Position Description

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| **Position title** | Senior Speech Pathologist- HOPE |
| **Department / Division**  | Mental Health/Medicine |
| **Classification** | Grade 3 Year 1 – Grade 3 Year 4(YB51 – YB54)  |
| **Position reports to** | Operational: Site and Team CoordinatorProfessional: Discipline Senior Speech Pathology |
| **No. of direct & indirect reports**  | N/A |
| **Location**  | The Royal Children’s Hospital, Travancore Site |
| **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) |

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| **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](http://www.rch.org.au)  |

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| **ROLE CONTEXT** |
| The RCH’s Infant, Child and Family Area Mental Health and Wellbeing Service (RCH Mental Health) Child Hospital Outreach Post-suicidal Engagement (C&Y HOPE) program is a new program which will provide tailored holistic support to children ages 5 to 11 years old who are experiencing deliberate self-harm, suicidal thoughts and attempts who reside within the North and West Metropolitan Area of Melbourne, as well as their families/ care systems. The program aims to provide psychosocial and clinical support to children and their families/carers for up to 3 months to address factors that may have contributed to the child/young person presenting with deliberate self-harm and/or suicidal thoughts and attempts. The program would initially work closely and form partnerships with the RCH emergency department, the many departments and teams within RCH Mental Health as well as external mental health care providers.   |
| **ROLE PURPOSE** |
| The RCH Mental Health speech pathologists provide comprehensive communication assessments and short term intervention for children up to 11 years and their families. The role will provide internal and external consultation for complex clients and work collaboratively with other HOPE team members. The successful candidate will have a high level of expertise and experience in the area of Communication Disorders and Autism Spectrum Disorders and may also be involved in teaching, second opinion, and secondary consultation. |

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| **KEY ACCOUNTABILITIES** |
| Provision of Care * Provide high quality speech pathology assessments, consultation, individual and group interventions to infants, children, and adolescents and/or their parents, carers and families referred by RCH Mental Health clinicians.
* Provide high quality specialist speech pathology consultation to RCH Mental Health clinicians regarding the identification, assessment and impact of a child’s potential/actual communication disorder and provide appropriate recommendations and management strategies.
* Provide specialist input into the multidisciplinary assessment and management of Autism Spectrum Disorders.
* Effectively liaise with families and other agencies such as schools and preschools regarding the impact of the child’s communication disorder and provide appropriate recommendations and management strategies.
* Actively participate and contribute to continuous improvement and continuing education opportunities

Lifelong Learning* Participation in professional development activities to ensure that best clinical practice is maintained
* Meet the requirements of the SPA professional self-regulation.
* Ensure processes, frameworks and/or support tools are in place for enhanced learning through reflection.
* Participate in teaching (internal and external)

Collaborative Practise* Work collaboratively with other clinical disciplines to provide high quality multidisciplinary assessment and care
* Demonstrate experience work with initiative and autonomy by leading others in the pursuit of team goals
* Build and maintain relationships with key stakeholders to maximise service coordination and cooperation
* Contribute to discipline specific meetings, peer supervision and quality improvement activities

Communication * Professional and efficient record keeping both written and electronic including service activity data and other as required in accordance with the RCH policies
* Accurate, thorough and professional clinical record keeping and documentation.

Continuous Improvement* Completes quality activities in a timely manner
* Support continuous quality improvement ethos.

Supervision, Leadership, and People Management* Provide supervision to speech pathology students as required
* Provide supervision to Grade 2 speech pathologists as required
* Provide clinical and operational leadership in area of expertise, ensuring consultation with manager or discipline senior when needed.
* Comply with requirements to participate in operational supervision, clinical governance consultations, and discipline specific supervision.

Organisation and Planning* Highly developed organisational and planning skills

Research* Participate in designing and undertaking research
* Undertake and/or support research and evaluation activities.
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| **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
* Demonstrated clinical skills in the provision of speech pathology services to children and adolescents.
* Qualification, experience or demonstrated interest in child and adolescent mental health.
* Demonstrated commitment to work and contribute as part of a team
* Valid Victorian Driver’s Licence

**Desirable:** * Experience in working in a multidisciplinary Autism Spectrum Disorder assessment team
* Completion of the Developmental Psychiatry Course (DPC) & or post graduate training in mental health or a relevant area.
* Minimum 7 years experience in Speech Pathology
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| **KEY SELECTION CRITERIA** |
| * Advanced clinical skills and experience in the provision of child and adolescent mental health care
* Advanced engagement skills with children, young people, and parents or care givers
* Advanced ability to establish and maintain effective working relationships with and ability to operate a member of a multidisciplinary team
* Demonstrated ability in supervision and clinical leadership of speech pathology staff and students, including change management
* Highly developed interpersonal, oral and written communication skills
* Advanced time management skills in order to balance sometimes competing and conflicting
* priorities
* Advanced ability to liaise with and build effective working relationships with stakeholders within health, education and community sectors
* Advanced ability to model ethical work practices
* A flexible and adaptable approach to functioning in a team environment that enhances the team’s high performance
* 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
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| **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.
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| **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.** |

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| **Position description last updated** | **August 2024** |