate students
- Demonstrated commitment to evidence-based practice, research, and quality improvement activities in a work setting
- Experience of cases involving the National Disability Insurance Scheme
- Demonstrated cultural sensitivity when working with young people and families with diverse backgrounds

Professional qualifications and registration requirements



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Mandatory Qualifications:

- Relevant professional qualification in Speech Pathology (Bachelor of Speech Pathology or equivalent tertiary qualification)
- Eligibility for membership of Speech Pathology Australia
- A current Victorian Driver's License (without restrictions) and ability to drive a work vehicle.
- A current Working with Children's check (without restrictions).

Quality, safety and risk – all roles

All Austin Health employees are required to:

- Maintain a safe working environment for yourself, colleagues, and members of the public by following organisational safety, quality and risk policies and guidelines.
- Escalate concerns regarding safety, quality, and risk to the appropriate staff member, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with the principles of person-centered care.
- Comply with requirements of National Safety and Quality Health Service Standards and other relevant regulatory requirements.

Other conditions – all roles

All Austin Health employees are required to:

- Adhere to Austin Health's core values: *our actions show we care; we bring our best, together we achieve, and we shape the future.*
- Comply with the Austin Health's Code of Conduct policy, as well as all other policies and procedures (as amended from time to time).
- Comply with all Austin Health mandatory training and continuing professional development requirements.
- Provide proof of immunity to nominated vaccine preventable diseases in accordance with Austin Health's immunisation screening policy.
- Work across multiple sites as per work requirements and/or directed by management.

General information

Cultural safety

Austin Health is committed to cultural safety and health equity for Aboriginal and/or Torres Strait Islander People. We recognise cultural safety as the positive recognition and celebration of cultures. It is more than just the absence of racism or discrimination, and more than cultural awareness and cultural sensitivity. It empowers people and enables them to contribute and feel safe to be themselves.

Equal Opportunity Employer



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We celebrate, value, and include people of all backgrounds, genders, identities, cultures, bodies, and abilities. We welcome and support applications from talented people identifying as Aboriginal and/or Torres Strait Islander, people with disability, neurodiverse people, LGBTQIA+ and people of all ages and cultures.

Austin Health is a child safe environment

We are committed to the safety and wellbeing of children and young people. We want children to be safe, happy, and empowered. Austin Health has zero tolerance for any form of child abuse and commits to protect children. We take allegations of abuse and neglect seriously and will make every effort to mitigate and respond to risk in line with hospital policy and procedures.



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