

Position Description

Position Title:	Speech Pathologist Grade 2 – Community Rehabilitation Centre
Reports to:	Manager - HIP Rehabilitation Services
Department:	Community Rehabilitation Centre
Directorate:	Community Care & Mental Health & Chief Allied Health Officer
Cost centre:	F0752
Code & classification:	Grade 2 Speech Pathologist (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 Community Rehabilitation Centre (CRC) provides free, client-centred rehabilitation and support for patients with new or existing health conditions, aimed at improving health, wellbeing, fitness and functional recovery. The service delivers individual or group-based therapy tailored to meet each person's rehabilitation needs and personal goals. Rehabilitation predominantly takes place at GV Health's Graham Street campus, however, may be provided at a patient's home, via telehealth or in combination, to ensure accessible and effective care for all patients.

The Grade 2 Speech Pathologist is a clinical position within CRC that provides comprehensive, patient-focussed Speech Pathologist services to adult patients requiring rehabilitation. The role is responsible for delivering high-quality, evidence-based physiotherapy intervention that optimises health, function, wellbeing, and independence. All services are delivered efficiently and effectively, meeting established professional and organisational standards of excellence.

As a member of the multidisciplinary CRC team, the Speech Pathologist supports the Grade 3 and contributes to the planning, implementation, and coordination of Speech Pathology services led by the Grade 3 Speech Pathologist. The Speech Pathologist collaborates closely with other CRC team members to provide integrated, interdisciplinary care. This includes joint assessments, regular case conferences, family meetings, and coordinated care planning to support patient goals and transition across the care continuum.

This position involves the management of a varied clinical caseload that includes some complex and chronic neurological, cancer, age-related health conditions and videofluoroscopies. The Speech Pathologist's caseload will reflect the experience and expertise of the position holder, align with the capabilities of a Grade 2 Speech Pathologist and ensure safe, effective care. This position will hold shared responsibility for the running of key rehabilitation programs including the Cognition and Communication Group, Speak Out Group and support existing programs as required.

This position, amongst others, is responsible for promoting GV Health as a quality regional health service provider.

RESPONSIBILITIES AND DUTIES

The following duties are inclusive of but not limited to

- Work independently, and as part of the multidisciplinary team, ensuring patient-centred, evidence based and high-quality care within available resources
- Triage referrals and prioritise discipline interventions for timely care, optimal patient flow and effective service delivery considering department and organisation requirements
- Maintain and effectively manage an independent clinical caseload that aligns with department expectations
- Provide high quality clinical assessment, treatment, and management of patients requiring Speech Pathologist services
- Effective discharge planning, care co-ordination, referral and education for patients and carers
- Develop, implement, and coordinate group or individual therapy programs
- Support Grade 3 Speech Pathologist in the provision of clinical supervision and education of students, Grade 1 Speech Pathologists, and Allied Health Assistants
- Participate in peer-to-peer support and mentoring as required
- Continuously monitor, evaluate and develop services/ rehabilitation programs to align with best practice and guidelines
- Active participation in quality assurance and improvement initiatives equivalent to a grade 2 level
- Active participation in communication processes including team meetings, monthly 1:1 meetings, supervision and CRC case conference
- Active participation in professional development as per registration requirements
- Participation in clinical, personal and peer education opportunities, including in-services as required
- Adherence to GV Health and CRC department guidelines, processes and procedures
- Maintain professional competency and capability in line with a Grade 2 Speech Pathologist
- Effective and efficient use of clinical time
- Maintain accurate clinical data and documentation

KEY SELECTION CRITERIA

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

- Bachelor of Speech Pathology or equivalent
- Eligibility for Certified Practicing membership of Speech Pathology Australia must be demonstrated and maintained in accordance with GV Health credentialing procedures.

Essential:

- Minimum of 2 years relevant clinical experience working as a Speech Pathologist within a hospital, rehabilitation, and/or community setting.
- Comprehensive understanding of Speech Pathologist models of care across the care continuum within public health
- Comprehensive knowledge and experience working independently, and as part of a multidisciplinary team in the provision of Speech Pathologist /rehabilitation services

- Highly competent in the speech pathology management of patients with acquired and progressive disorders of communication and swallowing in a hospital setting.
- Comprehensive experience coordinating, implementing and developing individual therapy or group rehabilitation and education programs
- Experience in giving direction to Allied Health Assistant staff to meet service and program requirements
- Understanding of and/or demonstrated experience in providing clinical supervision
- Excellent interpersonal, written and verbal communication skills, including the ability to liaise with a wide range of internal and external patients/carers/service providers
- Experience participating in quality improvement and/or quality assurance activities
- Excellent organisational skills and understanding of efficient time management
- Sound clinical reasoning and comprehensive understanding of the assessment and treatment of sub-acute and/or community presentations
- Demonstrated clinical insight, reflective practice and problem-solving skills
- Current Victoria driver's licence

Desirable:

- Previous experience working on organisational projects or working groups
- Understanding of the clinical supervision process and supervision of students on placement
- Videofluoroscopy competency. Note: Training is available.

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;
 - Maintain professional registration and working within the defined scope of practice
 - Deliver physiotherapy services in accordance with established departmental guidelines and best practice principles
 - Establish and effectively operate new Speech Pathology interventions or programs that align with organisational requirements.
 - Prioritise and management Speech Pathologist referrals in line with departmental guidelines
 - Attendance and actively participate in meetings, ensure accurate and relevant information is communicated to key stakeholders
 - Efficiently allocate and oversee Allied Health Assistant staff to meet clinical and departmental needs.
 - Engage in regular clinical supervision as both a supervisor and supervisee
 - Submit all required data in a timely manner
 - Adhere to the SPA Code of conduct
 - Fulfil all key responsibilities associated with the contract role
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AT GV HEALTH ALL STAFF ARE REQUIRED TO

- Demonstrate GV Health's CREATE values and behaviours and 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;
 - Promote and enable efficient teamwork and service provision both within the department and/or organisation and with other service providers;
 - Contribute to a safe working environment and ensure compliance with legislative requirements concerning Occupational Health and Safety, anti-discrimination, and equal opportunity;
 - 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 and maintain all 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;
 - Comply with requirements of the 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 Victorian Department of Health Victoria;
 - Comply with all applicable position pre-employment checks that are relevant to the role, which may include but is not limited to; police checks, Working with Children's Check (WWCC), National Disability Insurance Scheme (NDIS) and Aged Care screening requirements;
 - In this role you may occasionally interact with distressed, anxious or upset consumers or members of the public. GV Health is committed to the physical and psychosocial safety of our staff. All 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.
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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 & Mental Health & Chief Allied Health Officer**Speech Pathologist Grade 2 – Community Rehabilitation Centre**

Reviewed by:**Manager – HIP Rehabilitation Services**

Issue Date:**August 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](#)