

POSITION DESCRIPTION

Position Title:	Speech Pathologist
Business Unit/Department:	Rehab at Home
Division:	Western Health at Home
Award/Agreement:	Allied Health Professionals (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement
Classification:	Grade 2 – Year 1 to Year 4 (VW1 to VW4)
Reports To:	<i>Operational:</i> Service Manager - Rehab at Home <i>Clinical:</i> Manager - Speech Pathology & Audiology
Direct Reports:	Grade 1 Speech Pathologists Speech Pathology students Allied Health Assistants
Date Prepared/Updated:	3 April 2025

Position Purpose

The Western Health at Home Division operates a Rehabilitation at Home program for clients who require admitted interdisciplinary rehabilitation. Rehab at Home is a subacute bed substitution program providing intensive rehabilitation for patients who are suitable for an early discharge. Rehabilitation at Home provides same day or next day rehabilitation to patients discharged from inpatient wards, the Emergency Department and the community. The program has recently expanded to include patients with non-neurological diagnoses where rehabilitation is indicated to support recovery. The program aims to deliver hospital services within patients' homes to enable recovery from illness or surgery at home in familiar environments. Treatment interventions are provided through a variety of methods including individual or group-based treatment. Treatment may be provided at home, via telehealth, centre-based, or in a community setting.

The aim of Rehab at Home is to:

- Promote and support safe and early discharge from inpatient settings and emergency departments as well as reducing length of stay of rehabilitation patients in acute and subacute settings
- Maximise patient outcomes in their own home
- Provide an alternative to admitted care for patients living in the community
- Improve the patient experience
- Provide an alternative to hospital presentation and admissions
- Increase the number of patients who are able to access admitted Rehabilitation services at any given time

The Grade 2 Speech Pathologist, through their clinical experience and skill, will contribute to staff development and ensure excellence in client management. Specifically, the Grade 2 will ensure best practice and excellence in care for clients admitted to the Rehab at Home program.

Clinical practice in this position will primarily be provision of assessment and intensive treatment for clients presenting with communication and swallowing disorders. This position will also include working with and supporting other staff and students to increase their knowledge and skills in these areas of assessment and management. The incumbent may be required to work across Sunshine and Williamstown hospital sites or

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at any campus of Western Health as required. This position is appointed to the Rehab at Home program but may involve provision of clinical services to other programs within the Western Health at Home Division.

Business Unit Overview

The Division of Western Health at Home provides a comprehensive range of inpatient, clinic based and home-based services. Our multidisciplinary workforce of over 1,000 employees includes medical, nursing, pharmacy, allied health and administration staff. Western Health at Home services provide care from all Western Health campuses and within patient's homes, including residential aged care, supported accommodation and the custodial setting. The division is rapidly expanding to meet the needs of the community through the delivery of innovative, integrated and patient centred care.

Western Health at Home services support patients across the continuum of care with a primary objective to support patients to live more healthy days at home. Our breadth of services, clinics and units work collaboratively to reduce avoidable hospital presentations and support early and sustainable hospital discharges. Through multidisciplinary service delivery, integration with primary care, research and clinical trials our division supports the detection, management and secondary prevention of chronic disease.

The divisions medical specialties include Renal, Endocrinology and Diabetes, Geriatric Medicine and the General Practice (GP) Integration Unit. Western Health at Home provides a range of acute and subacute services that deliver hospital level care within the comfort of a patient's home. These services include Hospital in the Home, Rehab at Home, GEM at Home, Community Based Transition Care Program and Dialysis at Home, which deliver healthcare that would otherwise be provided within an inpatient setting.

Western Health at Home's breadth of community-based care and specialty assessment clinics provide comprehensive care to support the management of chronic disease. The division has chronic dialysis units located at all Western Health main campuses and acute units at Sunshine and Footscray Hospital. Western Health at Home manages a primary healthcare service within Dame Phyllis Frost Centre, a maximum-security women's prison located in Melbourne's West.

Rehabilitation at Home Program

Rehabilitation at Home Program is a virtual, admitted program that facilitates early discharge from the inpatient wards. It provides intensive therapy, up to 3 hours per day, during the period of transition from inpatient care to outpatient/community care. Multidisciplinary therapy is conducted in the home, centre or via telehealth. Referrals are accepted from Western Health acute and subacute wards and other health services.

Specialised Rehabilitation Program

Specialised Rehabilitation Program (SRP) aims to assist clients and their carers to reach their maximum potential and independence through the provision of multi-disciplinary rehabilitation. Clients are provided with an individualised, short-term, goal-orientated therapy program which emphasises self-management and education. Sessions are conducted in the centre, at home and/or via Telehealth.

Division of Allied Health

Allied Health provides a range of evidence based, client centred, specialist services at Western Health, across the care continuum, from admission within the emergency department through to discharge in the community. These services work across the spectrum of life, from neonates to the elderly. The predominant focus of Allied Health is the return and optimisation of an individual's function, and wellbeing, from both physical and psycho-social perspectives. Activity is aligned with Western Health's Best Care Model and CARES values. Allied Health involvement is pivotal to efficient and effective multidisciplinary team functions, discharge planning and patient centred care. Western Health employs a range of Allied Health disciplines, each with unique specialist tertiary training and skills, including Audiology, Clinical Psychology and Neuropsychology, Exercise Physiology, Language Services, Nutrition and Dietetics, Occupational Therapy, Pastoral Services, Physiotherapy, Podiatry, Social Work, and Speech Pathology.

Key Responsibilities

- Demonstrate a commitment to the patient 'Charter of Healthcare Rights'
- Comply with the expected scope of the role and standards of performance in the role as described by the relevant professional bodies/industry standards

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- Maintain registration (as required) and report any changes or limitations on practice if applicable
- Hold accountability for own actions and seek guidance and support from appropriate employees when limited by own skills and experience
- Comply with confidentiality obligations with regard to patients, consumers and colleagues
- Comply with all Western Health policies and procedures
- Deliver high quality person centred interprofessional care in line with the “Best Care” framework
- Demonstrate independent clinical reasoning and clinical competencies, including expertise in use of relevant assessment tools, treatment methods, and case management skills
- Demonstrate developed organisational skills and efficient time management to appropriately evaluate, prioritise and complete workload
- Perform evidence based clinical services using a person centred approach in the development of an appropriate treatment plan
- Assist with development and evaluation of procedures and guidelines
- Participate in planning for clinical services for the team
- Identify solutions to problems within the service and seek advice for complex matters
- Participate and represent the service (in consultation with senior staff) at relevant committees, working groups and meetings as requested.
- Provide information and education about the service and professional role within the service
- Attend and participate at relevant team/service meetings
- Where designated, provide high quality clinical supervision to junior staff and students that is timely, flexible and responsible
- Conduct or contribute to feedback to staff on their performance including performance development planning where relevant
- Assist in cultivating an environment where workers have the opportunity to work to their full scope of practice and potential
- Participate in the development, organisation and delivery of education programs for Western Health staff, external service providers and the community
- Participate in research/evaluation and ongoing service review
- Ensure that workload statistics, and other required information is entered in a timely and accurate manner
- Perform other duties as directed
- Demonstrate effective negotiation skills and conflict resolution when dealing with difficult situations
- Contribute to a culture that promotes effective teamwork, encourages cohesion and ensures staff feel valued and contributions are acknowledged
- Demonstrate open and effective communication (verbal, non-verbal, written and electronic) with consumers, other staff and service providers
- Demonstrate knowledge of resources relevant to work area and act as a resource person for other team members
- Actively participate in regular supervision, demonstrating ongoing development of clinical skills and reflective practice as identified in supervision plan
- Demonstrate flexibility/responsiveness within professional practice/duties/roles and assumes extra responsibility as required to meet organisational priorities

In addition to the key responsibilities specific to your role, you are required to deliver on the [WH AH Capability Framework](#) and the [Key Organisational Accountabilities](#) which are aligned with the Western Health strategic aims.

Key Working Relationships

Internal:

- Rehab at Home Service Managers
- Rehab at Home Coordinator
- Rehab at Home MDT team
- Senior Speech Pathologist Specialised Rehabilitation Program
- Specialised Rehabilitation Program MDT
- Manager Speech Pathology and Audiology
- Speech Pathology department across the network
- Director of Allied Health

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External:

- Clients and their family/carers
- Key community organisations
- Speech Pathology peers at health/community services, and private services (i.e. NDIS)
- General Practitioners

Selection Criteria**Essential:**

- Eligibility for membership of Speech Pathology Association of Australia
- A high level of clinical expertise and theoretical knowledge in the assessment and management of communication and swallowing disorders within rehabilitation and /or aged care sector.
- Highly developed interpersonal, written and electronic communication skills
- Excellent organisational and time management skills
- Knowledge of and participation in continuous quality improvement processes.
- Commitment to continuing professional development
- A current Victorian Driver's license.
- Computer literacy

Desirable:

- Experience with conducting, interpreting and reporting video fluoroscopy swallow studies
- Demonstrated ability to work within a multidisciplinary team
- Proven ability to lead and supervise staff and students in clinical and educational areas
- Commitment to clinical research
- A current Working with Children Check

Desirable Personal Attributes:

- Self-motivated
- Broad systems and innovative thinking
- Ability to influence others
- Mindful observation
- Timely informed decision making
- Collaborative approach
- Confidence in own ability
- Embraces self-growth and continual learning
- Adaptable, flexible and persistent as required
- Effective delegator
- Resilience

Additional Requirements

All employees are required to:

- Obtain a police/criminal history check prior to employment
- Obtain a working with children check prior to employment (if requested)
- Obtain an Immunisation Health Clearance prior to employment
- Report to management any criminal charges or convictions you receive during the course of your employment
- Comply with relevant Western Health clinical and administrative policies and guidelines.
- Comply with and accept responsibility for ensuring the implementation of health and safety policies and procedures
- Fully co-operate with Western Health in any action it considers necessary to maintain a working environment, which is safe, and without risk to health
- Protect confidential information from unauthorised disclosure and not use, disclose or copy confidential information except for the purpose of and to the extent necessary to perform your employment duties at Western Health

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- Safeguard children and young people in our care, by ensuring that your interactions are positive and safe, and report any suspicions or concerns of abuse by any person internal or external to Western Health
- Be aware of and comply with relevant legislation: Public Administration Act 2004, Victorian Charter of Human Rights and Responsibilities Act 2006, the Victorian Occupational Health and Safety Act 2004, the Victorian Occupational Health and Safety Regulations 2017 (OHS Regulations 2017), Fair Work Act 2009 (as amended), the Privacy Act 1988 and responsibilities under s141 Health Services Act with regard to the sharing of health information, the Family Violence and Child Information Sharing Schemes, Part 5A and 6A Family Violence Protection Act 2008
- Be aware of and comply with the Code of Conduct for Victorian Public Sector Employees and other Western Health employment guidelines
- Work at any of the Western Health sites as directed, in accordance with business and organisational demands and priorities.

General Information

- Redeployment to other services within Western Health may be required
- Employment terms and conditions are provided according to relevant award/agreement
- Western Health is an equal opportunity employer and is committed to providing for its employees a work environment which is free of harassment or discrimination. The organisation promotes diversity and awareness in the workplace
- Western Health is committed to Gender Equity
- Western Health provides support to all personnel experiencing family and domestic violence
- This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Western Health reserves the right to modify position descriptions as required. Employees will be consulted when this occurs
- Western Health is a smoke free environment

I confirm I have read the Position Description, understand its content and agree to work in accordance with the requirements of the position.

Employee's Name: _____

Employee's Signature: _____ Date: _____

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