

POSITION DESCRIPTION

Speech Pathologist - Grade 1

Supporting Everyone to be healthy and live well

PURPOSE OF THE ROLE

The grade 1 Speech Pathologist works under direction within the Speech Pathology Department. He/she is responsible for the provision of Speech Pathology services to an agreed caseload of children and/or adults across a range of settings, including inpatient services and community-based care. He/she participates actively in the professional activities of the Speech Pathology Department including quality, and professional development, and contributes in a positive way to the profile of the service in the wider community.

Position Details	
Position Title:	Speech Pathologist – Grade 1
Department	Speech Pathology
Reports to:	Manager Speech Pathology Services
Positions Reporting to this role:	N/A
FTE:	1.0
Budget:	N/A
Enterprise Agreement:	Allied Health Professionals Enterprise Agreement 2021-2026
Position Classification:	VP4 – AF15
Position Description last reviewed:	February 2025

Key Accountabilities
Provide evidence-based individual assessment, treatment, and consultative speech pathology services to children and adults with a broad range of communication and swallowing disorders;
Work collaboratively with others whenever appropriate, in a manner which respects the contributions of all team members;
Participate in the delivery of relevant training, for example to teachers, nurses, and other staff within ERH and the community;
Meet discipline specific requirements as designated by the Manager Speech Pathology Services;
Work collaboratively with others whenever appropriate, in a manner which respects the contributions of all team members;
Participate in the rotation program and promote person-centred practices in all clinical areas;
Communicate effectively within the team, and in all aspects of the role.
Ensure all clinical activity meets or exceeds the competency standards of the profession, and the minimum standards or requirements of the program area;
Initiate and complete at least one formal quality activity annually;
Maintain a personal Professional Development Plan which will enhance performance of the existing role, including participation in Clinical Supervision as outlined in the ERH Allied Health Clinical Supervision Policy (available on Prompt)





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Organisational Responsibilities

Positively promote ERH within and externally to the organisation
Comply with the ERH and Victorian Public Sector Code (VPS) of Conduct
Each employee has a responsibility to comply and promote practices with all ERH policies and procedures and familiarise themselves with those relevant to their position
Comply with relevant registration bodies mandatory continuing professional development requirements
Carry out all work and interactions in alignment with the CARE values
Report all incidents and near misses as soon as possible after the event
Participate in risk management activities and assist with identification and control of risks within their department or area of work
Actively support compliance with the National Safety & Quality Health Service Standards and other professional standards and relevant regulatory requirements

CARE Values

All staff are expected to behave in a way that is in alignment with our corporate values:	
 <p>Collaboration</p>	<p>Works with a team focus Cooperates with others and gains input and support to assist in achieving objectives We work with others to achieve shared goals</p>
 <p>Accountability</p>	<p>Monitors the impact of one's own behaviour on others Supports a "no-blame" culture in reporting incidents and helping to effectively resolve them</p>
 <p>Respect</p>	<p>Treats people fairly and openly Treats people with dignity Demonstrates personal standards of consistency, tolerance and patience</p>
 <p>Excellence</p>	<p>Consistently supports and follows organisational policies and procedures Actively participates in identifying opportunities to improve what we do</p>

Key Relationships

Internal	External
Speech Pathology Department	External agencies (e.g. residential facilities, private practices and NDIS providers)
NDIS clinicians	School and kindergarten staff
Hopwood Reception Customer Service Officers	Government agencies (e.g. Department of Families, Fairness and Housing, including Child Protection; other Health Services)
All other ERH staff	Clients, Carers, Families, Support Workers

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Selection Criteria

Essential:

Evidence of a recognised degree in Speech Pathology and eligibility for practising membership with Speech Pathology Australia, including SPA Professional Certification

Demonstrated sound skills in the assessment and treatment of children and adults with disorders of swallowing and communication

A strong person centered approach to clinical practice which supports outcome focused, interdisciplinary care of clients

A current driver's license and willingness to work in community settings

Well-developed interpersonal skills with excellent oral and written communication

Awareness of rural issues in Speech Pathology and in the health sector generally

Ability to work effectively in a team environment and an appreciation of multi-disciplinary and trans-disciplinary practices

Demonstrated organisational and time management skills and ability to effectively manage competing demands

Satisfactory evidence of; National police check, Working with Children's, NDIS Worker Screen, and Vaccination status in line with policy and procedure at this time

Desirable:

TERMS & CONDITIONS OF EMPLOYMENT:

Terms and conditions are in accordance with the Letter of Offer and Contract of Employment.

I acknowledge that I have received a copy of this position description. I have read (or have had read to me) and understand the requirements of this position. I agree to work in accordance with this position description.

Signed: _____ Date: / /

Print Name: _____

cc: Employee File