

POSITION DESCRIPTION

Position Title:	Speech Pathologist
Business Unit/Department:	Community Services Programs
Division:	Integrated Community Health Services
Award/Agreement:	Allied Health Professionals (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement
Classification:	Grade 1 – Year 1 to Year 5
Reports To:	Manager – Allied Health Programs
Direct Reports:	N/A
Date Prepared/Updated:	20 October 2025

Position Purpose

Speech Pathologists at Western Health Bacchus Marsh and Melton fulfil a diverse role within the service. This role works within our Integrated Community Health Services at Melton and Bacchus Marsh delivering services across a variety of funding streams, including CHSP, HACC, NDIS and Support at Home Packages. There is also opportunity to support inpatient care to patients at Bacchus Marsh Hospital. The role will be responsible for assessment and ongoing management of swallowing and communication impairments in line with evidence-based practice and patient centred approach via one on one and groups based models. The role works as part of the multidisciplinary team to provide a coordinated approach to patient care. The role will be supervised by a Grade 2 Speech Pathologist.

Business Unit Overview

The Operations Directorate is one of the largest and most complex directorates within Western Health providing Western Health's patient care and contacts. These services range from outpatients to inpatients, theatres to Intensive Care, birthing rooms and Emergency Departments and many more services.

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 City of Melton and Moorabool Shire 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 and support services across Bacchus Marsh, Melton and Caroline Springs campuses.

The Integrated Community Health Services Directorate has a strong focus on multidisciplinary care with services being provided in both an individual format and group based interventions. Staff model the Western Health values of CARES (Compassion, Accountability, Respect, Excellence and Safety). Within community

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services there are multiple different funding programs to support a patient's and client's journey and build their independence in the community.

Services within this directorate include:

- Adult Allied Health
- Paediatric Allied Health
- Community Health Nursing
- Community Nursing
- Perpetrator Men's Family Violence
- Aboriginal Programs
- NDIS (National Disability Insurance Scheme) Therapeutic Supports
- Support at Home Programs
- Dental Services

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
- Speech Pathology

Key Responsibilities

- Provide centre and home-based clinical speech pathology services to patients attending the Community Services program in the form of assessment, intervention, management and promotion of self-management.
- Have a sound knowledge around various aspects of speech pathology management using evidence-based practice.
- Ensure that all service delivery and program development has an evidence-based framework, based upon program resource guidelines where available.
- Support the development of group programs and conduct groups as required.
- Utilise agreed practice standards for patient outcomes within organisational procedures.
- Maintain close professional working relationships with other health professionals and support personnel.
- Maintain an up to date knowledge and skills base to facilitate best possible patient care
- Provide education and act as a resource to other staff, patients, community groups and other agencies as appropriate to the role.
- Maintain statistics in accordance with Western Health requirement.
- Participate and support service development, organisational meetings, staff development and training as required
- Ensure that all equipment and resources are regularly monitored and maintained according to departmental guidelines.
- Assist the Manager of the area with other duties as required.

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- Ensure all documentation is maintained in the standard manner when required.
- Be aware of and participate in quality and risk management programs.
- Participate in staff development activities.
- Utilise appropriate communication channels as per organisational structure.
- Identify patient needs and provide appropriate patient information with consideration for health literacy principles.
- Act in accordance with standards, guidelines and mandatory training.

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

Key Working Relationships

Internal:

- Speech Pathologists
- Manager Community Adult Health Programs
- Manager Speech Pathology and Audiology
- ICHS Clinicians

External:

- Patients, carers and other support people
- External referrers
- Relevant community stakeholders

Selection Criteria

Essential:

- Tertiary qualifications in Speech Pathology
- Membership of Speech Pathology Australia
- Sound knowledge in the application of speech pathology theory and practice especially with assessment, intervention and patient management
- Ability to comply, without exception, principles of confidentiality, privacy and maintain confident communication
- Demonstrated ability to communicate effectively to achieve results
- Demonstrated time management skills
- Current Victorian Driver's license

Desirable:

- Experience across a range of health settings and with a broad range of client groups, in particular the frail aged, clients with a disability and acute services.
- Knowledge of various funding programs including HACC-PYP, CHSP, NDIS and other fee for service delivery requirements
- Experience working within multidisciplinary teams

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 a NDIS Worker Screening Check (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

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- 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
- 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, Safe Patient Care Act 2015, Mental Health & Wellbeing Act 2023
- 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: _____

Employee's Signature: _____ Date: _____

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