

Position Description

Position Title	Speech Pathologist
Department / Division	Speech Pathology / Nursing and Allied Health
Classification	Grade 1 Year 1 – Grade 1 Year 5 (VP3-VP7)
Position reports to	Manager Speech Pathology
No. of direct & indirect reports	N/A
Location	The Royal Children's Hospital, Flemington Road, Parkville
Risk category	Category A - works in a direct patient contact role and has or potential to have exposure to blood or body fluids.

The Royal Children's Hospital

The Royal Children's Hospital's (RCH) vision is *A world where all kids thrive*.

RCH is located within the Melbourne Biomedical Precinct, with more than 45 world-class biomedical organisations and more than 50,000 of the brightest minds working together to make the Precinct number one in the Asia Pacific region for health, education, research, and training. Within this, RCH is also a cornerstone member of the Melbourne Children's Campus, partnering with Murdoch Children's Research Institute, The University of Melbourne Department of Paediatrics and The Royal Children's Hospital Foundation. Each organisation contributes to a paediatric academic health centre which is greater than the sum of its parts.

RCH has cared for the children and young people of Victoria for more than 150 years since it was founded in 1870. A full range of paediatric and adolescent health services are provided plus tertiary and quaternary care for the most critically ill and medically complex patients in Victoria, Tasmania, southern NSW and other states around Australia and overseas. The RCH is the only provider of heart transplant services and CAR T-cell therapy for paediatrics in Australia. RCH is an effective advocate for patients and their families with a particular focus on vulnerable children and increasingly, mental health in young people. The hospital also supports many health promotion and prevention programs. The Hospital has more than 6,000 staff, a budget of \$850M, 12 wards and 350 beds. Annually, the RCH has 300,000+ Specialist Clinic appointments, 90,000+ Emergency Department presentations and 20,000 elective surgeries.

We work collaboratively with hospitals to deliver the right care, in the right place, at the right time. The RCH is committed to the Child Safe Standards <https://www.rch.org.au/quality/child-safety/>.

RCH enjoys high employee engagement and is committed to staff safety and a positive culture through enactment of our Compact.

Further information on RCH is available at www.rch.org.au

ROLE CONTEXT

You will be part of the acute Speech Pathology team at RCH providing services to inpatient and outpatient paediatric populations with communication and swallowing disorders. Speech Pathologists work in a range of clinical areas including swallowing, feeding, speech, language, voice, cleft palate, and tracheostomy. We see children across inpatient wards (e.g., General Medicine, Neurology, Respiratory, Neonatal Intensive Care, Paediatric Intensive Care). Speech Pathologists also participate in outpatient clinics relating to communication development as well as swallowing. These include large multi-disciplinary clinics, joint clinics with 1-2 other health professionals, as well as speech pathology-only clinics.

ROLE PURPOSE

The Grade 1 Speech Pathologist will provide high quality assessment and treatment to paediatric inpatients and outpatients in different areas of paediatric speech pathology practice as allocated by the Manager, Speech Pathology with supervision and training to be provided by Grade 2 and Grade 3 Speech Pathologists.

The Speech Pathology department recognises that strong community partnerships and promotion and advocacy for children with communication and swallowing disorders are priorities. It is expected that the Grade 1 Speech Pathologist participates in departmental education and quality improvement initiatives to ensure that provision of clinical services meet the needs of the children and their families.

KEY ACCOUNTABILITIES

Provision of Care

- To ensure all patients referred from the allocated caseload are assessed and managed using evidence-based and holistic care within a multidisciplinary team
- To ensure that high quality clinical speech pathology services are provided to RCH in- and outpatients
- To keep accurate, timely documentation relating to patient care and department processes

Collaborative Practice

- To work effectively within a multidisciplinary team demonstrating strong, professional, and respectful communication and collaboration within the team setting
- To develop effective working relationships with internal and external stakeholders
- To contribute to departmental planning, evaluation of services and departmental goals and activities
- To maintain departmental materials and resources
- To educate RCH staff, students and members of the community about speech pathology services provided in the hospital setting

Health Values

- To prepare reports and provide effective verbal and written feedback to referrers, patients, families and others as required
- To maintain accurate and timely RCH and Speech Pathology Department documentation and statistics pertaining to individual patient attributable care and clinical support activity using the Electronic Medical Record

Professional, Ethical and Legal Approach

- To be aware of the ethical and legal requirements of the role and adhere to the Speech Pathology code of professional conduct, ethics and guidelines.
- Provide assistance to other clinical areas when able or when requested.
- To ensure that RCH Occupational Health and Safety standards are maintained

Lifelong Learning

- Identify professional development needs; plan and implement strategies for achieving them through the annual PDAP process.
- Participate in internal and external continuing education programs and show commitment to improving professional performance, satisfying the requirements for the Speech Pathology Australia Continuing Professional Development program.
- To participate in regular clinical supervision using skills of self-reflection, acting to improve performance where appropriate
- Achieve and maintain competency in relevant skills in line with departmental requirements relevant to the role

QUALIFICATIONS AND EXPERIENCE

Essential

- Bachelor of Speech Pathology or equivalent tertiary qualification
- Eligibility for membership of Speech Pathology Australia
- Meet the requirements of the Speech Pathology Australia Professional Self-Regulation program
- Upholds the Speech Pathology Australia Code of Conduct

Desirable

- At least 1 year employment in the Speech Pathology profession
- Experience in the provision of speech pathology services to children with communication and/or swallowing disorders
- Experience in an acute health care setting

KEY SELECTION CRITERIA

- Ability to provide assessment and intervention for inpatient services and outpatient clinics in a time limited/acute care model
- Commitment to evidence-based practice and demonstrated integration into everyday speech pathology clinical practice
- Demonstrated ability to work collaboratively with multidisciplinary team members and with multiple stakeholders
- Demonstrated interpersonal skills and an ability to communicate with multiple stakeholders in a professional, timely, and efficient manner (e.g., families, colleagues, managers)
- Demonstrated strong analytical, written skills; and the ability to keep accurate, timely documentation relating to patient care and department processes
- Demonstrated ability to work flexibly in a fast-paced and dynamic environment covering a number of caseloads as directed
- Demonstrated ability to educate patients/parents/discipline staff/ multidisciplinary team and members of the wider community to minimise risk and promote successful outcomes in patient care
- Demonstrated ability to work under supervision, improving performance through supervisor feedback and reflective practice
- Commitment to ongoing education and skill development
- High levels of motivation, enthusiasm, and initiative
- IT/computer proficiency and literacy.

IMPORTANT INFORMATION

All employees are required to adhere to the Royal Children's Hospital Values:

- Curious - We are creative, playful and collaborative
- Courageous - We pursue our goals with determination, ambition and confidence
- Inclusive - We embrace diversity, communicate well, build connections and celebrate our successes together
- Kind - We are generous, warm and understanding

RCH COMPACT

All new and existing employees commit to the RCH Compact to contribute to a strong and respectful culture.

- We do better work caring for children and families when we also care for each other
- I bring a positive attitude to work – I share, I laugh, I enjoy other's company
- I take responsibility for my behaviour and its impact on others

- I am curious and seek out ways to constantly learn and improve
- I celebrate the good stuff, the small stuff, the big stuff – it all matters
- I speak up when things aren't right
- I value the many different roles it takes to deliver great patient care
- I actively listen because I want to understand others and make better decisions
- I am inclusive and value diversity
- When it comes to teamwork, I don't hold back – I'm all in.

QUALITY, SAFETY AND IMPROVEMENT

RCH Employees have a responsibility and accountability to contribute to the organisation's commitment to Quality, Safety and Improvement by:

- Acting in accordance and complying with all relevant Safety and Quality policies and procedures
- Identifying risks, reporting and being actively involved in risk mitigation strategies
- Participating in and actively contributing to quality improvement programs
- Complying with the requirements of the National Safety & Quality Health Service Standards
- Complying with all relevant clinical and/or competency standards
- Complying with the principles of Patient and Family Centred Care that relate to this position

The RCH is committed to a diverse and inclusive workforce. We encourage applications from Aboriginal and Torres Strait Islander people, all members of the LGBTQI community and people with disability.

Position description last updated

December 2023