POSITION DESCRIPTION

Speech Pathologist - Grade 3 Senior Clinician

Supporting Everyone to be healthy and live well

PURPOSE OF THE ROLE

The Speech Pathologist Grade 3 Senior Clinician holds a senior leadership role within the Speech Pathology Service. He/she works in partnership with the Manager Speech Pathology Services to ensure quality standards are met. The Senior Clinician is responsible for the independent management of a clinical caseload and delivers expert speech pathology assessment and intervention; and/or maintains a lead operational role within a program or portfolio. A high level inter-professional collaboration is essential to ensure high quality person-centered care that aligns with best practice. Student education and clinical supervision of grade 1 and grade 2 Speech Pathologists are required within the role. There is an expectation that the senior clinician will focus on building capacity within the Speech Pathology service and more broadly in the Allied Health team.

Position Details	
Position Title:	Speech Pathologist – Grade 3 Senior Clinician
Department	Speech Pathology
Reports to:	Manager Speech Pathology Services Director Allied Health Executive Director Community Services
Positions Reporting to this role:	N/A
FTE:	0.6
Budget:	N/A
Enterprise Agreement:	*Allied Health Professionals Enterprise Agreement 2021-2026*
Position Classification:	VW20 – VW9
Position Description last reviewed:	October 2023

Key Accountabilities
Maintain a clinical caseload relevant to an area of specialist knowledge, complimentary to the Speech Pathology service structure;
Assist the Manager Speech Pathology Services to develop the service structure in a way that meets community need by coordinating and leading care delivered to consumers within a program or service delivery area;
Lead and participate in quality improvement activities and education to promote a culture of quality improvement within the service;
Provide leadership, clinical support, and supervision to staff (i.e. Grade 1 and 2 Speech Pathologists, AHAs, and, where appropriate, other disciplines in a transdisciplinary capacity) and students;
Work collaboratively with others whenever appropriate, in a manner which respects the contributions of all team members;
Support service co-ordination practices within the Community Services Division and embed care co-ordination / care planning principles across program areas;
Provide support to the Manager of Speech Pathology Services in administrative matters to enhance the functioning of the service;

Speech Pathologist - Grade 3 Senior Clinician

Provide support to the Manager of Speech Pathology Services in the planning, implementation and review of clinical services across the health service;
Manage data collection and data entry to ensure all clinical activity meets or exceeds the competency standards of the profession, and the minimum standards or requirements of the program area;
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),

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:	
Collaboration	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
Accountability	Monitors the impact of one's own behaviour on others Supports a "no-blame" culture in reporting incidents and helping to effectively resolve them
Respect	Treats people fairly and openly Treats people with dignity Demonstrates personal standards of consistency, tolerance and patience
Excellence	Consistently supports and follows organisational policies and procedures Actively participates in identifying opportunities to improve what we do

Key Relationships	
Internal	**External**
Manager Speech Pathology Services	External agencies (e.g. residential facilities, private practices and NDIS providers)
All Senior Speech Pathologists	School and kindergarten staff

All Speech Pathology Department members	Government agencies (e.g. Department of Families, Fairness and Housing, including Child Protection; other Health Services)
ERH Education Department	Clients, Carers, Families, Support Workers
All other ERH staff	University and Tafe staff providing Speech Pathology or AHA courses

Speech Pathologist - Grade 3 Senior Clinician

Selection Criteria
Essential:
1. Evidence of a recognised degree in Speech Pathology and eligibility for practising membership with Speech Pathology Australia, including SPA Professional Certification
2. Minimum 7 years clinical experience as a Speech Pathologist including demonstrated skill and knowledge in relevant area of expertise
3. Proven organisational and time management skills including ability to prioritise and set goals / objectives in the clinical setting and develop individualised client care plans
4. A current driver's license
5. Excellent interpersonal and communication skills and demonstrated ability to communicate professionally and effectively with people as part of an inter-professional team
6. Demonstrated commitment to ongoing professional development
7. Demonstrated commitment to Quality Improvement processes
8. Understanding of primary health care and community services and willingness to work collaboratively to deliver program objectives
9. Experience in supervision of students, AHAs and Grade 1 & 2 staff
10. Demonstrated understanding of the strategic direction of the organization, and how Speech Pathology services contribute to strategic priorities of the organization
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:
1. Post-graduate studies, or an interest in perusing further study that support the progression of the Speech Pathology Department

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