

## POSITION DESCRIPTION

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<b>Position Title:</b>	Speech Pathologist Grade 2
<b>Business Unit/Division:</b>	Allied Health & Partnerships
<b>Award Agreement:</b>	Health Professionals
<b>Classification:</b>	Grade 2 (VW1-4)
<b>Employment Type:</b>	Casual
<b>Reports to:</b>	Associate Director Allied Health – Speech Pathology, Audiology, Orthoptics & Music Therapy Workforce & Clinical Education Lead - Speech Pathology, Orthoptics, Audiology & Music Therapy Grade 3 Speech Pathologists
<b>Date Prepared/Updated:</b>	Feb 2024

### General Role Statement:

To provide high quality, evidence-based speech pathology services to clinical services at Northern Health as directed by the Associate Director.

To supervise clinicians and support clinical education within the department.

## ORGANISATIONAL OVERVIEW

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### 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
- North Area Mental Health Service Community 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:**

Creating a healthier future by working together, innovating and delivering great care.

**Our Values:**

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

**Our Priorities:**

Northern Health has determined six strategic directions. The directions are focused on addressing priorities for safety, sustainability, growth and innovation. They reflect our best assessment of opportunities and challenges in our current and future environment.

- Collaborate to deliver safe, efficient, effective and sustainable care in all our services
- Demonstrate our commitment to the wellbeing of our valued workforce
- Renew and strengthen our infrastructure, systems, tools and processes for financial sustainability and growth
- Innovate to shape the future of health care in Victoria
- Partner to keep people well and deliver the best possible care locally
- Drive research and education to deliver excellent care and develop the next generation of clinicians and health care leaders

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**

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The Grade 2 Speech Pathologist is accountable for providing a high standard of clinical services to Northern Health clients through the application of competent clinical skills in the assessment, planning, implementation of treatment and management of communication and swallowing disorders in the adult population. The Grade 2 Speech Pathologist will be an active member of the multidisciplinary team and promote Speech Pathology skills and services within relevant settings. They will support the development of staff and students and will be actively involved in quality projects and research across Northern Health sites. They will be expected to work with skilled clinicians from other clinical areas, internal and external to Northern Health.

The role will require staff to be flexible with their working hours to meet the changing operational demands and can include working after hours, on weekends and public holidays. Staff will 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:

- Providing high quality assessment and management of Northern Health patients presenting with disorders of communication and swallowing
- Supervising staff and students

- Developing relationships and representing Speech Pathology on internal and external collaborations
- Promoting and participating in quality improvement processes

**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

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**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**

- Actively participates in 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
- Takes a lead in 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.
- 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**

- Specialist skills in the management of swallowing and communication disorders within the adult population
- Experience and competency with instrumental swallow assessments
- Ability to provide teaching, training and supervision to staff and students

**Knowledge, Skills and Behaviours**

- Up to date knowledge of communication, swallowing and cognitive disorders related to the adult population. Understanding of funding sources and speech pathology services across the continuum of care
- Well-developed interpersonal skills
- Strong organisational and time management skills
- Demonstrated negotiation and conflict resolution skills
- Understanding and experience working with Cultural and Linguistically Diverse populations
- Demonstrated ability to be an active member within a multi-disciplinary team
- Knowledge of the quality cycle and demonstrated experience in quality assurance activities

**Employee Declaration**

I  have read, understood and accept the above Position Description.  
(Please print name)

Signature:

Date: