

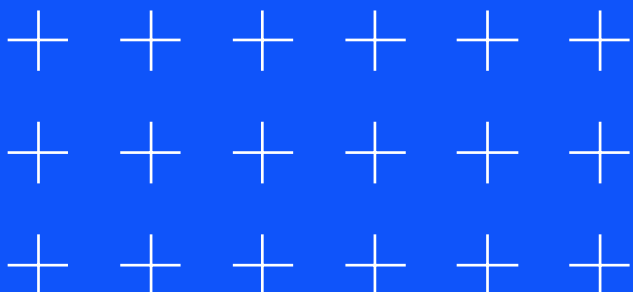


**The Royal
Melbourne
Hospital**

Advancing health for everyone, everyday.

Could this be you?

**Join The Royal
Melbourne
Hospital Team**



Position Description

Grade 2 Speech Pathologist



THE ROYAL MELBOURNE HOSPITAL

The Royal Melbourne Hospital (RMH) began in 1848 as Victoria's first public hospital. And while we only had 10 beds to our name, we had the community of Melbourne behind us, and we were ready to provide the best possible care for those in need.

Since those early years, we've moved forward with purpose. Always at the forefront, leading the way on improving the quality of life for all.

Today the RMH is one of the largest health providers in the state, providing a comprehensive range of specialist medical, surgical, and mental health services; as well as rehabilitation, aged care, outpatient and community programs.

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.

OUR VISION

Advancing health for everyone, every day.

THE MELBOURNE WAY

At The RMH we're inspired by our vision of Advancing health for everyone, every day. While we're each going about our different roles, we're united by a shared understanding of the way we do things around here. We call it The Melbourne Way. We put people first — leading with kindness and working together, we excel as one Royal Melbourne Hospital.

People First



People are at the heart of everything we do. We take the time to understand how we can make the most positive difference for them.

Lead with Kindness



Our care and compassion sets us apart. We lead the way with a respectful, inclusive spirit — embracing the things that make us all unique.

Excellence Together



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.

OUR PRIORITIES

The RMH Strategic Plan: Towards 2025. Advancing health for everyone, every day is our plan for the future — one which we are committed to achieving together. This position contributes to the achievement of the five Strategic Goals, articulated in the plan:

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**



Position Description

Position Title:	Grade 2 Speech Pathologist
Service:	Allied Health
Location:	Royal Melbourne Hospital, City & Royal Park Campus
Reports To:	Manager, Speech Pathology & Audiology
Enterprise Agreement:	Allied Health Professionals (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2021-2026
Classification:	VW1-4
Employment Status:	Casual
Immunisation Risk Category:	Category A
Date of Review:	May 2026

POSITION SUMMARY

The Speech Pathology team provides integrated multidisciplinary care across the acute, sub-acute and community sectors of Melbourne Health (with the exception of North Western Mental Health).

Reporting to the Speech Pathology Manager, and the Speech Pathology Senior Clinician(s), the Grade 2 Speech Pathologist is required to provide quality care to clients through competent clinical skills, effective communication and active participation within the Speech Pathology department and multidisciplinary team. This Grade 2 position provides a high level of clinical care to clients and families in the acute setting. This position will be based at the Royal Melbourne Hospital, City Campus, however, allocation of clinical team and work location is at the discretion of the Speech Pathology Manager and based on needs of the department and the Melbourne Health service needs.

The Speech Pathologist (Grade 2) through their clinical experience and skill will: ensure excellence in patient management, and contribute to the development of staff, the Speech Pathology department and the profession.

The Speech Pathology Department at the Royal Melbourne Hospital is a dynamic and high functioning team working across the acute, sub-acute and community settings. The team of approximately 33EFT are committed to providing evidenced based intervention and are supported to engage in professional development, research and quality improvement initiatives. The Speech Pathology team are committed to providing a culture of open learning, collaboration and excellence.



KEY ACCOUNTABILITIES

- 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.
- Provide at least 75% patient related activities as per the Melbourne Health Allied Health benchmarks
- Participate in clinical supervision program and provide supervision to grade 1 staff, students and allied health assistants as per profession guidelines
- Exchange knowledge with other professional through providing both formal and informal learning opportunities as directed
- Promote wider understanding and contribute to increasing the profile of profession within the organisation
- Build relationships with patients, relatives, staff and relevant services in order to provide appropriate services and information
- Participate in research activities as directed and apply evidence based practice
- Demonstrate knowledge of wider organisation strategy, structure and goals
- Demonstrate current knowledge of factors influencing the health system regionally
- Demonstrate an awareness of organisational policy frameworks
- Demonstrate ethical practice, cultural competence and work in a culturally sensitive manner
- Participate in the development, implementation and review of student education in conjunction with senior staff
- Provide evidenced based assessment and management of a wide variety of patients
- Maintain high level professional standards and patient care
- Demonstrate effective communication strategies within a multi-disciplinary team
- Practice person centred care
- Comply with and implements Health Service and Clinical Service specific regulations
- Contribute to development of clinical guidelines and education programs in direct work area
- Utilise time and resources effectively
- Manage risk and actively work toward implementing risk reduction strategies
- Work with senior clinicians and clinical services staff to establish clinical governance framework
- Display an understanding of quality improvement principles and actively participate in quality improvement activities

KEY RELATIONSHIPS

Internal

- RMH Nursing, Medical and Allied health Staff
- HARP team/s including HARP liaison
- Direct Access unit (DAU)

External

- Department of Human Services
 - Community based health and aged care services
 - Post-Acute Care Services
 - HACC providers
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KEY SELECTION CRITERIA

Formal Qualifications

- Bachelor or Masters of Speech Pathology (or equivalent)

Essential:

- Experience working in the hospital setting with minimum of 3 years acute experience
- 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

Desirable:

- Membership to Speech Pathology Australia
- Developing skills in research
- Developing skills in program development and evaluation
- Videofluoroscopy competency;
- Tracheostomy competency
- FEES competency

KEY PERFORMANCE INDICATORS

Your performance will be measured through your successful:

- 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
- Ability to take accountability for all reasonable care to provide a safe working environment within your area of responsibility and ensure compliance with legislative requirements concerning Occupational Health and Safety, anti-discrimination, and equal opportunity.
- Participation in and documented Annual Individual Development Plan and Annual Discussion
- Log of education sessions and documented feedback (attended and provided)
- Documented supervision sessions of self and supervisees



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, Effective, Person-centred Care (STEP) in line with our clinical governance framework.
- Are an equal opportunity employer, committed to providing a work environment free of harassment and discrimination. We promote diversity and inclusion in the workplace.
- 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.

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
