

POSITION DESCRIPTION

Position Title:	Speech Pathologist Grade 2
Business Unit/Division:	Allied Health & Partnerships
Award Agreement:	Health Professionals
Classification:	Grade 2 (VW1-VW4)
Employment Type:	Permanent ongoing – Part Time (0.63 EFT)
Reports to:	Associate Director Allied Health – Speech Pathology, Audiology & Orthoptics Workforce & Clinical Education Lead Grade 3 and 4 Speech Pathologists
Date Prepared/Updated:	March 2025

General Role Statement:

To provide high quality, evidence-based speech pathology services to clinical services at Northern Health as directed by the Associate Director or Workforce & Clinical Education Lead.

To supervise clinicians, lead innovative clinical practice and support clinical education within the department.

ORGANISATIONAL OVERVIEW

Introduction

Northern Health is a vibrant, fast-paced workplace located in the rapidly growing northern suburbs. This is driving us to think innovatively about the needs of the population and what the health system of the future might need to look like to meet those needs. We take care of our community by providing a wide range of health services at multiple locations including:

- Northern Hospital Epping
- Broadmeadows Hospital
- Craigieburn Centre
- Bundoora Centre
- Merri-bek Community Team
- Broadmeadows Community Care Unit
- Broadmeadows Prevention and Recovery Care
- Hotham Street Community Mental Health Clinic
- Northern Prevention and Recovery Care
- Northern Community Care Unit and,
- Noogal Clinic
- Kilmore District Health
- Women's Health Hub

We also collaborate with our partners to help expand the range of health care services offered to our culturally rich and diverse community.

As an organisation, we are shifting our focus from illness to putting a spotlight on supporting our community in 'staying well'. In order to achieve this, we are developing strong relationships with other health service providers and the community across the region, to help us think differently about the future.

Northern Health provides a dynamic working environment, with a strong culture of teamwork, safety and respect. Northern Health is proud to be an inclusive employer and aims to ensure our workforce is representative of the community.

Our Vision:

A healthier community, making a difference for every person every day.

Our Values:

- Safe – We provide safe, trusted care for our patients. We are inclusive, culturally safe, celebrating the diversity of our community.
- Kind – We treat everyone with kindness, respect and empathy.
- Together – We work together with our staff, patients, consumers and health system partners.

Our Priorities:

Northern Health has determined five strategic goal. Focussing on these goals will support us to achieve our vision and mission.

- A safe, positive patient experience
- A healthier community
- An innovative and sustainable future
- Enabled staff, empowered teams
- Engaged learners, inspired researchers

These priorities are inter-related in that success in one area is dependent on success in another. Detailed plans have been developed to support each of the priority areas.

All Northern Health employees will contribute to improving patient safety by being familiar with, and applying the National Safety and Quality Standards and criteria.

Safety, Quality and Clinical Governance at Northern Health

Northern Health is dedicated to providing the highest quality of care in the safest possible environment for every patient every time. We are focused on strengthening the safety and quality of care across the continuum, with a focus on saving lives, reducing harm and improving the patient experience.

Northern Health's safety and quality improvement activities focus on delivering the Strategic Plan and Operational Business Plans, and are supported by the Northern Health Clinical Governance and Risk Frameworks, and the Northern Health Quality Improvement Methodology.

The Northern Health Quality Management System brings together the core elements that underpin how:

- Quality and Clinical Governance is determined.
- Quality services are delivered.
- Risk is managed.
- Audit – what matters is monitored.
- Our committees monitor performance of controls put in place to ensure safe patient care.

Commitment to Child Safety at Northern Health

- We are committed to the safety, participation and empowerment of all children
- We are committed to the cultural safety of Aboriginal children, the cultural safety of children from a culturally and /or linguistically diverse backgrounds and to providing a safe environment for children with a disability.
- We have zero tolerance of child abuse, and all allegations and safety concerns will be treated very seriously and consistently with our robust policies and procedures
- We have legal and moral obligations to contact authorities when we are worried about a child's safety, which we follow vigorously

Family Violence and Child Safety Statement:

Northern Health is a child safe environment and is committed to protecting children from harm and abuse, in accordance with our legal obligations and the Child Safe Standards. Northern Health aims to identify and respond individuals who are at risk of child abuse and family violence and we encourage victim survivors to disclose to their health professional to seek support and safety. Northern Health has zero tolerance of child abuse and family violence, and all disclosures and safety concerns will be treated sensitively in accordance with our policies and procedures.

Northern Health actively promotes the safety and wellbeing of all individuals. We recognize and respect individual rights, identities, relationships and cultures. Our aim is to foster a trauma-informed, culturally safe and child safe environment.

Northern Health is an Information Sharing Entity (ISE) and is prescribed to the Family Violence Multi-Agency Risk Assessment & Management (MARAM) Framework and the Information Sharing Schemes. Family violence and child safety training is mandatory for our staff members and volunteers.

ROLE STATEMENT

The Grade 2 Paediatric Speech Pathologist at Northern Health is responsible for delivering high-quality, evidence-based speech pathology services to paediatric clients within the Paediatric Feeding Dietetics & Speech Pathology Service. This role involves providing care to children with tube feeding support and those requiring intensive intervention to transition to an oral diet. The position offers a blend of home-based, phone-based, and occasional centre-based care, within a collaborative multidisciplinary team.

In this role, the Speech Pathologist will actively contribute to the development and supervision of staff and students, fostering a supportive learning environment and assisting in their professional growth. They will work closely with families and other healthcare providers to ensure the delivery of the highest standard of care, particularly for vulnerable patient populations funded through the NDIS.

This position offers the opportunity to develop your clinical skills in paediatric feeding and swallowing disorders with access to ongoing internal and external professional development. You will be supported by a team of skilled clinicians and have the opportunity to contribute to the growth and improvement of the service.

The Grade 2 Speech Pathologist will also participate in quality improvement initiatives, ensuring the ongoing advancement of clinical services, and contribute to service development and improvement through professional development opportunities.

The role will require staff to be flexible with their working hours and work sites to meet the changing operational demands and can include working after hours, working from home, on weekends and public

holidays. Staff may be required to travel and work across the various Northern Health campuses, programs, and partner organisations.

Compliance with mandatory training as per NH Policy is a requirement of this role. Failure to complete this training within required timeframes may result in a suspension of duties until training is completed.

This position is responsible for:

- Delivering high-quality assessment and management for paediatric NDIS outpatients at Northern Health, with a focus on feeding and swallowing disorders.
- Building and maintaining strong relationships, representing Speech Pathology in both internal and external collaborations.
- Actively contributing to the evaluation and continuous improvement of services and practices.
- Promoting a positive organisational culture that prioritises quality improvement, service enhancement, evidence-based practice, and innovation.

All employees:

Quality, Safety, Risk and Continuous Improvement

- Maintain an understanding of individual responsibility for patient safety, quality & risk and contribute to organisational quality and safety initiatives.
- Follow organisational safety, quality & risk policies and procedures
- Maintain a safe working environment for yourself, your colleagues and members of the public.
- Maintain an understanding of individual responsibility for patient safety, quality & risk as outlined in Northern Health [Clinical Governance & Patient Experience - Trusted Care](#).
- Contribute to organisational quality and safety initiatives.
- Escalate concerns regarding safety, quality & risk to appropriate staff members, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with principles of Patient Centred Care.
- Comply with Northern Health's commitment to Child Safety
- Comply with Northern Health mandatory continuing professional development requirements.
- Comply with requirement of National Safety & Quality Health Service Standards and other relevant regulatory requirements.
- All employees of Northern Health must comply with the health service's Staff Health / Workforce Immunisation procedure (as amended from time to time) together with any relevant State Government and Departmental directives. This requires all employees to be vaccinated for various diseases such as, but not limited to influenza.

KEY RESULT AREAS AND MAJOR RESPONSIBILITIES

Leadership

- Actively participates in assigned portfolios, working groups, committees, etc.
- Provides leadership which promotes a safe environment, eliminating harm to patients and staff
- Actively engages in the wider multidisciplinary team, promoting team work and respect
- Demonstrates leadership and role modelling on a day to day basis

Strategic and Project Management Leadership

- Aware of strategic and quality improvement initiatives across Northern Health
- Actively engages consumers in service improvement activities as per the NH guidelines
- Represents and advocates for allied health in all designated roles and responsibilities

Organisation-Wide Contribution

- Supports the achievement of accreditation under the National Safety and Quality Health Care Standards
- Aware of organisation-wide initiatives and capability improvement for issues and topics within Allied Health scope and competence
- Participates in local and organisational wide education, activities, and initiatives

Diversity and Inclusion

- Conducts self in a way that is respectful of others
- Supports achievement of Northern Health's Cultural Responsiveness Plan
- Initiates and supports training and events that promote diversity, inclusion and gender equity

Innovation and Culture Change

- Actively engages in organisational change and transformation processes
- Enable empowering environments where employees and colleagues can be themselves, raise concerns and innovate without fear of failure
- Displays an innovative mind-set

SELECTION CRITERIA

Qualifications, Registrations and Qualities**Essential**

- Approved Degree in Speech Pathology or equivalent
- Eligibility for practicing membership of Speech Pathology Australia
- Current National Police and Working with Children History Check
- Current Victorian Drivers Licence
- NDIS Worker Screening Check
- The Staff Immunisation Questionnaire must be completed by all new employees as part of the mandatory on-boarding process. New employees are not permitted to undertake any activity that requires patient contact prior to clearance by the Staff Immunisation Nurses; this also includes evidence of having the Flu vaccination on a yearly basis. New employees with contra-indications to vaccinations or who decline vaccination are required to attend a face to face consultation with the Immunisation Nurses for appropriate documentation of their contraindications or declination. This must be completed PRIOR to commencing any work with Northern Health.

Experience

- Skills in the management of paediatric swallowing disorders in an outpatient setting
- Experience working with neonates as part of developmental care team
- Demonstrated ability to provide teaching, training and supervision to staff and students

Knowledge, Skills and Behaviours

- Well-developed interpersonal skills
- Strong organisational and time management skills
- Demonstrated negotiation and conflict resolution skills
- Strong understanding and experience working with Cultural and Linguistically Diverse populations
- Well establish skills in working within and leading a multi-disciplinary team while promoting a positive organisational culture
- Knowledge and experience in leading innovative clinical practice
- Experience with the co-ordination and application of quality and research activities

Employee Declaration

I

have read, understood and accept the above Position Description.

(Please print name)

Signature:

Date: