

Position Description

Position title	Senior Speech Pathologist
Department / Division	Mental Health/Medicine
Classification	Grade 3 Year 1 – Grade 3 Year 4 (YB51 – YB54)
Position reports to	Operational: Site and Team Coordinator Professional: Discipline Senior Speech Pathology
No. of direct & indirect reports	N/A
Location	The Royal Children's Hospital, South West Team
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
RCH Mental Health comprises community- and hospital-based services. This includes three multidisciplinary outpatient teams which are based in Travancore, Sunshine and Hoppers Crossing. The Community teams are led by a partnership between Team Coordinator and 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. This position will be primarily based in the location listed above, however you may be required to work across sites should the needs of the service require this.

ROLE PURPOSE

The RCH Mental Health Speech pathologists provide comprehensive communication assessments, short term intervention for children up to 11 years and their families, and internal and external consultation for complex clients and work collaboratively with case managers. The Mental Health speech pathologists work together to provide consistent and excellent care across the Mental Health Service and may be required to support speech pathology work on other RCH mental Health community teams as required. 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.

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.
- Manage a complex and varied waiting list and case load.
- 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
- Maintain the requirements of the SPA professional self-regulation.
- Participate in teaching (internal and external)

Collaborative Practise

- Work collaboratively with other clinical disciplines to provide high quality multidisciplinary assessment and care
- 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
- Comply with requirements to participate in operational supervision, clinical governance consultations, and discipline specific supervision.

Organisation and Planning

- Support the coordination of multidisciplinary Autism Spectrum Disorder Assessments, including organising administration tasks such as scheduling appointments, monitoring internal referrals and take responsibility for maintaining the ongoing data collection for the Autism Spectrum Disorder data base
- Highly developed organisational and planning skills with ability pro

Research

- Participate in designing and undertaking research
- Undertake and/or support research and evaluation activities.

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

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

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

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 LGBTIQI community and people with disability.

Position description last updated

February 2024