

Position Description

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| Position Title | Speech Pathologist, Mental Health – Grade 1 |
| Department / Division | Mental Health / Medicine |
| Classification | Speech Pathologist Grade 1 Year 1 – Year 7 (YB40 - YB47) |
| Position reports to | Operational: Team Coordinators, Travancore and Mid-West community sites Professional: Discipline Senior – Speech Pathology |
| No. of direct & indirect reports | N/A |
| Location | RCH Mental Health Service – Travancore RCH Mental Health Service – Mid West |
| 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.

ROLE CONTEXT

RCH Mental Health is a Level 5 tertiary Infant, Child and Family Area Mental Health and Wellbeing Service and comprises community and hospital-based services. This includes an Intake and Assessment Team based at Parkville and three interdisciplinary outpatient teams located at Travancore, Sunshine and Hoppers Crossing. The Community teams are led by a partnership between a Team Coordinator and a 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. RCH Mental Health is also delivering the clinical mental health service in the new Brimbank Melton Infant, Child and Family

Health and Wellbeing Hub, which is one of Victoria's first publicly funded Level 4 services for infants and children aged 0 to 11 years.

ROLE PURPOSE

Graduates will be employed in speciality Speech Pathology roles and will provide speech pathology assessment and brief intervention to consumers aged 0-15 year old who are receiving care coordination, planning and therapy in one of the service's three tertiary level teams for a mental health challenge/challenges. Speech Pathologists within the service work very closely with case managers to provide assessments that aim to contribute to an understanding of the consumer's mental health presentation and inform interventions that are coordinated around the consumer's goals. Excellent training and development opportunities are included in the role.

KEY ACCOUNTABILITIES

Working under guidance and with the full support of more senior clinicians:

- Respectfully engage children, young people and their families in face to face and telehealth evidence-based speech pathology assessments and brief interventions
- Build and maintain relationships with other clinicians within the same team to foster and develop relationships for best outcomes
- Complete accurate, timely and professional clinical record keeping and associated activity-based documentation
- Actively participate in all forms of supervision (operational, professional and clinical)
- Participate in continuous quality improvement activities
- Work within legal and ethical obligations for excellent family focussed care
- Demonstrate an awareness and understanding of the principles of a family-focused and recovery-oriented clinical practice that is underlined by the experience and involvement of service users
- Demonstrate a commitment to culturally safe and sensitive service provision

QUALIFICATIONS AND EXPERIENCE

Essential:

- Tertiary Qualification in Speech Pathology, meets the requirements of Professional Self-Regulation program and upholds the SPA Code of Ethics
- Eligibility for membership with Speech Pathology Australia

Desirable:

- Clinical experience in a tertiary mental health setting (including student placements while obtaining undergraduate qualifications)

KEY SELECTION CRITERIA

- Desire for a career in mental health, working with young people (aged 0-15) and their families/carers
- Demonstrated theoretical knowledge in the provision of speech pathology assessment and intervention
- Sound written and verbal communication skills and inter-personal skills
- Demonstrate awareness and understanding of legal obligations when working in a Child and Adolescent Mental Health Services (CAMHS) context in Victoria
- A flexible and adaptable approach to functioning in a team environment that enhances the team's high performance

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

April 2023