

Austin Health Position Description



Position Title: Speech Pathologist Grade 2

Classification:	Speech Pathologist Grade 2
Business Unit/ Department:	Brain Disorders Unit, Specialty Mental Health
Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2020-2024
Employment Type:	Part-Time
Hours per week:	22.8
Reports to:	Operationally: Nurse Unit Manager Professionally: Manager, Speech Pathology
Direct Reports:	Nil
Financial management:	Nil
Date:	May 2024

About Austin Health

Austin Health is one of Victoria's largest health care providers. Comprising the Austin Hospital, Heidelberg Repatriation Hospital, Royal Talbot Rehabilitation, Hospital in the Home and community based health services; Austin Health is an internationally recognised leader in clinical teaching, training and research, with numerous university and research institute affiliations.

Austin Health employs near 9,000 staff across its sites; including over 1,600 doctors and 3,000 nurses, and delivers a full range of leading edge clinical services, including several state-wide services (liver transplant, spinal cord injury service, respiratory support service, child inpatient mental health service). In total, Austin Health provides over 900 beds, including mental health, aged-care and rehabilitation beds and a range of community and in the home services. The current annual operating budget is in excess of \$960 million.

Austin Health delivers vital state-wide services to all Victorians, including to diverse multicultural and veteran communities. It also provides community and specialty services to the people of Melbourne's north-eastern corridor in a safety-focused, team-oriented and stimulating work environment.

Austin Health's current vision is shaping the future through exceptional care, discovery and learning. Our values define who we are, shape our culture and the behaviours, practices and mindset of our people. Our values are: Our actions show we care, we bring our best, together we achieve and we shape the future. www.austin.org.au/about-us

Austin Health is committed to providing an inclusive culture where all employees can contribute to the best of their ability and strive to develop further. Find more at <http://www.austin.org.au>

Position Purpose

- Provide assessment and management of communication and swallowing difficulties to clients of the Brain Disorders Unit of Austin Health
- Perform the duties of this position efficiently to the standards of the Unit

About the Brain Disorders Unit

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 located across Austin Health campuses and in the community.

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

The Brain Disorder Unit is located on the Royal Talbot Rehabilitation Centre at Kew specialising in the management of individuals under the age of 65 years with a brain injury or neurodegenerative conditions and associated psychiatric disorders including behavioural disturbance.

The Brain Disorders Program (BDP) includes the following components:

- The Community Brain Disorder Assessment and Treatment Service (CBDATS), which provides assessment, short-term treatment and consultancy to consumers in the community. CBDATS is currently developing its teaching and research profile within the community nationally and internationally.
- The ABI Behaviour Consultancy, a community-based service that provides state-wide behaviour support to adults with an acquired brain injury. In addition to direct client based intervention, the service also offers secondary consultation, education and training to community disability services.
- The Neuropsychiatry Outpatient Clinic is a tertiary referral neuropsychiatry assessment service, based at the Heidelberg Repatriation Hospital.

Brain Disorders Unit (BDU):

- A 10-bed psychiatric rehabilitation unit (Heath Unit) specialising in medium term rehabilitation for appropriate consumers.
- A 20 bed extended care program (Wattle/Protea Units) which is a partly Commonwealth funded interim nursing home, specialising in the provision of a secure transitional environment for more disabled members of the target population.
- A 3 bed transitional housing facility (Step 2) as part of the community reintegration

Purpose and Accountabilities

Clinical

- Provide assessment and management of clients in BDU with communication and swallowing disorders independently
- Assess and implement augmentative and alternative communication options to patients as appropriate
- 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
- Display a clear understanding of the principle of recovery orientated practice and its implementation within a clinical setting
- Provide input into discussions regarding goals and objectives for programs
- Abide by Austin Health corporate policies and practices as varied from time to time
- Perform other activities as requested by the Nurse Unit Manager BDU
- Contribute to the rehabilitation team's knowledge of each resident and their communication and swallowing function
- Maintain required clinical records via CERNER, SMR
- Ensure that all documentation is compliant with Expected Outcomes of the Aged Care Accreditation Standards

Administration

- Attend and participate in regular team meetings
- Advise the Nurse Unit Manager of appropriate equipment and resources required for client/ward use
- Participate in review and development of policy, goals/objectives and strategic direction of the BDU
- Perform other activities as requested by the Nurse Unit Manager

Quality and Safety

- Identify, develop and participate in Continuous Quality Improvement projects being run in the BDU and assist other staff in identifying areas for potential projects
- Actively participate in the ongoing identification, assessment, treatment and prevention of risks.

Teaching, Training and Research

- Provide education and training to other health professionals, students and others both within the organisation and externally, where appropriate, on issues pertaining to Speech Pathology
- Provide clinical supervision of undergraduate and/or postgraduate Speech Pathology students as appropriate
- Participate in research programs run in the BDU as appropriate

Professional Development

- Maintain a high standard of knowledge by participation and contribution in relevant professional development and research activities
- Participate in annual performance appraisal, supervision and Professional Development Planning process

Occupational Health and Safety

- Adhere to Occupational Health and Safety procedures including infection control within the BDU and Austin Health and practice these at all times with clients
- Actively participate in the ongoing identification, assessment, treatment and prevention of risks.

All Employees

- Comply with Austin Health policies & procedures, as amended from time to time, which can be located on the intranet (The Hub): <http://eppic/>
- Participate in Austin Health's annual Performance Review and Development (PRD) program as required.
- Engage in processes to monitor service delivery and participate in improvement activities.
- 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
- Report incidents or near misses that have or could have impact on safety - participate in identification and prevention of risks.
- Participate in the emergency incident response activities as directed
- Comply with the Code of Conduct

Selection Criteria

Essential knowledge and skills:

- Approved degree in Speech Pathology or equivalent and eligible for practicing membership of Speech Pathology Australia
- Knowledge and experience in the management of communication and swallowing disorders in a mental health and neurobehavioural adult caseload
- Knowledge and experience in the assessment and management of dysphagic patients including referral indicators for videofluoroscopy
- Demonstrated flexibility in caseload management, in particular, an ability to manage a busy and varied caseload
- Effective written and oral presentation skills
- Ability to function effectively as a team member
- Strong organisational and time management skills
- Demonstrated commitment to implementation of evidence based practice
- Proactive approach to problem solving and strong analytical and conceptual ability
- Previous clinical supervision experience with undergraduate/postgraduate students
- A commitment to Austin Health values

Desirable but not essential:

- Demonstrated experience in quality initiatives and clinical research
- Further education in a relevant clinical field
- Knowledge of information technology and software applications
- Demonstrated evidence of professional initiatives over the past twelve months
- Demonstrated ability to recognise, analyse and manage conflict in a complex working environment
- Participation in professional activities

General Information

Austin Health is a Child Safe Environment

Austin Health is committed to child safety. We want children to be safe, happy and empowered. We support and respect all children, as well as our staff and volunteers. Austin Health has zero tolerance of child abuse, and all allegations and safety concerns will be treated seriously in line with legal obligations and our policies and procedures.

Equal Opportunity Employer

Applications from Aboriginal and Torres Strait Islanders are encouraged to apply. For more information about working at Austin Health, please follow this link to Austin Health's Aboriginal Employment website:

<http://www.austin.org.au/careers/Aboriginalemployment/>

Document Review Agreement

Manager Signature	
Employee Signature	
Date	