

Position Description

Speech Pathologist Grade 1

Classification:	VP3-7
Business unit/department:	Speech Pathology
Work location:	Austin Hospital <input type="checkbox"/> Heidelberg Repatriation Hospital <input type="checkbox"/> Royal Talbot Rehabilitation Centre <input type="checkbox"/> Other <input type="checkbox"/> (please specify)
Agreement:	Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2021-2026
Employment type:	Fixed-Term Full-Time
Hours per week:	40 (38 including ADO)
Reports to:	Manager, Speech Pathology
Direct reports:	Nil
Financial management:	Nil
Date:	Until 08/03/2026

Austin Health acknowledges the Traditional Custodians of the land on which Austin Health operates, the Wurundjeri Woi Wurrung 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.

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 the Speech Pathology Department. This department forms part of the Division of Allied Health. The Division of Allied Health comprises the following:

- Allied Health – Physiotherapy, Social Work, Speech Pathology, Occupational Therapy, Nutrition and Dietetics, Orthotics & Prosthetics, Clinical and Neuropsychology (Royal Talbot site) and Creative and Leisure Services

- Spiritual Care
- Language Services
- Tracheostomy Review and Management Service
- Disability Liaison 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 units. The department offers acute adult inpatient, adult rehabilitation, and outpatient/community services.

This Grade 1 Speech Pathologist will work closely with other Speech Pathologists and support staff working at Austin Health. This position will rotate across sites and workloads at the Austin Hospital, Heidelberg Repatriation Hospital and Royal Talbot Rehabilitation Centre, including the Health Independence Program (HIP) Community Rehabilitation Service Team providing treatment to clients in a community setting. The Grade 1 Speech Pathologist will work as a member of the interdisciplinary team of allied health professionals providing therapy to clients receiving home based, centre based and telehealth services.

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

- Assess and manage patients with communication and swallowing disorders in various units of Austin Health in subacute, acute and/or community settings
- Assess and implement augmentative and alternative communication options to patients as required
- Provide cover for other clinicians as required on other campuses
- Undertake videofluoroscopic swallowing assessments for the assessment, diagnosis and management of swallowing disorders with support as required
- Advise family and team members regarding the patient's communication/swallowing disorders, prognosis and management
- Participate in ward rounds, team and family meetings
- Make appropriate recommendations/referrals post discharge for further management in the community
- Maintain required clinical records
- Enter referrals and reviews into Cerner to assist with handover and to collect activity data
- Provide, where appropriate, communication with outside referring agencies

Administrative

- Attend and participate in regular department meetings
- Advise the Speech Pathology Manager of appropriate equipment required
- Participate in review and development of policy, goals/objectives and strategic direction of the department
- Participate in departmental committees and portfolios with support as required



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- Provide input into discussions regarding goals and objectives for programs and the department
- Participate in departmental, team, or organisational activities as appropriate (e.g. working parties, public relations events etc.)
- Perform other activities as requested by the Speech Pathology Manager

Quality and Safety

- Participate in Continuous Quality Improvement projects being run in units and the department and assist other staff in identifying areas for potential projects
- Engage in processes to monitor service delivery and participate in improvement activities

Teaching and Education

- Provide education to other health professionals and others both within Austin Health and externally, where appropriate, on issues pertaining to speech pathology with support as required
- Participate in and contribute to speech pathology professional development and Special Interest Groups where relevant

Research

- Assist with any research studies being conducted within the department as directed

Professional Development

- Develop a high standard of knowledge by participation in relevant professional development and research activities including the departmental Continuing Education program
- Participate in department performance appraisal, supervision and Professional Development Planning process
- Undertake professional development activities relevant to role, including participation in the Austin Health Allied Health Capability Program

Occupational Health and Safety

- Adhere to Occupational Health and Safety procedures including infection control within the department and Austin Health and practice these at all times with patients
- Actively participate in the ongoing identification, assessment, treatment and prevention of risks
- Report incidents or near misses that have or could have impact on safety
- Participate in the emergency incident response activities as directed

Selection criteria

Essential skills and experience:

- Approved degree in Speech Pathology or equivalent and eligible for certified practicing membership of Speech Pathology Australia
- Experience and/or knowledge of the management of an adult acute, subacute and/or community caseload
- Experience and/or knowledge of assessment and management of dysphagia, including videofluoroscopy
- Ability to function effectively as a team member
- Strong oral and written communication skills
- Strong organisational and time management skills
- Proactive approach to problem solving with strong analytical and conceptual ability



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- Demonstrated commitment to implementation of evidence-based practice
- Knowledge of continuous quality improvement processes
- A commitment to Austin Health values
- Evidence of a current Victorian Driver's License and willingness to drive for work-related activities for any community-based role

Desirable but not essential:

- Demonstrated flexibility and independence in clinical management of patients
- Knowledge of information technology and software applications relevant to the hospital environment
- Demonstrated strategies in maintaining and developing professional knowledge base and skills
- Demonstrated evidence of professional initiatives over the past twelve months
- Participation in professional activities

Professional qualifications and registration requirements

- Approved degree in Speech Pathology or equivalent and eligible for certified practicing membership of Speech Pathology Australia

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).



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- 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

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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