

Position Description

Position Title:	Senior Speech Pathologist (Grade 3)
Reports to:	Speech Pathology Manager
Department:	Speech pathology
Directorate:	Community Care and Mental Health
Cost centre:	N3352
Code & classification:	Grade 3 (VW6 - VW9)
Employment conditions:	Allied Health Professionals (Victorian Public Sector) (Single Interest Employers) 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

The Senior Grade 3 Speech Pathologist, based in the Speech Pathology Department, is an expert in admitted clinical services. This position (alongside other grade 3 positions and the Speech Pathology Manager), is responsible for the leadership, development and implementation of evidence-based speech pathology practice, quality improvement activities, education and mentoring within the department.

The Senior Speech Pathologist provides day to day leadership, as directed by the Speech Pathology Manager, to the Speech Pathology Team. The Senior Speech Pathologist leads on managing a clinical caseload of complex patients or those requiring advanced clinical competencies. This is often with the intention of leadership and mentoring of skills to more junior staff or the multidisciplinary team.

This position is responsible for providing high quality patient care in the acute / sub-acute clinical settings, emergency department, outpatients and/or outreach as required. The Senior Clinician will perform tasks and responsibilities, as required, within scope of practice, within the Speech Pathology service and across Allied Health.

RESPONSIBILITIES AND DUTIES

The following duties are inclusive of but not limited to:

- Lead and demonstrate extensive, evidence-based specialist knowledge, clinical reasoning and competencies, to enhance patient care in inpatient Speech Pathology
- In conjunction with the Speech Pathology Manager, ensure staff are appropriately directed and supported to deliver high quality, evidenced based and client-centred care
- Demonstrated highly developed organisational skills and efficient time management to appropriately evaluate, prioritise and complete a clinical workload

- Where designated, provide high quality supervision to junior staff and students that is timely, flexible and responsive
- Assist in writing procedures and guidelines as required for the ongoing development of the speech pathology department, and support relevant staff to adhere to these documents
- Lead service development and evaluation through quality improvement activities or research projects where appropriate
- Present at internal and external forums to enhance personal knowledge and professional development
- Participate in and contribute to relevant case conferences, team meetings, client/family feedback meetings
- 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
- Facilitate/assist in the process of recruitment, selection and retention of staff to meet client and service needs
- Provide a high-quality service to internal customers and consumers that reflects best practice and adds value to GV Health
- Assist the organisation in achieving clinical effectiveness by providing the appropriate systems, information or services to clinical areas
- Participation in the weekend and public holiday Speech Pathology roster as required

KEY SELECTION CRITERIA

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

- Approved tertiary qualification in Speech Pathology
- Eligibility for Certified Practicing membership of Speech Pathology Australia must be demonstrated and maintained in accordance with GV Health credentialing procedures.

Essential:

- Extensive experience in the speech pathology management of patients with acquired and progressive disorders of communication and swallowing in a hospital setting.
- A minimum of 7 years clinical experience in a healthcare setting
- Comprehensive theoretical knowledge of and clinical experience in the assessment and management of communication and complex swallowing disorders within the acute, subacute and/or community-based settings
- The ability to work collaboratively within a team environment including the ability to initiate and maintain effective working professional relationships
- Experience providing mentoring/clinical supervision and coordinating student placements and Allied Health Assistants
- Demonstrated highly effective leadership, communication and interpersonal skills, including negotiation, conflict resolution and creativity in problem solving
- Excellent time management skills, the ability to work within competing demands and a high degree of flexibility.
- Experience in leading quality improvement, education and research activities.

Desirable:

- Leadership qualification/training
- Paediatric dysphagia competency
- Videofluoroscopy competency

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;
- Adhere to Speech Pathology Australia Code of Ethics and work within scope of practice at all times
- Deliver Speech Pathology services in line with established departmental guidelines and best practice
- Active participation in organisational projects, working groups and other team meetings as required
- 100% compliance with core competencies and training requirements as outlined in the GV Health Education Framework
- Active participation in the Performance and Development review process
- ABC data reporting is completed within agreed timeframes
- Completion of correspondence to service providers to communicate client plans and outcomes in a timely manner.

AT GV HEALTH ALL STAFF ARE REQUIRED TO

- Demonstration of GV Health values and behaviours, being a role model for living the values, 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;
- Development and maintaining of collaborative relationships with all other teams and professionals;
- This 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.

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	Senior Speech Pathologist – Grade 3
Reviewed by:	Samantha Heriz
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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](#)