

## Position Description

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

<b>The Royal Children's Hospital</b>
<p>The Royal Children's Hospital's (RCH) vision is A world where all kids thrive.</p> <p>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.</p> <p>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.</p> <p>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 <a href="https://www.rch.org.au/quality/child-safety/">https://www.rch.org.au/quality/child-safety/</a>.</p> <p>RCH enjoys high employee engagement and is committed to staff safety and a positive culture through enactment of our Compact.</p> <p>Further information on RCH is available at <a href="http://www.rch.org.au">www.rch.org.au</a></p>

## ROLE CONTEXT

### Victorian Paediatric Rehabilitation Service

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 will provide 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, empowering children to create their goals and own their rehab journey. They will create strong partnerships within and outside The Royal Children's Hospital and value diversity of opinion, values, background and life experiences.

## KEY ACCOUNTABILITIES

### Provision of Care

- Deliver excellent evidence-based practice Speech Pathology assessments and interventions in an inpatient and ambulatory rehabilitation setting.
- Develop treatment goals and plans in conjunction with the patient, their families and other team members, focussing on maximising participation in lifetime everyday activities and lifetime opportunities.
- Prepare reports and provide effective verbal and written feedback to referrers, patients, and others, as appropriate to level of development.
- Maintain clinical documentation, records and data as per RCH policy

### Education and training

- Participate in in-services and other educational activities conducted by the service for other RCH staff and external rehabilitation sector clinicians.
- Promote best practice paediatric rehabilitation care through intra-hospital and external education sessions, including presentations and the development of tools & resources.
- Participation in professional development activities to ensure that best clinical practice is maintained.
- 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 and supervision training to students or other professionals
- Participate annual performance appraisals with the Senior Speech Pathologist and Manager of VPRS RCH.

### Other responsibilities

- Apply critical thinking to address multiple and changing demands of the work environment
- Be familiar with and adhere to clinical and administrative areas, emergency procedures and complete mandatory training on an annual basis
- Be respectful of the needs of patients, visitors and other staff, and maintain a professional approach to all interactions.
- Participate in any other projects allocated or as required
- Be familiar with and adhere to RCH and VPRS policies and procedures
- Uphold VPRS-RCH values outlined in the RCH Compact

### 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
- Experience in the provision of speech pathology services to children with swallowing and/or communication disorders

#### Desirable:

- Demonstrated clinical experience in paediatrics or rehabilitation
- Member of discipline association and special interest groups

### KEY SELECTION CRITERIA

- Demonstrate clinical expertise in paediatric clinical care or rehabilitation clinical care
- Demonstrated ability to build and maintain working relationships within an interdisciplinary team
- Demonstrate the values of VPRS including family centred care, partnerships, excellence, participation and diversity

### 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 LGBTQI community and people with disability.**

Position description last updated

May 2023