

## Position Description

<b>Position title</b>	Speech Pathologist
<b>Department / Division</b>	Mental Health/Medicine
<b>Classification</b>	Grade 3 Year 1 – Grade 3 Year 4 (YB51 – YB54)
<b>Position reports to</b>	Operational: Site and Team Coordinator Professional: Discipline Senior Speech Pathology
<b>No. of direct &amp; indirect reports</b>	N/A
<b>Location</b>	The Royal Children's Hospital, Travancore Site
<b>Risk category</b>	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](http://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 Tarneit. 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. This role may also include working within the In2School Day program

## 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.
- Maintain clinical documentation, records and data as per discipline specific guidelines and RCH procedures
- Support and work within the In2School Day program as required (Travancore site only)

### 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
- Maintain the requirements of the SPA professional self-regulation.

### 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**

- 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

### **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 supervision to Grade 2 Speech Pathologists and Speech Pathology students
- Comply with requirements to participate in operational supervision, clinical governance consultations, and discipline specific supervision.

### **Organisation and Planning**

- Apply well-developed organisational and planning skills

### **Research**

- Participate in designing and undertaking research
- Support research and evaluation activities.
- 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
- 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:**

- 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

**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.

**KEY SELECTION CRITERIA**

- Demonstrated clinical skills and experience in the provision of child and adolescent mental health care as it relates to speech pathology assessment and intervention.
- The ability to engage children of different ages and abilities, and to advocate for patients and their families
- Excellent professional, interpersonal and self-reflection skills to enable effective work with people of different personalities and backgrounds
- Autonomous behaviour, independence of thought, awareness of own effectiveness and internalised responsibility
- Demonstrated ability to build and maintain working relationships with key internal and external stakeholders.
- Highly developed inter-personal skills.
- Highly developed written and verbal communication skills.
- Capacity for effective negotiation, conflict resolution and wide consultation at all levels, to maintain and foster key interpersonal relationships.
- Ability to seek help when required and to utilise supervisory mechanisms.

**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

May 2026