



**The Royal
Melbourne
Hospital**

Advancing health for everyone, everyday.

Could this be you?

**Join The Royal
Melbourne
Hospital Team**



Position Description

Graduate 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

Position Title:	New Graduate Speech Pathologist 24 Months, Fixed Term
Service:	Allied Health – Speech Pathology
Location:	The Royal Melbourne Hospital
Reports To:	Speech Pathology and Audiology manager, Clinical Leader and Senior Clinicians
Enterprise Agreement:	Allied Health Professionals (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2021- 2026
Classification:	VP2-VP3
Employment Status:	Full time , Fixed Term
Immunisation Risk Category:	Category A
Date of Review:	August 2026

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).

This new graduate position is required to provide quality care to clients through competent clinical skills, effective communication, and active participation within a multidisciplinary team environment.

Specifically, the graduate speech pathologist, through their developing clinical expertise, will have a role in ensuring excellence in patient care, disseminating information to staff and clinical teams, contribute to the internal professional development program and participate in program development. The graduate speech pathologist will work with key stakeholders to maximise the role of speech pathology within their clinical area as directed by the Speech Pathology & Audiology Manager and Senior Clinicians.

The Graduate Speech Pathologist provides a high level of clinical care to clients and families across both the acute & subacute settings. This position will be based at the Royal Melbourne Hospital with 12 months spent at the Royal Park Campus and 12 months at the City Campus. However, exact 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.

- 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
• RMH Nursing, Medical and Allied Health staff • RMH@Home teams • RMH Aboriginal Service Development Worker • CLRAAC	• Department of Human Services • Community Culturally Specific Services • Post-Acute Care Services • Community based Aged Care Services

Formal Qualifications

- ### Essential:

- Desirable:**

- Membership to Speech Pathology Australia
- Experience using an Electronic Medical Record (EMR)
- Developing skills in research & quality
- Developing skills in program development and evaluation

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



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
