

POSITION DESCRIPTION

Position Title:	Senior Speech Pathologist- Grade 3
Business Unit/Department:	Specialised Rehabilitation Program, Rehab at Home, Community Based Transition Care Program and Allied Health
Division:	Western Health at Home and Operations
Award/Agreement:	ALLIED HEALTH PROFESSIONALS (VICTORIAN PUBLIC SECTOR) (SINGLE INTEREST EMPLOYERS) ENTERPRISE AGREEMENT 2021 – 2026
Classification:	VW6-VW9
Reports To:	Operational: Service Managers- Specialist Rehabilitation Program; Rehab at Home; Community Based Transition Care Program Professional: Manager Speech Pathology and Audiology
Direct Reports:	Grade 2 and Grade 1 Speech Pathologists, Allied Health Assistants
Date Prepared/Updated:	15 April 2025

Position Purpose

The Senior Clinician Speech Pathology has clinical expertise across the care continuum, with responsibility for leadership and development of excellent Speech Pathology practice, research, teaching and mentoring within adult services (and other areas as required).

The Senior Clinician provides leadership to the Speech Pathology team across Western Health. They hold a clinical caseload primarily in Specialised Rehabilitation Program and Rehab at Home, Community Based Transition Care Program and subacute inpatients.

Specifically, the Senior Clinician will perform tasks and responsibilities, as required, within scope of practice, within the Western Health at Home and Speech Pathology services and across Allied Health. In collaboration with other senior staff, they will represent the Manager of Speech Pathology and Audiology on a day-to-day basis for professional and operational issues.

Whilst this position is primarily based at Williamstown Hospital, at times flexibility of caseload may be required and the Senior Speech Pathologist may be required to work at differing Western Health sites.

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

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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.

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.

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.

Community Based Transition Care Program

The Western Health Community Based Transition Care Program is goal oriented, time-limited and targets older people at the conclusion of a hospital episode who have been identified as requiring low-level therapy, supports and short-term case management in their in own homes. Specifically, the program allows time, resources and support in a non-hospital environment for patients to complete the restorative process, optimise functional capacity and finalise and access longer-term care arrangements. The Western Health Community Based TCP assists the organisation to meet patient needs and in doing so contributes to achieving optimal patient flow through the acute and subacute system.

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

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- Pastoral Services
- Physiotherapy
- Podiatry
- Social Work
- 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 and leadership capability framework
- 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
- In conjunction with service manager ensure staff are appropriately directed and supported to deliver high quality client centred care in line with the "Best Care" Framework
- Lead and deliver high quality person centred interprofessional care in line with the "Best Care" framework
- Demonstrate extensive, evidence based specialist knowledge, clinical reasoning and competencies, to lead and enhance patient care in area of practice
- Provide and direct others in the provision of evidence based clinical services using a person centred approach
- Demonstrate capacity to develop and implement methods to ensure that staff in the area of responsibility have an appropriate, measureable level of competence
- Ensure the application and maintenance of clinical standards in areas of delegated responsibility
- Demonstrate highly developed organisational skills and efficient time management to appropriately evaluate, prioritise and complete workload
- Identify and support others to solve complex problems
- In conjunction with service manager contribute to the development and implementation of processes to facilitate effective consumer participation, and ensure that appropriate responses are provided to customer feedback and complaints
- Lead planning for clinical services for the team
- In conjunction with service manager support staff to meet service targets/goals
- Provide leadership which promotes effective teamwork, encourages cohesion and ensures staff feel valued and contributions are acknowledged
- In conjunction with the service manager, actively work towards service integration and streamlined patient journeys
- In conjunction with service manager ensure appropriate orientation of new staff
- Demonstrate expert knowledge of resources relevant to area and acts as a resource person for other team members
- Demonstrate high level open and effective communication (verbal, non-verbal, written and electronic) with consumers, other staff and service providers
- Demonstrate highly effective negotiation skills and conflict resolution skills when dealing with difficult situations
- 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 and appropriately delegates as necessary
- Participate and represent the service in consultation with service manager at relevant committees, working groups and meetings as requested.
- Lead the provision of information and education about the service and professional role within the service
- Assist in promoting effective workplace relations and teamwork to ensure optimum relations across acute services and collaborating community agencies

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- Participate in and contribute to relevant case conferences, team meetings, client/family feedback meetings
- Assist in cultivating an environment where workers have the opportunity to work to their full scope of practice and potential
- Assist in fostering and developing research opportunities across the service
- Conduct or contribute to feedback to staff on their performance including performance development planning and performance management where relevant
- Where designated, provide high quality supervision to junior staff and students that is timely, flexible and responsible
- Lead and participate in the development, organisation and delivery of education programs for Western Health staff, external service providers and the community
- Present at internal and external forums to enhance personal knowledge and professional development
- Lead service development and evaluation through quality improvement activities or research projects where appropriate
- Assist in writing procedures and guidelines as required for the ongoing development of the program, and support relevant staff to complete these tasks
- Assist in meeting reporting requirements relating to the service
- Ensure that service/program outcomes are achieved through appropriate client management and pathways
- Facilitate/assist in the process of recruitment, selection and retention of staff to meet client and service needs.
- Ensure that workload statistics, and other required information, is entered and reported as directed, and on time by self and staff in area of responsibility
- Perform other duties as directed

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:

- Director of Allied Health
- Manager of Speech Pathology and Audiology
- Service Managers
- Speech Pathology and Audiology Leadership Team
- Nurse Unit Managers, team leaders or unit heads
- Senior Allied Health staff
- Multidisciplinary team members
- Grade 2 and Grade 1 Speech Pathologists
- Referrers
- Access Unit

External:

- Clients and their family/carers
- Key community organisations
- Service Providers
- Speech Pathology peers at health/community services

Selection Criteria

Essential

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- Bachelor of Speech Pathology or equivalent which allows eligibility for membership to Speech Pathology Association of Australia
- A minimum of seven years' experience in area relevant to the position
- A high level of clinical expertise and theoretical knowledge in the assessment and management of communication and complex swallowing disorders within the rehabilitation and/or aged care setting
- Highly developed interpersonal, written and electronic communication skills
- Excellent organisational and time management skills
- Demonstrated highly effective leadership skills, including facilitation of effective team functioning, negotiation, conflict resolution and creativity in problem solving
- Proven ability to lead and supervise staff and students in clinical, educational and administrative areas
- Experience in leading and facilitating continuous quality improvement processes
- Commitment to continuing professional development of self and others
- Computer literacy

Desirable

- Experience in videofluoroscopy and FEES
- Hold a relevant postgraduate qualification or be working towards same
- Demonstrated creative and proactive approach to the management of change
- Demonstrated flexible approach to caseload management and departmental issues
- Experience in leading and inspiring clinical research

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: [Click here to enter the Employee's name.](#)

Employee's Signature: _____ Date: _____

[Click here to enter a date.](#)

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