

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 Community Hospital
- 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
- Mernda Community Hospital

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.

Essential:

- 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.



POSITION DESCRIPTION

Position Title:	Speech Pathologist Grade 2
Business Unit/Division:	Allied Health & Partnerships
Award Agreement:	Health Professionals
Classification:	Grade 2 (VW1-4)
Employment Type:	Fixed term until October 2026
Reports to:	Associate Director Allied Health – Speech Pathology, Audiology, Orthoptics & Music Therapy Grade 4 and 3 Speech Pathologists
Date Prepared/Updated:	June 2026

ROLE STATEMENT

The Grade 2 Speech Pathologist at Northern Health provides high-quality, evidence-based services to adult clients within the Community Therapy Service. The role requires proficient clinical skills in the assessment, planning, implementation, and management of communication and swallowing disorders in the adult population. The clinician actively participates within a multidisciplinary team and contributes to the promotion and advancement of Speech Pathology services across a range of outpatient programs.

The Grade 2 Speech Pathologist is expected to demonstrate advanced clinical skills and professional leadership. The role includes supervising, teaching, and supporting the development of students and junior staff, while fostering a positive and supportive learning environment.

The role actively contributes to quality improvement, service development, research, and innovation initiatives that support excellence in allied health service delivery across Northern Health. The Grade 2 Speech Pathologist will work collaboratively with internal and external stakeholders and represent Speech Pathology within relevant clinical and organisational forums.

The role requires flexibility to meet operational requirements and may include working across multiple Northern Health campuses and partner organisations.

This position is responsible for:

- Providing high-quality assessment and management of adults presenting with communication, cognitive-communication, and swallowing disorders in an outpatient setting.
- Participating in instrumental swallowing assessment services as required.
- Delivering evidence-based speech pathology interventions within multidisciplinary healthcare teams.
- Supervising and supporting students and junior staff.
- Developing relationships and representing Speech Pathology on internal and external collaborations.
- Promoting Speech Pathology services through collaboration, education, and professional leadership.
- Contributing to quality improvement, research, and service development activities across Northern Health.

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:

- Demonstrate leadership and professional role modelling in day-to-day clinical practice.
- Actively participates in assigned working groups, committees, quality improvement, and service initiatives.
- Support and supervise students, junior staff, and less experienced clinicians.
- Promote a culture of teamwork, safety, respect, and continuous learning.
- Actively engages in the wider multidisciplinary team, promoting teamwork and respect

Strategic and Project Management Leadership:

- Participate in quality improvement, research, and service development activities across Northern Health.
- Support implementation of evidence-based practice and innovation within Speech Pathology services.
- Engage consumers and carers in service evaluation and improvement activities where appropriate.
- Represent Speech Pathology and Allied Health within relevant organisational initiatives and collaborations.

Organisation-Wide Contribution:

- Support achievement and maintenance of accreditation requirements under the National Safety and Quality Health Service Standards.
- Participate in organisational education, professional development, and capability-building activities.
- Contribute positively to Allied Health and Northern Health strategic priorities and service objectives.

Diversity and Inclusion:

- Demonstrate respectful, inclusive, and culturally responsive practice.
- Support Northern Health's commitment to diversity, inclusion, and equity.
- Provide culturally safe care to patients and families from diverse backgrounds.

Innovation and Culture Change:

- Demonstrate respectful, inclusive, and culturally responsive practice.
- Support Northern Health's commitment to diversity, inclusion, and equity.
- Provide culturally safe care to patients and families from diverse backgrounds.

SELECTION CRITERIA

Qualifications, Registrations and Qualities:

- Approved Degree in Speech Pathology or equivalent qualification.
- Eligibility for practising membership with Speech Pathology Australia.
- Current National Police Check and Working with Children Check.
- Current Victorian Driver Licence.
- Compliance with Northern Health Staff Immunisation requirements, including annual influenza vaccination and other mandatory vaccinations as required.

Experience:

- Demonstrated experience in the assessment and management of adult communication, cognitive-communication, and swallowing disorders.
- Experience and competency in instrumental swallowing assessment and management.
- Demonstrated ability to provide teaching, training, and supervision to students and/or staff.
- Experience working effectively within multidisciplinary healthcare teams.
- Participation in quality improvement, service development, or research activities.

Knowledge, Skills and Behaviours:

- Up-to-date knowledge of adult communication, cognitive-communication, and swallowing disorders and evidence-based interventions.
- Understanding of healthcare systems, discharge planning, funding pathways, and speech pathology services across the continuum of care.
- Well-developed interpersonal, written, and verbal communication skills.
- Strong organisational and time management skills with the ability to prioritise competing clinical demands.
- Demonstrated problem-solving, negotiation, and conflict resolution skills.
- Experience working with culturally and linguistically diverse populations using inclusive and culturally responsive approaches.
- Demonstrated ability to work collaboratively and effectively within multidisciplinary teams.
- Knowledge of quality improvement processes and participation in quality assurance or service improvement activities.
- Commitment to ongoing professional development, reflective practice, and evidence-based care.

Employee Declaration

I

have read, understood and accept the above Position Description.

(Please print name)

Signature:

Date: