

Position Description

Speech Pathologist Grade 2

Classification:	VW1-4
Business unit/department:	Speech Pathology
Work location:	Austin Hospital <input checked="" type="checkbox"/> Heidelberg Repatriation Hospital <input checked="" type="checkbox"/> Royal Talbot Rehabilitation Centre <input checked="" type="checkbox"/> Other <input type="checkbox"/> (please specify)
Agreement:	Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2021-2026
	Choose an item.
	Choose an item.
Employment type:	Full-Time
Hours per week:	40 (with ADO)
Reports to:	Manager, Speech Pathology
Direct reports:	nil
Financial management:	nil
Date:	

Position purpose

- To provide Speech Pathology assessment and management of communication and swallowing difficulties to patients of Austin Health
- To perform the duties of this position efficiently to the standards of the department and the organisation

About the Directorate/Division/Department

This position is based within Austin Health's Speech Pathology Department. This Department forms part of the Division of Allied Health, which comprises the following services:

- **Allied Health therapies** – Physiotherapy, Social Work, Speech Pathology, Occupational Therapy, Nutrition and Dietetics, Orthotics & Prosthetics, Clinical and Neuropsychology (Royal Talbot site) and Creative and Leisure Services
- **Tracheostomy Review and Management Service**
- **Language Services**
- **Ngarra Jarra (Aboriginal Health) Program**

The Speech Pathology Department is committed to providing a comprehensive and innovative service to clients with communication and/or swallowing disorders. In realising this goal, the department will lead and excel in research, teaching and the use of evidence-based practice.

The Speech Pathology Department provides services on all three campuses of Austin Health, across all Divisions. The Department offers acute adult inpatient, adult rehabilitation and outpatient services. Speech Pathologists also work in specialist multidisciplinary services, including the Voice Analysis Clinic (VAC), the Memory Clinic, the Swallowing and Nutrition Clinic, and the Tracheostomy Review and Management Service (TRAMS).

The Speech Pathologist employed in this position reports to the Manager of Speech Pathology and is expected to travel across campus as required

Position responsibilities

Clinical Care

- Provide assessment and management of inpatients on nominated wards with communication and swallowing disorders independently, including participation in a weekend roster when required.
- Provide cover for other clinicians as required on any campus
- Identify patients who require objective assessment of swallowing via videofluoroscopy and/or FEES
- Advise family and team members regarding the patient's communication/swallowing disorders, prognosis and management
- Participate in ward, team and family meetings as required
- Make appropriate recommendations/referrals for further management in the community
- Advise the Speech Pathology Manager of appropriate equipment for service and use
- Provide input into discussions regarding goals and objectives for programs and the department

Education

- Provide undergraduate and entry level student training in the designated clinical stream
- Provide training and education to hospital staff, other professionals and student groups within Austin Health and externally on issues pertaining to their discipline
- Support and supervise Grade 1's, Allied Health Assistants, and students as required

Evidence Based Practice and Research

- Demonstrate an evidence-based practice approach to clinical care
- Participate in clinical and translational research where opportunities arise within clinical stream
- Present findings of projects and research in scientific publications and at relevant conferences

Quality, Safety and Risk

- Strive towards continuous improvement, by initiating, participating and continuously evaluating the quality and outcomes of service design and intervention
- 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.
- Participate in the emergency incident response activities as directed

Professional Development



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we achieve



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the future

- Participate in department performance appraisal, supervision and Professional Development Planning process
- Undertake education and training to ensure clinical practice is current and evidence based

Information Management

- Record in patient medical files according to policy/ procedure and Austin Health documentation standards
- Enter referrals and reviews into Cerner to assist with handover and to collect activity data
- Adhere to Austin Health's policies for use of Information Technology
- Meet activity and reporting timelines for projects and committee work
- Maintain and store minutes of meetings in areas of responsibility
- Record accurate data and notes as per policy and procedures

All Employees

- Perform additional administrative duties and projects under direction of the Grade 4 Clinician(s) or clinical lead and/or Manager
- 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.
- Undertake not to reveal to any person or entity any confidential information relating to patients, employees, policies, and processes and do not make public statements relating to the affairs of Austin Health without prior authority of the Chief Executive Officer.

Selection criteria

Essential

- Commitment to Austin Health values
- Experience in the assessment and management of patients with a wide range of neurological and medical diagnoses
- Experience in the assessment and safe management of dysphagic patients with varying aetiologies
- Ability to identify appropriate clients who would benefit from instrumental swallowing assessment
- Demonstrated commitment to evidence-based practice and ability to translate this into practice
- Demonstrated ability to undertake professional supervision and promote professional competence of other staff
- High level interpersonal skills that promote team development and engagement, and a proven ability to relate to people at all levels within an organisation
- High level written and verbal communication skills
- Demonstrated flexibility and independence in caseload management, in particular an ability to manage a busy and varied caseload
- Demonstrated commitment in maintaining up to date knowledge of current literature

Desirable

- Experience in the management of ENT/laryngectomy patients



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- Knowledge and experience in the assessment and management of dysphagic patients, including videofluoroscopy and FEES
- Experience with the management of patients with tracheostomy and ventilation
- Experience in the supervision of students
- Hold a higher degree or progressing towards higher qualification in a relevant area
- Demonstrated evidence of professional initiatives over the past twelve months
- Demonstrated evidence of research, publication and public presentation
- Demonstrated working knowledge of the Victorian public health care system and resource allocation

Professional qualifications and registration requirements

- Eligible for certified practising membership of Speech Pathology Australia

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

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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