

Position Description

Speech Pathologist, Grade 2 Graduate Program, Austin ICYMHS

Classification:	Speech Pathologist Grade 2
Business unit/department:	Infant Child and Youth Mental Health Service (ICYMHS) Mental Health Division (MHD)
Work location:	Austin Hospital and 37 Burgundy Street Heidelberg. Onsite role.
Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2024-2028
Employment type:	Fixed-Term Full-Time
Hours per week:	40 hours (38 hours with ADO)
Reports to:	Discipline Senior Speech Pathologist, ICYMHS and Program Manager Inner North Community & Specialist Teams
Date:	August 2026

We acknowledge the Traditional Custodians of the land on which Austin Health operates, the Wurundjeri People of the Kulin Nation. We pay our respects to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander Peoples. We acknowledge the deep and enduring connection that First Nations Peoples have to this land, and we honour their strength, resilience, and leadership. We are committed to creating a culturally safe and supportive workplace where Aboriginal and Torres Strait Islander voices are heard, valued, and empowered.

Position purpose

The Mental Health Allied Health Graduate Program (AH Graduate Program) sits within the Mental Health Division (MHD) of Austin Health. The Speech Pathology Graduate program will operate solely within the ICYMHS directorate. The AH Graduate Program has been developed to deliver highly regarded clinical mental health training and learning for allied health graduates. This one-year program will work in partnership with the Department of Health Statewide Allied Health Graduate program.

The program includes two diverse rotations across the mental health division at the Austin. Graduates will work in multidisciplinary teams and be well supported to develop their general and discipline specific clinical skills. The aim of the program is to prepare Graduates in clinical mental health and support early career learning and career development.

Benefits of the program include:

- Two diverse rotations within ICYMHS

- Reduced workload to support learner role
- Regular individual discipline specific supervision.
- Facilitated learning from a Senior Clinician and Clinical Educator
- Focus on incorporating mental health understandings into discipline specific work.
- Opportunity for extended scope of practice into generic mental health practice.
- Support developing Individual Learning Plans in line with competencies
- Be part of a discipline-specific community of Speech Pathologists at Austin ICYMHS.
- A commitment to supporting graduate wellbeing throughout their time at Austin Health

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 located across Austin Health campuses and in the community.

The Mental Health Division incorporates three program areas:

- Adult and Older Mental Health Services
- Infant, Child and Youth Mental Health Services and,
- Mental Health Specialty Services.

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.

About ICYMHS

The Child and Youth Mental Health Service (ICYMHS) sits within the Mental Health Division and 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 aged 0-25 years. Lived and Living Experience Workforce is also embedded with the ICYMHS Directorate.

Austin Health ICYMHS have two inpatient units (a child and an adolescent one), a Child and Family Centre called Booboo Narrkwarren Nagarra-Jarra-noun and a Youth Prevention and Recovery Centre (YPARC), along with a range of community teams.

The child and youth community teams work alongside specialist outreach teams, an ICYMHS Assessment & Treatment Service (CATS) and a triage team. The work is supported by specialist roles: - Infant and Child Specialists, Carer and Consumer Consultants, Alcohol & Other Drug Specialists, Aboriginal Mental Health Liaison Officers, a group program coordinator and an Autism Spectrum Disorder Assessment Program.

Position responsibilities

Role Specific:

- Provide excellent, consumer centred, discipline specific speech pathology evidence-based clinical assessments and treatment
- Extend your scope of practice to include mental health understandings.
- Work closely with medical, nursing and allied health colleagues to provide a comprehensive service to consumers and their family/carers in line with best practice



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- Work in partnership with consumers which includes young people and their families and carers
- Continue to learn through mandatory training and other learning activities.
- Seek regular feedback on your work
- Ensure safe work practices are developed and adhered to in their area
- Active participation in team meetings and clinical reviews
- Build effective relationships with staff, colleagues and service providers to ensure optimal outcomes for consumers
- Demonstrate the values of Austin Health in everyday practice such as 'our actions show we care', 'we bring our best', 'we shape the future' and 'together we achieve'
- Participate in organizational change and shows a commitment to innovative work practices

Report writing and administration

- Document in unit records for all consumers according to standards, hospital protocols and guidelines
- Provide reports/referrals to external agencies as appropriate
- Utilise Austin Health clinical technologies and tools as per policies procedures and guidelines
- Undertake Division administration activities as directed

Professional Development

- Attend and participate in components of the AH Graduate Program
- Participate in wellbeing, supervision and Professional Development requirements
- Undertake education and training to ensure clinical practice is current and evidence based
- Demonstrate a commitment to continuous self-improvement and learning to broaden own abilities and skills

Quality and Risk:

- Maintain an understanding of individual responsibility for consumer safety, quality & risk
- Be aware of and comply with the mandatory training and core education requirements
- Maintain a safe working environment for yourself, your colleagues, consumers and their family/carers and members of the public
- Report incidents or near misses that have or could have impact on safety

Information Management:

- Record in consumer medical files according to policy/ procedure and Austin Health documentation standards
- Adhere to Austin Health's policies for use of Information Technology
- Record accurate statistics as per policy and procedures

Key Relationships:

- Internal: Program Team Leader and Program Manager or Unit Manager
- Multidisciplinary Team
- Consumer and Carers



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- Discipline Clinical Educator
- Discipline Senior
- External Key community stakeholders

Selection criteria

Essential skills and experience:

- Curiosity about the child and adolescent mental health field and associated health and welfare services.
- An understanding of the concept of recovery and collaborative clinical practice
- A basic understanding of the mental health service system and the Mental Health Act
- Fieldwork, paid or voluntary experience in a mental health or health setting and/or demonstrated interest in developing knowledge and skills in the mental health area
- Ability to work with consumers, family and carers from a range of cultural backgrounds and to provide gender sensitive services
- Ability to undertake a range of evidence-based assessments and interventions, with regard to communication and other speech pathology requirements
- Ability to work both independently and interdependently
- Ability to function effectively as part of a multidisciplinary team
- Well-developed interpersonal skills and ability to communicate effectively with others (verbal and written communication)
- Sound organisational skills and demonstrated capacity for using initiative and problem solving
- 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
- Demonstrated interest in ongoing professional development and ability to reflect and learn from experience
- A commitment to Austin Health values: Our actions show we care, we bring our best, together we achieve and we shape the future
- A current Victorian driver's license
- A current Working with Children's Check

Professional qualifications and registration requirements

- Relevant professional qualification in Speech Pathology (Bachelor of Speech Pathology or Masters of Speech Pathology.)
- Eligibility for membership of Speech Pathology Australia

Quality, safety and risk – all roles

All Austin Health employees are required to:



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- 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 creating a culturally safe, inclusive and anti-racist environment for all staff, patients, consumers, carers and communities. We recognise that racism, discrimination and exclusion negatively impact health and wellbeing, and acknowledge the unique and ongoing effects of colonisation, dispossession and systemic inequities experienced by Aboriginal and Torres Strait Islander Peoples. We are committed to embedding cultural safety and inclusion across all levels of our health service, actively identifying and eliminating racism in all its forms, and equipping our people with the knowledge, skills and confidence to challenge racism, foster respect, and create a safer and more equitable experience for everyone.

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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