

Position Description

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| Position Title: | Speech Pathologist |
| Reports to: | Operationally reports to Manager Community Health Programs Professionally reports to Chief Allied Health Officer |
| Department: | Community Health |
| Directorate: | Community Care & Mental Health |
| Cost centre: | L0106 |
| Code & classification: | Grade 2 (VW1 – VW4) |
| Employment conditions: | Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2021 – 2026 and its successors, and GV Health Policies and Procedures (and as varied from time to time) |

GV Health is an equal opportunity employer and continually strives to build a diverse, equitable and inclusive workforce that reflects our community. We encourage applications from people of all backgrounds.

Statements included in this position description are intended to reflect in general the duties and responsibilities of the position. It is not intended to be an exhaustive list of responsibilities, duties and skills required. GV Health may alter the duties of this position description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).

POSITION SUMMARY

GV Health's Community Health Programs operate from GV Health's Corio Street campus and include Community Health and Self-Management Support services. The programs provide a range of health and wellbeing services to consumers living in the Goulburn Valley region. Community Health services include: Dietetics, Healthy Mothers Healthy Babies Outreach Program, Paediatric Occupational Therapy, Physiotherapy, Podiatry, Sexual Health Nursing and Paediatric Speech Pathology. The Self-Management Support service provides health coaching for early intervention in chronic disease with a particular focus on Quit nicotine coaching and individual or group programs which address self-management principles such as nutrition, physical activity, medication compliance, emotional health and connection to support services. The principles that underpin community health service provision include that care is person-centred, culturally responsive, evidence based, goal directed, reflects a team approach, builds self-management capacity, promotes health literacy, is provided early and promotes health and wellbeing.

Community Health has been funded to deliver the *Pathway to Good Health* (PTGH) initiative across the Goulburn region in partnership with Primary Care Connect Shepparton. PTGH is a Victorian Government-funded program that provides comprehensive health screening, assessment, referral and health planning for all Victorian children and young people aged 0–17 years entering or re-entering statutory out-of-home care. A multidisciplinary team has been established comprising of a Paediatrician, Health Navigator, Psychologist and Allied Health Clinicians to deliver regular clinics providing holistic health checks and comprehensive assessments.

The Speech Pathologist is a valuable member of the PTGH multidisciplinary team and is responsible for identifying and assessing speech, language, communication and feeding difficulties in children and young people in care, and providing evidence-based therapy recommendations that consider the impacts of trauma, attachment disruption and adverse childhood experiences. The Speech Pathologist will work alongside the Paediatrician, Health Navigator, Psychologist and other allied health professionals to jointly assess the child and collaboratively develop an individualised Health Management Plan (HMP). This plan will guide the child's

ongoing care, to be implemented by their general practitioner and Child Protection Case Manager. The role also includes participating in feedback sessions with the multidisciplinary team to review assessment findings and inform coordinated care planning.

In addition, the Speech Pathologist will contribute to program reporting and quality improvement by accurately recording clinical activities and direct care hours in the Health Management System (HMS) to meet Department of Health data and performance requirements. The role will also contribute to the ongoing review and development of the PTGH program in the Goulburn region.

While working within the Pathway to Good Health clinical team is the primary focus of this role, there may be an opportunity to also work as part of the Community Health team to provide Speech Pathology services, predominantly for young children (up to 6 years of age) and their families, referred to Community Health with a variety of speech, language, communication, and feeding and swallowing difficulties. Service delivery may be in the form of individual assessment and therapy blocks, joint sessions with another allied health discipline (such as occupational therapy) or in group programs.

RESPONSIBILITIES AND DUTIES

The following duties are inclusive of but not limited to

- Provide comprehensive Speech Pathology assessment and therapeutic management recommendations for children and young people aged 0-17 years entering or re-entering statutory out-of-home care using trauma-informed and culturally appropriate approaches.
- Work collaboratively with the PTGH multidisciplinary team including the Paediatrician, Health Navigator, Psychologist and Allied Health Clinicians to jointly assess each child's health and wellbeing.
- Provide speech pathology expertise and guidance to the care team and facilitate referrals to relevant specialists, allied health services and other supports as needed.
- Contribute speech pathology insights and recommendations to the development of individualised Health Management Plans (HMPs) that guide ongoing care and are shared with GPs, Child Protection Case Managers and care providers.
- Participate in multidisciplinary team feedback sessions following assessments to support coordinated and informed care planning.
- Collaborate and communicate effectively with external service providers, including Child Protection practitioners, GPs, schools and mental health services to support continuity of care.
- Along with other PTGH multidisciplinary team members, act as a health advocate for vulnerable children and young people by facilitating access to required healthcare services and assisting in overcoming systemic barriers to care.
- Maintain accurate and timely clinical records, contribute to program data collection and reporting requirements and support the ongoing evaluation and improvement of the program.
- Participate in regular supervision, team meetings and reflective practice sessions.
- Engage in ongoing professional development to maintain current knowledge of best practices in child and adolescent speech pathology assessment and therapeutic management.
- Communicate any issues with the Manager as they arise and use collaborative problem-solving methods to provide solutions for any such issues.

KEY SELECTION CRITERIA

Formal Qualification(s) and Required Registration(s):

- Bachelor of Applied Science (Speech Pathology) or equivalent.
- Current member of Speech Pathology Australia (SPA) and the SPA professional self-regulation program.

Essential:

- Demonstrated experience in the assessment and therapeutic management of speech and language conditions, along with feeding difficulties, in children and young people aged 0-17 years.
- Knowledge of current evidence-based approaches to Speech Pathology and the ability to apply these to consumer care.
- Understanding of the child protection and out-of-home care systems and the impacts of trauma, neglect and disrupted attachment on child development and health.
- Understanding of how service delivery can be impacted by rural or regional location of consumers, and a commitment to delivering care in line with the principles of Community Health, including recognition of the social determinants of health
- Proven ability to prepare high-quality, evidence-based reports and care planning documentation for a range of stakeholders.
- Strong verbal and written communication skills with the ability to engage sensitively and respectfully with children, families, carers and professionals from diverse backgrounds.
- Proficient in the use of clinical information systems and able to meet data entry, reporting and documentation requirements, including accurate recording of direct and indirect care hours.

Desirable:

- Experience working with children involved with Child Protection services and/or in out-of-home care.
- Knowledge and/or experience in delivering services to individuals and families from Aboriginal and Torres Strait Islander backgrounds, people from culturally and linguistically diverse backgrounds, and individuals from socially disadvantaged backgrounds.

KEY PERFORMANCE INDICATORS**Your performance will be measured through your successful:**

- Demonstration of GV Health values and behaviours, being a role model for living the values, Compassion, Respect, Excellence, Accountability, Teamwork and Ethical Behaviour;
- Development and maintaining of collaborative relationships with all other teams and professionals;
- Promoting and enabling of efficient teamwork and service provision both within the department and/or organisation and with other service providers;
- Ability to contribute to a safe working environment and ensure compliance with legislative requirements concerning Occupational Health and Safety, anti-discrimination, and equal opportunity;
- Maintaining of professional association membership and working within scope of practice;
- Provision of services in accordance with the Pathway to Good Health Service Framework and the Community Health Integrated Program Guidelines;
- Meeting of program targets regarding the proportion of children with completed assessments who have an individualised Health Management Plan developed and shared with key stakeholders within four weeks of the assessment;
- Meeting of program targets regarding the rate of attendance for scheduled appointments and percentage of children with follow-up appointments completed or coordinated within the recommended timeframe;

- Accurate and timely recording of direct care hours and clinical activities in the Health Management System (HMS) to meet Department of Health reporting and funding requirements;
 - Participation in quality improvement activities;
 - 100% compliance with core competencies and training requirements as outlined in the GV Health Education Framework and Community Health Programs;
 - Active participation in the Performance and Development review process;
 - Adherence to the Speech Pathology Australia (SPA) Code of Conduct.
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AT GV HEALTH ALL STAFF ARE REQUIRED TO

- Demonstrate GV Health values and behaviours, being a role model for living the values of Compassion, Respect, Excellence, Accountability, Teamwork and Ethical Behaviour;
 - Maintain an understanding of individual responsibility for consumer safety, quality and risk and adhere to the relevant policies, procedures and guidelines;
 - Develop and maintain collaborative relationships with all other teams and professionals;
 - This role may from time to time deal with distress, anxious or upset consumers or members of the public. GV Health is committed to the physical and psychosocial safety of our staff. GV Health staff are required to comply with all safety related training, look after the safety and well-being of themselves and each other, and actively foster a safe working environment;
 - Maintain a safe working environment for yourself, your colleagues and members of the public;
 - Identify, report and manage risks and ensure actions are taken to prevent and minimise harm to consumers and the GV Health workforce;
 - Contribute to organisational quality and safety initiatives;
 - Observe and comply with child safe principles, standards and expectations of appropriate behaviour toward and in the company of children;
 - Complete the mandatory training requirements as defined by GV Health and actively engage in the Performance Development Review process;
 - Minimise the risk of infection to consumers, residents, employees, visitors, contractors and the general public;
 - Seek internal customer or consumer feedback and respond accordingly to identify areas of needs;
 - Comply with requirement of National Safety and Quality Health Service Standards and other relevant standards, regulations and legislative requirements;
 - Comply with the principles of patient and family centred care;
 - Not smoke or vape on GV Health premises;
 - Comply with immunisation requirements as per the Department of Health Victoria;
 - Comply with all applicable to position pre-employment checks, which may include but is not limited to; police checks, working with children's check (WWCC), National Disability Insurance Scheme (NDIS), Aged Care screening requirements.
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ACCEPTANCE:

I acknowledge and accept that this Position Description represents the general outline of duties, responsibilities and accountabilities that are expected of me in my employment in the position, and may not encompass every aspect of the position. I understand that The GV Health reserves the right to modify position descriptions as required, however I will be consulted when this occurs.

I acknowledge and accept that I must complete and maintain all relevant pre-employment screening and checks for successful employment.

I acknowledge and accept that that I have read and fully understand this Position Description. I agree that I have the ability to fulfil the inherent requirements of the position, and accept my role in fulfilling the responsibilities, activities, duties and generic position requirements.

I acknowledge I will be required to undertake the duties as set out in the position description (and any other duties as requested in accordance with my skills and experience) to the best of my ability and, at all times follow lawful direction.

By accepting the contract of employment, I am agreeing to duties and obligations within the Position Description.

Community Care and Mental Health**Speech Pathologist – Grade 2**

Reviewed by:

Kate Fagan

Issue Date:June 2025

ABOUT US

Goulburn Valley (GV) Health is a Regional Public Hospital and Health Service for the Hume Region of Victoria, with main campuses located at Shepparton, Tatura, Rushworth and Euroa. The main campus in Shepparton is the major acute referral hospital for the sub region. Additional satellite sites are also located in Shepparton, Seymour, Benalla, Cobram, Echuca and Wodonga. GV Health provides a range of acute, subacute, mental health, aged, primary health and community services.

OUR PURPOSE

To significantly improve the health and wellbeing outcomes and experiences of the people and communities in our care.

OUR VALUES

GV Health's culture centres around our CREATE values and behaviours. Through these values and behaviours we commit to delivering ongoing quality healthcare for our community:



GV Health Vision and Values: [Values and Vision - GV Health](#)

OUR STRATEGIC PLAN

The Goulburn Valley Health Strategic Plan 2024-2026 provides the direction for GV Health with our five strategic pillars being:

- Health and Wellbeing Outcomes: Improve health and outcomes for the population in our region
- Community and Consumer Experience: Ensure everyone has an outstanding personalised experience
- Our Staff Experience: Our people feel connected, supported, safe and well
- Responsible Workplace: Be sustainable and efficient
- Health Equity: Embrace differences in how we design and deliver healthcare

GV Health Strategic Plan: [Strategic Plan 2024-2026 - GV Health](#)

FOR MORE INFORMATION

Application tips: [Application Tips - GV Health](#)

GV Health: <https://www.gvhealth.org.au/about/>

Child Safety and Wellbeing: [Child Safety and Wellbeing - GV Health](#)

Living in Goulburn Valley: [Goulburn | Regional Living Victoria](#)

GV Community Connector: [Community Connector Program for Businesses](#)