

Position Description

Position Title:	Speech Pathologist
Reports to:	Manager of Ambulatory Aged Care Programs
Department:	Ambulatory Aged Care Programs
Directorate:	Community Care and Mental Health
Cost centre:	F8506
Code & classification:	Speech Pathologist 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

The Speech Pathologist in the Ambulatory Aged Care (AACP) programs provides comprehensive speech pathology services to patients requiring ongoing therapy in the community. Speech Pathology services are client focused, efficient and effective and meet established standards of excellence.

AACP consists of 3 programs: Transition Care Program (TCP), Restorative Care (RC) and GEM in the Home (GEMITH). The Transition Care program provides short-term support and active management for older people at the interface of the acute/subacute and residential aged care sectors. It is goal orientated, time limited and targets older people at the conclusion of a hospital episode who require more time and support in a non-hospital environment to complete their restorative process optimise their functional capacity and finalise and assess their longer-term care arrangements. Restorative care provides similar support and management as TCP; the clients in restorative care are inpatients of GV Health whilst on this program. They can be younger clients (50+) and do not require an ACAS assessment to access the program. GEM in the Home service is another service provided through the SACS funding stream. The aim is to improve and maintain a person's functional capacity and maximise their independence within their home environment.

The Speech Pathologist will function as a member of the multidisciplinary team and be responsible for the planning and implementation of high-quality speech pathology services for AACP clients. The speech pathologist is responsible for the planning, implementation and coordination of specific Speech Pathology programs for both individuals and groups of patients. This position amongst others is responsible for promoting GV Health as a quality regional health service provider.

This position is supported by the Ambulatory Aged Care Program Manager in the area of leadership, management and quality improvement. The Speech Pathologist will apply current evidence-based practice and develop effective methods of patient management, communication and information sharing with other services and health professionals.

RESPONSIBILITIES AND DUTIES

The following duties are inclusive of but not limited to:

- Provision of clinical assessment, treatment and management of clients requiring ongoing Speech Pathology within AACP.
- Provision of advice and guidance for community and other providers regarding speech pathology interventions.
- Working within the multidisciplinary team to co-ordinate therapy programs and provide the best service to patients.
- Coordination and supervision of student placements.
- Participation and leading quality improvement projects.
- Participation in regular departmental meetings and mentoring program.

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.

Essential:

- Minimum of 2 years' experience working as a Speech Pathologist within acute, sub-acute or community setting.
- Comprehensive knowledge of person-centred care and experience in the planning, implementation and evaluation of Speech Pathology services within the home and community-based settings.
- Demonstrated knowledge and experience assessing, treating and managing people with communication, cognitive or swallowing disorders.
- Experience working with and managing laryngectomy clients.
- Excellent interpersonal, written and verbal communication skills including an ability to liaise with a wide range of internal and external clients/service providers.
- Demonstrated ability to work effectively within an interdisciplinary team environment.
- Excellent organisational skills and an understanding of efficient time management.
- Experience in the supervision of undergraduates.
- Current Victorian drivers' licence.

Desirable:

- Completed Lee Silverman Voice Therapy training
- Previous experience working in community setting and with frail aged clients.
- Experience in supervision of Allied Health Assistants or Team Assistants
- Experience participating or leading quality improvement activities.
- Member of Speech Pathology Australia

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;
- Registration is maintained and working within scope of practice
- Attendance and active participation at 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
- Actively participate in quality improvement activities within AACP
- Deliver Speech Pathology services in line with established AACP guidelines and processes
- Ensure that referrals for SP are prioritised according to AACP guidelines
- Evaluate SP service delivery to ensure best practice
- Submit required data 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 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.

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 Therapist- Ambulatory Aged care Programs

Reviewed by:

Manager of Ambulatory Aged Care Programs

Issue Date:

March 2026

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](#)