

Position Description

Position Title	Speech Pathologist – Senior Clinician		
Department / Division	Nursing and Allied Health		
Classification	Grade 3 VW6-VW9	Employment Status	Part-time, ongoing 0.6EFT
Position reports to	Manager, Speech Pathology		
Location	The Royal Children's Hospital, Flemington Road, Parkville		

The Royal Children's Hospital

The Royal Children's Hospital (RCH) provides secondary and tertiary care to children and young people across the northern and western suburbs; specialist paediatric healthcare to the children of Victoria, Tasmania, southern NSW and parts of South Australia; and is the designated statewide provider of services including paediatric trauma, rehabilitation and forensic medicine. As a **quaternary** centre for complex cardiac surgery and organ transplantation, the RCH cares for the sickest children from around Australia.

The hospital employs over 6,000 staff and has an annual budget of \$620million. It moved to a new, multi-award winning building at 50 Flemington Rd, Parkville.

The Royal Children's Hospital is committed to the safety and wellbeing of all children and young people. Click here for further information on our Commitment to Child Safety: <http://www.rch.org.au/quality/child-safety/>

The RCH values and pursues innovation, and in April 2016 became the first Australian hospital to implement the world-leading 'Epic' electronic medical record (EMR). The EMR includes an online portal to give families and young people the ability to manage and change appointments, quickly receive test results and renew scripts, and review outpatient notes. The EMR is a major investment in the digital transformation of healthcare: The real-time capture and analysis of data to drive improvements in care, and ultimately achieve better health outcomes for young patients.

The Royal Children's Hospital is part of the Melbourne Biomedical Precinct, home to more than 45 world-class biomedical organisations and nearly 50,000 of the brightest minds working together to make the Precinct number one in Asia Pacific.

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

ROLE PURPOSE

The Speech Pathology Department at RCH provides services to both inpatient and outpatient populations in the areas of eating, drinking and swallowing, speech, language, voice (including the Gender Service), cleft and tracheostomy. The Senior Clinician Speech Pathologist is responsible for the strong clinical and professional leadership within Speech Pathology at The Royal Children's Hospital. The Senior Clinician Speech Pathologist works with the Manager and other Senior Clinicians to develop excellence in clinical service delivery in the areas of speech, language, eating, drinking & swallowing, voice (including the Gender Service), cleft and tracheostomy to identified patient groups, and ensures that practice is based on best evidence available. Service delivery within areas of speech pathology at RCH will be required to meet workforce demands as directed by the Manager.

The Senior Clinician Speech Pathologist ensures that the work of the department adheres to continuous quality improvement principles, there is a critical approach to practice, and that the work of the department is consistent with the values and the strategic and operational priorities of both The Royal Children's Hospital and Speech Pathology department. The Senior Clinician leads in the development of specific quality projects and monitors their progress.

The Senior Clinician Speech Pathologist is responsible for designing and delivering Speech Pathology interventions through a clear route of referral for inpatients and community outpatients serviced by the specialty that is transparent, equitable and patient-focused. Access, admission and discharge planning must be integrated in to the work plans of the department.

The Senior Clinician Speech Pathologist is responsible for performance reporting on the work of the department, including the development and maintenance of key performance indicators and contribution to the departmental Quality Plan, which is developed annually and reviewed regularly. This is achieved in consultation with the Speech Pathology Senior

Management Team.

The Senior Clinician Speech Pathologist ensures that all staff apply consistent evidence-based practice in clinical work and that there is a ready system for monitoring and maintaining consistency of practice. The Senior Clinician provides supervision and clinical support to other staff in the department and the community as allocated or appropriate.

KEY ACCOUNTABILITIES

Provision of care

- Integrate information from multiple sources to develop and deliver excellent, evidence-based and holistic clinical care to children and families presenting with a broad range of complex needs.
- Be a source of clinical expertise, advocacy and guidance across the Speech Pathology Department and the broader multidisciplinary team.
- Clinical supervision of Grade 1 and 2 Employees, Allied Health Assistants and students as directed by the Manager
- Ensure timely provision of speech pathology services through appropriate prioritisation of caseload, departmental prioritisation and patient needs.
- Provide triage and intake of referrals and monitor areas of increasing or decreasing demand.
- Oversee the development, review and implementation of treatment protocols across the area of clinical responsibility.
- Plan for and effectively manage contingencies that may affect the performance of healthcare activities.
- Facilitate the application of new knowledge and skills into practice.

Collaborative practice

- Establish regular patterns of communication where colleagues can share ideas and information quickly and easily.
- Promote a work culture in which teamwork and shared responsibility for the provision of care are normative practice.
- Ensure systems are in place for coordinating and performing appropriate clinical handover and arranging follow-up to ensure patient care is maintained.
- Set clear expectations regarding the duties and associated outcomes for each team member.
- Actively contribute to the clinical, managerial, educational and research portfolios of the Speech Pathology Department.
- Facilitate the development of criteria and processes to guide collaborative decision making.
- In consultation with the Manager, Speech Pathology, contribute to the development of departmental policies and procedures where relevant and undertake continuous improvement processes.

Health values

- Ensure patient and other work allocation decisions are equitable and consistent with RCH and Speech Pathology Departmental policies.
- Support a zero tolerance approach towards disrespectful and discriminatory behaviour in the workplace.
- Advocate for a flexible resource allocation process so that varying needs can be accommodated. Periodically review processes for prioritising and allocating these resources.
- Contribute to improvements in department management and function, strategic direction and service planning.
- Promote change as a healthy and normal component of organisational growth.
- Work in a flexible manner and participate in other duties as allocated to ensure adequate cover and clinical care, equitable workload distribution and equity of access across the whole Speech Pathology Department.

Professional, ethical and legal approach

- Contribute to a positive work culture and lead by example.
- Exhibit a constant readiness to seize opportunities as they arise, and act to achieve results.
- Exhibit a high level of emotional self-control and flexibility in complex, changing and/or ambiguous situations and when confronted with obstacles.
- Demonstrate emotional intelligence, particularly in stressful situations, to manage the impact of own assumptions, values, attitudes and behaviours on others.
- Recognise how own leadership style influences staff experiences of the work environment, and act to modify behaviours accordingly.
- Adjust planned activities of the work team by gathering relevant information and applying critical thinking to address multiple and changing demands and priorities in the workplace.

- Maintain focus and energy of staff by remaining confident, optimistic and determined, even under adversity and during times of uncertainty/change.

QUALIFICATIONS AND EXPERIENCE

Essential:

- Bachelor of Speech Pathology or equivalent tertiary qualification
- Eligibility for membership of Speech Pathology Australia
- Extensive experience in the provision of speech pathology services to children with communication and swallowing disorders
- Demonstrated strong interpersonal and communication skills (verbal, written and presenting)
- Demonstrated ability to work cooperatively within a multidisciplinary team and maintain effective working relationships with key stakeholders
- Strong clinical reasoning and decision-making skills
- A dynamic and flexible approach to time and caseload management

Desirable:

- At least 7 years' experience in the provision of speech pathology clinical services
- Experience working in an acute paediatric hospital setting

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's Check throughout their employment.
- A current, full drivers 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)
- The employee needs to ensure that they maintain compliance with RCHs "Staff Immunisation - Prevention of Vaccine Preventable Diseases" procedure.

KEY SELECTION CRITERIA

- Demonstrated ability in supervision and clinical leadership of speech pathology staff and students, including change management.
- Evidence of well-developed interpersonal skills and communication strategies, interaction and self-reflection skills to enable effective work with people of different personalities and backgrounds and to maintain excellent intra and interdisciplinary team dynamic.
- Highly motivated, with demonstrated enthusiasm and initiative.
- Demonstrated ability to work in an acute care time-frame, manage competing demands and to appropriately prioritise and manage a caseload.
- Demonstrated skills in the implementation of evidence-based practice in clinical service delivery.
- Demonstrated solution-based approach to overcoming challenges.
- Demonstrated knowledge and ability to promptly understand and comply with policies, frameworks and strategic directions.
- Research, evaluation, project and policy skills.
- Commitment to and experience in continuous quality improvement, service development and leadership, including critical reflective practice, with evidence of application in a professional work setting.
- Computer literacy; RCH operates an electronic medical record.

IMPORTANT INFORMATION

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

- Unity - We work as a team and in partnership with our communities
- Respect - We respect the rights of all and treat people the way we would like them to treat us
- Integrity - We believe that how we work is as important as the work we do
- Excellence - We are committed to achieving our goals and improving outcomes

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 2020