

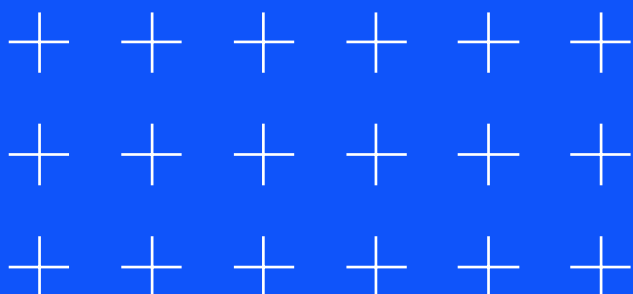


**The Royal
Melbourne
Hospital**

Advancing health for everyone, everyday.

Could this be you?

**Join The Royal
Melbourne
Hospital Team**



Position Description

Grade 1 Speech Pathologist

Our reputation for caring for all Melburnians is as essential to who we are as any scientific breakthrough we make. We're here when it matters most, and we'll continue to be the first to speak out for our diverse community's wellbeing.

Advancing health for everyone, every day.

True excellence is only possible when we work as one Royal Melbourne Hospital community. Through collaboration, we set the highest of standards and achieve our goals.

1. Be a great place to work and a great place to receive care
2. Grow our Home First approach
3. Realise the potential of the Melbourne Biomedical Precinct
4. Become a digital health service
5. Strive for sustainability

The Speech Pathology team provides integrated multidisciplinary care across the acute, sub-acute and community sectors of The Royal Melbourne Hospital.

This Grade 1 position is required to provide quality care to clients through competent clinical skills, effective communication, and active participation within a multidisciplinary team environment. The position may be required to work within a 7-day model of care if required by the organisation.

Specifically, the Grade 1 Speech Pathologist, through their developing clinical expertise, will have a role in ensuring excellence in client care, dissemination of information to staff and clinical teams, contribute to the internal professional development and participate in program development.

- Take reasonable care for your safety and wellbeing and that of others.
- Work in your scope of practice and seek help where required.
- Work in partnership with consumers, patients and where applicable carers and families.
- Work collaboratively with colleagues across all RMH teams.
- Continue to learn through mandatory training and other learning activities.
- Seek feedback on your work including participation in annual performance discussion.
- Speak up for safety, our values and wellbeing.
- Prioritise wellbeing and ensure safe work practices are developed and adhered to in their area.
- Respect that the RMH is a smoke-free environment.
- Exchange knowledge with other professional through providing both formal and informal leaning opportunities as directed
- Provide at least 90% patient related activities as per the Melbourne Health Allied Health benchmarks
- Demonstrate commitment to ongoing education and learning through internal and external professional development opportunities
- Provide evidenced based assessment and management of a wide variety of patients
- Contribute to organisation-wide and service/division initiatives and planning activities.
- Ensure training needs of direct reports are identified and undertaken.
- Ensure risk management activities are completed, effective controls are in place and incidents are recorded, investigated and corrective actions implemented as far as is reasonably practical.
- Create a psychologically safe work environment where everyone feels safe to speak up. Monitor and achieve relevant KPIs and targets and operate within their allocated budget.

Internal

- ## External

- Department of Human Services
- Community Culturally Specific Services
- Post-Acute Care Services
- Community based Aged Care Services

Formal Qualifications

- Bachelor or Masters of Speech Pathology (or equivalent)

Essential:

- At least 6 months relevant experience with adult patients in acute, sub-acute or community setting;
- Commitment to live the Melbourne Way - putting people first, leading with kindness and achieving excellence together;
- Excellent interpersonal, communication and written skills;
- Demonstrated ability to work collaboratively as part of a team and in co-operation with others;
- Demonstrated ability to contribute to Departmental Quality Projects or Service Development;
- Clinical skills in comprehensive assessment, management and discharge planning;
- Professional behaviour and conduct which reflects self-initiative, confidentiality, self-evaluation and commitment to professional development;
- Previous experience in a related field and good working knowledge of community support services;
- Commitment to continued professional development;
- Ability to manage a demanding workload, and effectively prioritise tasks.
- Satisfactory National Police Check, Immunization Assessment and Working with Children Check (employee level)

Desirable:

- Membership to Speech Pathology Australia;
- Videofluoroscopy competency or progress towards completion;
- Experience with an Electronic Medical Record;
- Developing skills in research;
- Developing skills in program development and evaluation.

- Demonstration of RMH values
- Achievement of portfolio specific KPI targets
- Participation in and satisfactory feedback through the annual performance review process
- Ability to maintain a safe working environment and ensure compliance with legislative requirements



AT THE RMH WE:

- Aim to provide a working environment that is safe and without risk to the health, safety and wellbeing of all employees, patients and consumers, and visitors.
- Speak up for patient, consumer, colleague and visitor safety, escalating issues if required.
- Deliver Safe, Timely, Equitable, Person-centred Care (STEP) in line with our clinical governance framework.
- Work in accordance with relevant policies, procedures, standards and legislation including those related to clinical or competency requirements, risk management, discrimination, equal opportunity and health safety and wellbeing.

OUR COMMITMENT:

- **Equity, Inclusion, Belonging and Safety**
 - As a leader in healthcare, we recognise the need to foster a culture of equity, inclusion, and belonging — safe spaces where every individual is empowered to be their authentic self, contributing meaningfully to the collective well-being of our community.
- **First Nations Commitment**
 - We acknowledge and pay our respects to the Traditional Owners of the lands on which we work and stand in solidarity with Aboriginal and Torres Strait Islander peoples. We are committed to creating a culturally safe environment that honours First Nations voices, knowledge, and self-determination through inclusive governance, respectful policies, and a steadfast commitment to anti-racism. The Royal Melbourne aspires to lead by example in addressing the injustices of colonisation and its ongoing impacts.
- **Child Safe Standards**
 - RMH is a child safe organisation. We are dedicated to fostering an environment that respects and upholds the rights of children and young people, in line with the Child Safe Standards. We actively embed these standards in our culture, policies, and practices, ensuring that the safety and wellbeing of children and young people is a central priority.
- **Equal Opportunity and Accessibility**
 - We are proud to be an equal opportunity employer that champions diversity in all its forms. We value the strengths and perspectives that come from people of all backgrounds, identities, abilities, and lived experiences. We encourage applicants from all communities, and we will provide reasonable adjustments to support equitable participation.
- **Thriving Together**
 - Together, we are committed to fostering an environment where everyone feels respected, safe, and empowered to thrive.

ACCEPTANCE

I acknowledge and accept that this position description represents the duties, responsibilities and accountabilities that are expected of me in my employment in the position. I understand that The RMH reserves the right to modify position descriptions as required, however I will be consulted when this occurs.

Employee Signature

Employee Name (please print)

Date
