

Position Description

Position title	Speech Pathologist
Department / Division	Speech Pathology / Nursing and Allied Health
Classification	Grade 3 Year 1 to Grade 3 Year 4 (VW6-VW9)
Position reports to	Head of Department, Adolescent Medicine
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 RCH Gender Service multi-disciplinary team, supporting trans and gender diverse children and youth. The Speech Pathologist in the Gender Service will independently assess and manage a caseload of young people where there are concerns or needs related to communicative or vocal identity, social communication skills, or speech and language difficulties. The Speech Pathologist will contribute to multidisciplinary discussions and team meetings,

develop educational resources and engage in research and educational activities. This is a new role established within the RCH Gender Service and will be based at The RCH campus in Parkville. As such, part of the position involves establishing the Speech Pathology role within the RCH Gender Service in close collaboration with other members of the team and the service leadership.

ROLE PURPOSE

The Grade 3 Speech Pathologist provides specialist speech pathology services to children and adolescents known to the Gender Service at RCH. The Grade 3 Speech Pathologist in conjunction with other Senior Clinicians and the Manager of the Gender Service will provide clinical leadership; ensure that clinical practise is based on the best evidence available; and is responsible for developing excellence in clinical service delivery in gender affirming speech pathology care, including evaluation and management of communicative identity (including voice, speech, language and non-verbal communication, and social skills). The Grade 3 Speech Pathologist also leads non-clinical portfolios within the department which may rotate between staff.

KEY ACCOUNTABILITIES

Provision of care

- Integrate information from multiple sources to develop and deliver excellent, evidence-based and holistic clinical care to children and families presenting with a broad range of complex needs.
- Be a source of clinical expertise, advocacy and guidance within the clinical stream, across the Speech Pathology Department and the broader multidisciplinary team.
- Maintain quality standards and excellence in clinical outcomes through evidence-based practice and partnerships with internal and external healthcare professionals and service providers.
- Act to reduce error and sources of risk in own practice and clinical stream as well as the broader Speech Pathology Department and healthcare setting.
- Ensure timely provision of speech pathology services through appropriate prioritisation of stream and departmental caseloads and patient needs.
- Oversee the development, update and implementation of treatment protocols across the clinical streams.
- Plan for, and effectively manage, contingencies that may affect the performance of healthcare activities.
- Maintain accurate documentation of all patient-related activity, including completion of all system required data and detailed medical record documentation in line keeping with department, hospital, professional and legal requirements.
- Supervision of Grade 1 and Grade 2 speech pathologists and allied health assistant/s as appropriate.
- 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.)

Collaborative practice

- Promote and develop partnerships with healthcare and community providers as well as discipline networks.
- Promote a work culture in which interprofessional teamwork and shared responsibility for the provision of care are normative practice.
- Ensure systems are in place for coordinating and performing appropriate clinical handover and arranging follow-up to ensure patient care is maintained.
- Facilitate open and effective communication across all levels of the Speech Pathology Department and more broadly across the organisation.
- Act to resolve complex issues by achieving common understanding on diverging interests, and mediating conflict situations as necessary.

- Promote a workplace culture in which the views of patients and families about treatment options are valued and deemed necessary by staff.
- Articulate and embody the purpose and values of RCH.

Health values

- Encourage decisions that are free from prejudice or favouritism.
- Advocate for a flexible resource allocation process so that varying needs can be accommodated.
- Through the implementation and endorsement of strategies that build cultural competency and safety, foster a team culture that recognises and values diversity and uses knowledge of difference to develop best care practice.
- Lead and contribute to improvements in department management and function, strategic direction and service planning.

Professional, ethical and legal approach

- Set a positive culture and lead by example.
- Discuss potential ethical issues/dilemmas with staff in a supporting manner to ensure maintenance of ethical work practices and adherence to the speech pathology code of professional conduct, code of ethics, and guidelines.
- Delegate healthcare activity to others according to their competence and scope of practice to ensure appropriate workload management and prioritisation across the department.
- Adjust planned activities of the work team by gathering relevant information and applying critical thinking to address multiple and changing demands and priorities in the workplace.
- Exhibit a high level of self-awareness and flexibility in complex, changing and/or ambiguous situations and when confronted with obstacles.
- Recognise how own leadership style influences staff experiences of the work environment and act to modify behaviours accordingly.

Lifelong learning

- Identify personal and professional development needs, and plan and implement strategies for achieving them.
- Model a commitment to continuing professional development and support grade 1 and grade 2 speech pathologists in developing and accomplishing professional goals and objectives through clinical support, supervision and performance reviews.
- Act to ensure processes, frameworks and/or support tools are in place for enhancing learning through reflection.
- Lead the development of courses run by the department when relevant to the stream to further paediatric speech pathology education.
- Foster a culture in which feedback is used as a positive strategy to enhance goals, awareness, and learning, and regularly seek and participate in two-way feedback of own performance, acting to improve performance as appropriate.
- Achieve and maintain competency in relevant skills in line with departmental requirements relevant to the role.
- Supervise and educate speech pathology students undertaking clinical placements and manage placement allocation within the team.

QUALIFICATIONS AND EXPERIENCE

Essential:

- Bachelor of Speech Pathology or equivalent tertiary qualification
- Eligibility for Certified Practising Speech Pathologist status with Speech Pathology Australia
- Highly developed communication, interpersonal, and organisational skills
- Experience in assessment and management of communication difficulties in children and adolescents
- Experience in assessment and management of children and adolescents with neurodevelopmental presentations
- Advocacy for children and young people who have difficulties communicating effectively to enable them to be involved in decisions about their care
- Upholds the Speech Pathology Australia Code of Conduct

Desirable:

- Minimum of 7 years relevant clinical and leadership experience
- Experience in gender affirming voice training
- Experience working in a multidisciplinary team with medical practitioners and mental health professionals
- Experience in caseload and service planning and prioritisation
- Experience in supervising students and staff
- Active involvement in quality improvement and/or research projects

KEY SELECTION CRITERIA

- Highly developed analytical, problem solving, clinical reasoning, and decision-making skills.
- Highly developed ability to work collaboratively with multidisciplinary team and multiple stakeholders
- Highly developed interpersonal skills including the ability to communicate with multiple stakeholders in a professional, timely, and efficient manner (e.g., families, colleagues, managers)
- Highly developed written skills; maintains accurate, timely documentation relating to patient care and department processes and projects
- Demonstrated ability to work flexibly in a fast-paced, dynamic environment covering caseloads as directed
- Experience in service planning, prioritisation, and coordination, and leads this within their clinical stream
- Leads evidence-based practise and its integration in areas of expertise
- Leads the initiation, implementation, and completion of departmental quality improvement projects
- Demonstrates skills in teaching and education in areas of expertise (e.g., students, patients, staff, within and external to RCH) to minimise risk and promote successful outcomes in patient care
- Highly developed skills in student and staff supervision and performance development
- Demonstrated ability to work under supervision, improving performance through supervisor feedback and reflective practice
- Experience in change management related to clinical team performance and service development
- 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.

