POSITION DESCRIPTION

Echuca Regional Health

Speech Pathologist - Grade 2

Supporting Everyone to be healthy and live well

PURPOSE OF THE ROLE

The Grade 2 Speech Pathologist works in consultation with the Manager of Speech Pathology, Grade 3 Speech Pathology Stream lead, and directly with other Allied Health staff. The clinician will independently manage an agreed caseload and provide clinical support to other team members, including Grade 1 clinicians, Allied Health Assistants (AHAs), and undergraduate students. In liaison with the Manager, the clinician will ensure service delivery is effective and timely, and supports a person-centred approach to care. The Speech Pathologist may be required to work across a range of clinical areas.

Position Details	
Position Title:	Speech Pathologist – Grade 2
Department	Speech Pathology
Reports to:	Manager Speech Pathology Services
FTE:	1.0
Enterprise Agreement:	*Allied Health Professionals Enterprise Agreement 2021-2026*
Position Classification:	Years 1-4 (VW1-VW4)
Position Description last reviewed:	October 2026

Key Accountabilities
Provide evidence-based individual assessment, treatment, and consultative speech pathology services to an agreed caseload of children and adults with a range of communication and swallowing disorders;
Plan and deliver in-service education to other staff and community members as required;
Promote a culture of continuous quality improvement within the service by identify opportunities for improvements and liaise with Senior Speech Pathologists and Manager Speech Pathology Services to plan quality improvements;
Provide leadership, clinical support, and supervision to staff (i.e. Grade 1 Speech Pathologists, AHAs, and, where appropriate, other disciplines in a transdisciplinary capacity) and students;
Work collaboratively with others in a manner which respects the contributions of all team members;
Promote person-centred practices in all clinical areas;
Communicate respectfully and effectively within the team in all aspects of the role;
Meet discipline specific requirements as designated by the Manager Speech Pathology Services;
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.

Organisational Responsibilities

Speech Pathologist - Grade 2

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**
Speech Pathology Department	External agencies (e.g. residential facilities, private practices and NDIS providers)
Allied Health and 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

Speech Pathologist - Grade 2

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 of 5 years clinical experience as a Speech Pathologist with demonstrated high-level skills in at least one specialist clinical area
3. A strong person centered approach to clinical practice which supports outcome focused, interdisciplinary care of clients
4. A current driver's license and willingness to drive health service vehicles to provide community-based services
5. Advanced skills in the assessment and treatment of children and adults with disorders of swallowing and communication
6. Well-developed interpersonal skills with an appreciation of diversity
7. Demonstrated commitment to Quality Improvement processes
8. Demonstrated organisational skills, 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:
1. Demonstrated experience in the supervision, co-supervision, or support of other staff or students in a leadership capacity
2. 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