

Position Description

Position title	Speech Pathologist
Department / Division	Speech Pathology /Allied and Digital Health
Classification	Grade 2 Year 1 – Grade 2 Year 4 (VW1-VW4)
Position reports to	Manager Speech Pathology
No. of direct & indirect reports	N/A
Location	The Royal Children's Hospital, Flemington Road, Parkville
Risk category	Category A - works in a direct patient contact role and has or potential to have exposure to blood or body fluids.

The Royal Children's Hospital
The Royal Children's Hospital's (RCH) vision is <i>A world where all kids thrive</i>. 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
You will be part of the Speech Pathology team at RCH providing services to inpatient and outpatient paediatric populations with communication and swallowing disorders. Speech Pathologists at RCH work in a range of clinical areas including swallowing, feeding, speech, language, voice, cleft palate, and tracheostomy. Service delivery across clinical programs and units may be required where appropriate according to clinical service demands. Two days a week of this role is currently based in the Victorian Paediatric Rehabilitation Service at RCH. The Victorian Paediatric Rehabilitation Service (VPRS) provide specialist rehabilitation in partnership with children and families who require interdisciplinary, goal-focused innovative care. VPRS at RCH provides services provide both

inpatient and ambulatory rehabilitation depending on the complexity of the client's needs. VPRS also has services at Bendigo Health Care Group, Barwon Health, Ballarat Health Services, Eastern Health Goulburn Valley Health Services, Latrobe Regional Hospital and Monash Health. Further information on VPRS is available at <http://www.vprs.org.au>

ROLE PURPOSE

The Grade 2 Speech Pathologist is responsible for the delivery of high quality and accountable clinical speech pathology services to the allocated caseload/s. This may include, but not be limited to, inpatients and outpatients presenting with communication and swallowing disorders of various aetiologies. The position is responsible for providing clinical speech pathology services to patients allocated by a Senior Clinician, Clinical Lead, and/or the Manager, Speech Pathology.

Part of this role currently provides specialist rehabilitation in partnership with children and families who require interdisciplinary, goal-focused, innovative care. The Speech Pathologist is responsible for ensuring a best-practice approach to the delivery of rehabilitation, focusing on the child's needs in the context of everyday activities and lifetime opportunities.

KEY ACCOUNTABILITIES

Provision of Care

- Deliver excellent evidence-based practice speech pathology assessments and interventions to paediatric inpatients and outpatients with communication and/or feeding and swallowing difficulties.
- Maintain clinical documentation, records and data as per discipline specific guidelines and RCH procedures
- Provide clinical handover to required standard
- Actively contribute to continuous improvement
- Support Grade 1-2 staff in their patient management and clinical reasoning with complex patients
- Ensure timely provision of discipline services through appropriate prioritisation of own caseload, that of junior staff as well as patient needs
- Develop and update treatment protocols for areas of own clinical practice.

Lifelong Learning

- Participate in professional development activities to ensure that best clinical practice is maintained
- Identify personal and professional development needs, and plan and implement strategies for achieving them
- Support others to review, reflect on and evaluate their own practice
- Provide effective supervision to junior and less experienced staff
- Meets the CPD requirements to be eligible for membership of Speech Pathology Australia

Collaborative practice

- Provide child centred, family focused care through partnership with parents/ families
- Work in collaboration with multidisciplinary teams
- Cooperate and work well with others in the pursuit of team goals
- Actively participate as part of a team to ensure ongoing excellence in service delivery and contribute to continuous improvement

Communication

- Apply well-developed verbal communication and interpersonal skills and attention to detail with the ability to interact with a variety of stakeholders
- Communicate effectively with patients and families to ensure their understanding and that their needs and views are included in plans and actions

- Act to remove personal barriers to effective communication
- Take collective ownership of problems
- Consider different points of view and compromise, where necessary and appropriate, to reach consensus

Continuous Improvement

- Actively contribute, as an individual and as a member of a team, to the continuous improvement of health care quality and patient safety
- Act to reduce error and sources of risk in own practice
- Escalate risk appropriately within the healthcare team
- Achieve and maintain competency in relevant skills in line with departmental requirements relevant to the role

Supervision, Leadership and People Management

- Participate in clinical supervision in accordance with local standard operating procedures and/or the RCH Allied Health Clinical Supervision Guideline which are based on the DHHS Allied Health Clinical Supervision Framework
- Provide clinical supervision to Grade 1 staff and students

Organisation and Planning

- Apply well-developed organisation and planning skills

Research

- Understand the principles of evidence-based practice
- Evaluate current practice with respect to the evidence
- Find, critically review, evaluate & interpret literature and apply to current role/service
- Support research agenda for team or work unit
- Develop methods to keep up to date with evidence related to area of clinical interest or current role
- Share evidence with colleagues within own team and wider service (e.g. special interest groups, journal clubs, department in-services, inter-professional education sessions)

QUALIFICATIONS AND EXPERIENCE

Essential

- Bachelor of Speech Pathology or equivalent tertiary qualification
- Eligibility for practising membership of Speech Pathology Australia
- Meet the requirements of the Speech Pathology Australia Professional Self-Regulation program
- Upholds the Speech Pathology Australia Code of Conduct
- Post qualifying experience in the provision of speech pathology services to children with swallowing and/or communication disorders

Desirable

- Typically 3+ years' experience as a speech pathologist
- Experience in both paediatric swallowing and communication disorders
- Experience in an acute paediatric health care setting

KEY SELECTION CRITERIA

- Well-developed assessment and intervention skills specific to paediatric communication and/or swallowing disorders

- Commitment to evidence-based practice and demonstrated integration into everyday speech pathology clinical practice
- Demonstrated ability to work collaboratively with multidisciplinary team members and with multiple stakeholders
- Demonstrated interpersonal skills and an ability to communicate with multiple stakeholders in a professional, timely, and efficient manner (e.g., families, colleagues, managers)
- Demonstrated strong analytical, written skills; and the ability to keep accurate, timely documentation relating to patient care and department processes
- Demonstrated ability to work flexibly in a fast-paced and dynamic environment covering a number of caseloads as directed
- Demonstrated ability to educate patients/parents/discipline staff/ multidisciplinary team and members of the wider community to minimise risk and promote successful outcomes in patient care
- Demonstrated ability to work under supervision, improving performance through supervisor feedback and reflective practice
- Commitment to Quality Improvement principles, and evidence of initiation, implementation, and completion of projects
- Ability to assist in supervision of Grade 1 speech pathology staff, allied health assistants, and students.
- High levels of motivation, enthusiasm, and initiative
- IT/computer proficiency and literacy.

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 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

August 2026