

POSITION DESCRIPTION

Position Title:	Paediatric Speech Pathologist – Pathway to Good Health
Business Unit/Department:	Integrated Community Health Service
Division:	Operations
Award/Agreement:	Allied Health Professionals (Victorian Public Sector) Enterprise Agreement 2021-2026
Classification:	Grade 2 Year 1-4
Reports To:	Manager Paediatric Community Health
Direct Reports:	Nil
Date Prepared/Updated:	7 June 2024

Position Purpose

Children and Young People in Out of Home Care (OOHC) experience higher rates of developmental delays, poorer physical and mental health outcomes, and significant unidentified and unmet health needs. Through the implementation of the *National Clinical Assessment Framework for Children and Young People in OOHC* and the *Targeted health support for children and young people in care: service framework* Western Health's Pathway to Good Health program will collaborate with key stakeholders to address these health inequities utilising trauma informed, culturally safe and evidence-based approaches that centre around the needs of the child.

The Speech Pathologist Pathway to Good Health is based at the Western Health Melton site, but will work across a range of settings to promote positive health outcomes for children in Out of Home Care. They have responsibility for Assessments and health care planning, secondary consultation, multi-disciplinary or transdisciplinary work, and case reviews

Business Unit Overview

Integrated Community Health Service Directorate

The Integrated Community Health Services Directorate at Western Health focuses on delivering high quality evidence based care to those residing in the Brimbank Melton and Western Melbourne regions across a variety of clinical settings. Services are provided across acute (medical surgical and maternity unit), outpatient services (Paediatric and Adult), outpatient rehabilitation, community health settings (Paediatric and Adult), residential care services, health promotion, community partnerships.

The Integrated Community Health Service delivers preventative, early intervention and chronic disease management. Services operate on the social model of health and with a focus on:

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- Equity and accessibility
- Effective community participation/control
- Multidisciplinary team work
- Strategies beyond individual care (group work, health promotion, community development)

Services within this directorate include:

- Adult Allied Health
- Paediatric Allied Health
- Community Health Nursing
- Community Nursing
- Dental
- Counselling
- Family Violence services
- Aboriginal Health Programs
- NDIS (National Disability Insurance Scheme) Therapeutic Supports

Staff model the Western Health values of CARES (Compassion, Accountability, Respect, Excellence and Safety).

Division of Allied Health – Professional / Clinical

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

Clinical Care:

- Interpret medical information and provide clinical advice to DFFH Child Protection workers regarding child health issues.
- Utilise relevant records to review, document and communicate health issues for children in OOHC across health and welfare services.
- Provide secondary consultation to schools, maternal and child health nurses, general practitioners.
- Identify and navigate barriers to engagement in health services for children in OOHC.
- Liaise with specialist health care professionals regarding child health issues for children in OOHC.
- Contribute to Multi-Disciplinary Health Assessments and health management plans
- Facilitate children and young people engaging both with internal services to Western Health and external care services.
- Facilitate referrals to external services including specialist health and community services for children in OOHC
- Engage in multi-disciplinary meetings in relation to children in OOHC.
- Support implementation of health management plans for children in OOHC.
- Undertake proactive outreach and place-based assessments; including home visits (as deemed appropriate)
- Actively participate in professional supervision as per clinical supervision guidelines
- Facilitation of Carer upskilling sessions (Circle of Security/ Tuning into Kids)

Support of Systems:

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- Engages where required in communication with Department of Health relating to program productivity and impacts.
- Contributes to internal projects relating to program impacts and sustainability
- Supports the development of relationships with relevant health and mental health services to facilitate patient access and information sharing.

Administration, Documentation and Reporting

- Ensure accurate and timely documentation within client records
- Ensure accurate and up to date information is entered into the client management system
- Complete clear, succinct and appropriate reports in a timely manner
- Complete all data collection activities as required for programs and clinics
- Complete information in accordance with agency and funding body requirements.

Communication and Teamwork

- Work effectively within the multidisciplinary team to achieve positive outcomes for children and their families
- Build constructive working relationships with colleagues across the multidisciplinary
- Work collaboratively to complete team assessments, reports and recommendations that are responsive to the child and family needs
- Maintain respectful communication with colleagues and engage proactively to resolve differences of opinion or perspective
- Build working relationships with external services and providers to support the diverse needs of families

Professional Leadership:

- Effectively represent the organisation professionally and promote services appropriately.
- Contribute to a harmonious and team-based working environment
- Contribute towards the positive motivation of the team, particularly in time of change

Continuous Improvement

- Contribute to the ongoing quality improvement within the Pathways to Good Health program
- Participate in accreditation processes and the organisational continuous improvement plan
- Contribute to monitoring of service provision to ensure outcomes are in line with internal and external standards, service philosophy and goals
- Participate in the development and review of organisational policies, procedures and work instructions as appropriate

Workplace Health and Safety

- Demonstrate an understanding of the shared responsibility for a safe workplace
- Conduct yourself in a manner that will not endanger yourself or others
- Report any unsafe work practices, hazards, near miss incidents and accidents
- Maintain knowledge and practice of infection control/hand hygiene precautions and infection control policies and procedures

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:

- Bacchus Marsh & Melton Allied Health and Medical Paediatric staff Members of the Western Health Pathway to Good Health Program
- Melton Health and Community Services staff
- Members of the Western Health Paediatric Allied Health Team
- Members of the Western Health Speech Pathology Service
- Other Allied Health, Medical, and Nursing Professionals at Western Health
- Child & Adolescent Consultation Liaison Psychiatry Service at Western Health
- Divisional Director, Allied Health
- Director, Integrated Community Health Services

External:

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- Referrers
- Clients, their family and carers
- Schools and Early Childhood Education providers
- Community Service providers
- Paediatricians and Psychiatrists external to Western Health
- NDIS Services including the NDIA, ECEI partner agencies, service provider agencies.
- Family Support Services including Child First, Child Protection, and Family Violence services, etc.
- Other relevant External agencies (as required)
- Department of Families, Fairness and Housing
- Royal Children's Hospital Victorian Centre for Health Leadership for Children in Care (VCHLLC)
- FASD Connect and Victorian Fetal Alcohol Service (VicFAS)

Selection Criteria

Essential

- Tertiary qualification in speech pathology
- Eligibility for membership of Speech Pathology Australia
- Previous experience working as a Speech Pathologist in a paediatric setting.
- Experience in undertaking assessments with paediatric clients and developing individual intervention and program plans based on assessments
- Demonstrated ability to work collaboratively as part of a multidisciplinary team
- Ability to apply, without exception, principles of confidentiality, privacy and maintain confident communication

Desirable

- Experience working within a community health setting
- Experience working with NDIS service system
- Ability to provide professional advice to other medical and allied health staff, based on a firm theoretical framework and supported by clear clinical reasoning
- Experience with computer programs
- Demonstrated time management skills
- Demonstrated ability to communicate effectively to achieve results

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
- 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
- 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

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- 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

General Information

- Redeployment to other services or sites 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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