



Position Description

Position title	Clinical Educator Speech Pathology
Department / Division	Mental Health/Division of Medicine
Classification	Grade 4 Clinical Educator (YB55)
Position reports to	Operational: Operations Manager, Mental Health Professional: Discipline Senior Speech Pathology
No. of direct & indirect reports	N/A
Location	The Royal Children's Hospital, Travancore Site, 50 Flemington Street, Travancore
Risk category	Category B - works in a patient facing setting but rarely or unlikely to have contact with blood or body fluids (or aerosols without PPE)

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

The RCH Mental Health Service is undergoing an exciting transformation and expansion as we implement the recommendations from the Royal Commission into Victoria's Mental Health System. The transformation will allow the RCH Mental Health Service to help more infants and children and their families and implement contemporary models

of care that best meet the needs of the families we serve and support them to use their collective strengths for recovery and hope.

RCH Mental Health is a Level 5 tertiary Infant, Child and Family Area Mental Health and Wellbeing Service and comprises community and hospital-based services. This includes an Intake and Assessment Team based at Parkville and three interdisciplinary outpatient teams located at Travancore, Sunshine and Tarneit. The Community teams are led by a partnership between a Team Coordinator and a Consultant Psychiatrist, with the Team Coordinator responsible for the operational functioning of the team, and the Consultant Psychiatrist accountable for driving high quality clinical care across the Team. RCH Mental Health is also delivering the clinical mental health service in the new Brimbank Melton Infant, Child and Family Health and Wellbeing Local, which is one of Victoria's first publicly funded Level 4 services for infants and children aged 0 to 11 years.

ROLE PURPOSE

This Clinical Educator position for Speech Pathology will be responsible for providing clinical education to Grade 1 Speech Pathology clinicians in our graduate program. These new graduates will be employed in speciality Speech Pathology roles and will provide speech pathology assessment and brief intervention to consumers aged 0-11 year old who are receiving care coordination, planning and therapy in one of the service's three tertiary level teams. Speech Pathologists within the service work very closely with case managers to provide assessments and interventions that are coordinated around the consumers goals.

Working with the Discipline Senior Speech Pathology, the clinical educator will also provide individual, and group based clinical education to other speech pathologists (Grades 2 and 3) across the RCH Mental Health (MH) Service and participate in service wide training and development activities.

KEY ACCOUNTABILITIES

Provision of Care

- Facilitate clinical development of early career and Grade 2 clinicians to undertake evidence-based assessments and interventions
- Model and support the delivery of evidence-based Speech Pathology assessment and treatment within the RCH MH Service
- Deliver education and training at networks, forums, hospital or statewide level
- Collaborate with other clinical disciplines to promote high quality inter-disciplinary care
- Work within legal and ethical obligations for excellent family focussed care

Lifelong Learning

- Actively contribute to the training and development agenda of the service and participate in the Professional Development Committee
- Participate in professional development activities to ensure that best clinical practice is maintained.
- Develop and foster a lifelong learning culture across the department and support others in developing and accomplishing professional goals and objectives.

Collaborative Practice

- Promote collaboration across multidisciplinary teams and programs
- Motivate staff to strive for and achieve interprofessional team goals and shared responsibility for the provision of care

Communication

- Utilise excellent verbal communication and interpersonal skills with the ability to interact with and influence a variety of stakeholders to achieve mutual understanding and agreed outcomes

- Anticipate, identify and address conflict and constructively address issues by respectfully communicating with influence
- Facilitate open and effective communication across all levels of the Mental Health department and more broadly across the organisation.

Continuous Improvement

- Identify areas for continuous improvement within clinical service area, and initiates, plans and evaluates relevant service improvement activities.
- Ensure that service initiatives and research evidence are integrated into professional clinical practices, departmental work unit guidelines and service protocols as appropriate.

Supervision, Leadership and People Management

- Deliver high quality, coordinated Speech Pathology leadership across the RCH Mental Health Service
- Ensure Speech Pathologists in Mental Health participate in and receive quality clinical supervision in line with the MH Local Standard Operating Procedure (Supervision), including completion of supervision contracts and agreements
- Promote a culture in which clinical supervision is treated as part of core business of contemporary professional practice.
- Provide high quality clinical supervision to Speech Pathologists
- Foster a culture in which feedback is used as a positive strategy to enhance goals, awareness, and learning
- Develop professional capabilities of self through active participation in clinical supervision, performance appraisal, professional and self-development
- Provide leadership through modelling a high standard of professional and interpersonal skills, attitudes and behaviours
- Participate in recruitment and retention activities and strategies to grow and nurture our workforce
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- Participate in clinical supervision in accordance with local standard operating procedures and/or the RCH Allied Health Clinical Supervision Guideline (based on the DHHS Allied Health Clinical Supervision Framework)
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Organisation and Planning

- Participate in discipline-specific and broader MH program development
- Utilise excellent organisational and planning skills with ability to prioritise workload and competing demands

Research

- Identify research gaps or opportunities within the service
- Operationalises research in clinical area
- Translate evidence into practice for service

QUALIFICATIONS AND EXPERIENCE

Essential:

- Hold a degree in Speech Pathology from an accredited university
- Be eligible for membership of Speech Pathology Australia and meet the requirements of the SPA professional self-regulation.
- Uphold the SPA Code of Ethics
- Experience in providing high quality clinical/professional supervision
- Demonstrated skills, knowledge and behaviours in successfully delivering clinical education
- Considerable experience in a senior clinician role or above

Desirable:

- Extensive experience (typically ten years) clinical experience a mental health setting
- Previous experience working with complex children and families in a community mental health service
- Previous experience delivering clinical education to mental health staff and in working with staff and students
- Experience in supporting staff who need additional support to complete their learning and educational goals
- Experience delivering clinical education in an online format
- Experience in evaluation of clinical education

KEY SELECTION CRITERIA

- Demonstrated clinical skills and significant experience in the provision of effective and efficient child and adolescent mental health care
- Demonstrated capability in designing and delivering clinical education
- Demonstrated ability to build and maintain working relationships with key internal stakeholders to maximise outcomes
- Demonstrated ability to practice autonomously as well as work within a team
- Highly developed written and verbal communication skills and inter-personal skills
- A commitment and evidence of evidence-based practice and continuing professional development including an ability to find and apply evidence in decision-making
- Highly developed written and verbal communication skills and inter-personal skills
- Publication experience in peer reviewed journals and at relevant conferences
- Demonstrated awareness and understanding of legal obligations when working in a specialist mental health context in Victoria

OTHER REQUIREMENTS

- Employees are required to undertake a National Criminal Record Check and a Working with Children Check prior to commencing employment
- Employees are required to maintain a valid Working with Children Check throughout their employment
- A current, full driver's licence for the State of Victoria which is appropriate for the type of vehicle being driven, and comply with any restrictions on their licence (e.g. wearing glasses) while undertaking hospital duties (If applicable)
- Employees are required to maintain compliance with RCHs "Staff Immunisation - Prevention of Vaccine Preventable Diseases" procedure.

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, people from culturally and/or linguistically diverse backgrounds, all members of the LGBTQI community and people with disability.

Position description last updated	April 2025
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