



Position Description

Speech Pathologist – Pathway to Good Health Program

Award or EBA:	Allied Health Professionals (Victorian Community Health Centres) (Multi-Employer) Enterprise Agreement 2022-2026
Classification/Grade:	Grade 2 – 0.4 EFT
Directorate:	Children Youth Disability & Social Support
Reports to:	Child Youth and Family Manager
Direct Reports:	Clinical Lead PTGH

Our vision is ensuring the health and wellbeing of our community. Our [values](#) are:



Inclusion

We create an equal and more respectful world by making space and standing with people of all backgrounds.



Integrity

Our ethics, fairness and transparency drive actions and outcomes that we can all feel proud of.



Excellence

We believe in extraordinary service and we achieve it by going the extra mile to help others.



Innovation

We look to a better and brighter tomorrow to shape the potential today.



Collaboration

We work together to nurture the ideal conditions for our community to thrive.

About Us

Over the past three years, DPV Health has embarked on an exciting cultural transformation called the [DPV Health Way](#). This included a values refresh, with renewed focus on Our People, their contribution to our organisation and community and enforcing our commitment to excellent care, supporting every employee in leading a happy, balanced, fulfilling life; no matter who they are, where they are from – or where they are going. Our workplace culture is committed to DPV Health values and celebrates workforce diversity reinforcing the positive approach we have to the way people contribute, communicate, engage and interact.

Our People deserve to feel empowered and supported as they pursue their professional goals, learn new skills, and achieve meaningful milestones in their work. At DPV Health, we foster an environment that promotes greater growth, innovation, and collaboration, so you can feel elevated every day.

We invest in Our People, proudly offering a diverse range of opportunities including knowledge sharing, ongoing learning and development, leadership development, connectedness, and celebration; these are key pillars in our culture.

About this role

DPV Health in collaboration with the Department of Health, is expanding the existing Pathway to Good Health program for vulnerable children in Out of Home Care (currently operating from the Broadmeadows GPSC with a second site esr) to provide services under the expanded Pathway to Good Health in Care program across North-East Melbourne region LGA's.

This position contributes to the success of DPV Health by operating as a Speech Pathologist within the Pathway to Good Health program.

This incumbent will work within a client Centred Framework and is responsible for providing timely, comprehensive speech and language assessments and formulating health management plans and recommendations for children and young people residing in Out of Home Care.

The Pathway to Good Health program operates as a multidisciplinary, consisting of: Paediatrician, Paediatric Nurses, Speech Pathologist, Child & Adolescent Psychologist, and a Clinical Lead clinician.

Key deliverables for this role are to operate within a multidisciplinary team to deliver excellent care to meet wellbeing and developmental goals in collaboration with the client, carer and care team.

Roles Key Accountabilities

Service Delivery

- Conducting comprehensive speech pathology assessments using relevant assessment tools and the production of detailed Health Management Plans for infants, children and young people living in Out of Home Care.
- Provision of collaborative care, including liaison with preschools, primary and secondary school education providers, allied health clinicians, DFFH Child Protection Case Managers and other significant practitioners and external agencies.
- Recommend appropriate speech pathology evidence-based interventions or strategies for managing concerns identified through assessments and discussions with clients, carers, and relevant stakeholders.
- Provision of opportunistic education and capacity building with clients and carers to promote speech and language skill development.
- Work within a multidisciplinary team environment with an aim of improved client outcomes.
- Ensure client correspondence and accurate documentation and record keeping in the appropriate data bases (e.g. TRAK, CAREHR).

Clinical Expectations/Competencies

- Ability to compile clear, concise and informative reports of a high professional standard.
- Provide a high-quality evidence-based Speech Pathology assessment service, that meets the needs of the child and carer/s in a manner which respects their rights and confidentiality.

- Work in partnership and collaboration with the Pathway to Good Health team and a clients wider external interdisciplinary care team, to provide timely and developmentally appropriate recommendations and support.
- Demonstrate a commitment to reflective practice and continuous quality improvement.
- Ensure the standards of the speech pathology service provided is based on current best practice in accordance with relevant evidence-based Speech Pathology research and the Speech Pathology Australia - Code of Ethics.
- Demonstrates comprehensive clinical competence in speech pathology assessments, including use of associated assessment tools and frameworks.
- Ability to make evidence based clinical decisions within scope of professional practice.
- Build and maintain therapeutic relationships with children, carers and wider care teams to empower and support client centred care.

Reporting, System and Analytics

- Develop, implement and evaluate the effectiveness of Speech Pathology service in partnership with the Clinical Lead and other team members.
- Ensure relevant information, statistics and documentation of practice are maintained, collated and recorded within specified timeframes (eg. TRAK progress notes, service statistics, client records and scanned documents).
- Demonstrates Information Technology literacy
- Regularly participate in designated meetings.
- Provide reports to the Clinical Lead/Team Leader as requested.
- Direct, supervise and assist in the training of students, volunteers and other stakeholders as required.
- Actively use and promote the use of DPV Health systems such as TRAK, eCase, Riskman, PROMPT, ELMO and others.
- Actively contribute to any internal service review and /or external program evaluation

Financials, Budgets, Target, Funding

- Identify opportunities to enhance the financial sustainability of the Targeted Health Support for Children in Care program.
- Consistently meet individual targets as part of caseload
- Meet and strive to exceed Service Delivery and targets as set by DPV Health and/or relevant funding bodies.
- Support business development opportunities in the Targeted Health Support for Children in Care program.
- Ensure that all financial transactions are undertaken in line with approve DVP Health policy and delegations.

Culture, Engagement, Diversity – People Experience

- Demonstrate behaviours aligned with DPV Health Values and Code of Conduct.
- Participate in regular supervision, annual work plans and annual performance reviews.
- Actively participate in all required training, inductions and professional development.
- Actively participate in and attend organisationally required meetings in a positive constructive manner. Offering balanced views and seeking solutions.

- Actively supports and demonstrates inclusive behaviour with a zero tolerance for any bullying, harassment and inappropriate conduct.
- Promotes the program internally and externally, represents DPV Health in external meetings and participates in the provision of education as required.
- Works collaboratively and constructively with the Targeted Health Support for Children in Care program.
- Team and relevant parties to ensure services are client centred and codesigned, participates in community consultation.

Health and Safety

- Take reasonable care to ensure no risk of harm to self and others in the workplace. This includes immediately reporting any incidents, near miss, hazards and injuries.
- Comply with relevant Occupational Health and Safety laws, standards, safe work practices, policies and procedures and attend all safety initiatives, improvements & training.
- Demonstrate safe work behaviours and conducting work in accordance with our safety management system.

Risk Management and Compliance – Quality and Accreditation

- Ensure documentation supports both quality and department standards.
- Actively identify, monitor, and manage areas of key risk and lead appropriate escalation and response.
- Actively monitor and improve the quality and safety of their care and services.
- Commitment to partnering with clients to facilitate effective engagement and participation.

This position description contains the key roles and responsibilities and associated performance indicators for this position. The above list is not intended to be complete. Other tasks may be assigned from time to time to meet the needs of the organisation. Specific actions and objectives of this role will be outlined through the goal setting and review process.

DPV Health Requirements

- | | |
|--|--------------------------------------|
| • Current Victorian Drivers Licence | • Valid Working with Children Check |
| • NDIS Clearance Check | • Satisfactory Police Check |
| • Onsite presence and travel between sites is required from time-to-time | • Vaccination Status as per category |

Authority

The occupant of this position has authority as per the delegation manual.

Key Selection Criteria

Qualifications

- A practising member of Speech Pathology Australia with Certified Practising Speech Pathologist status (CPSP).
- Qualifications and/or Knowledge or Experience in Speech Pathology assessments, and interventions for infants, preschoolers, and school-aged children with developmental delays/disabilities.

Experience & Skills

- Sound understanding of the effects of childhood trauma and adversity and demonstrated ability to provide trauma informed, trauma responsive and inclusive care.
- A positive regard for children and young people who have experienced adverse childhood experiences and a strengths-based approach to care.
- Ability to work independently and respond to a changing work environment, excellent time management skills with the ability to manage resources and competing demands.
- Sensitivity to issues related to the provision of services for highly vulnerable infants, children, adolescents, and their carers.
- Demonstrated expertise in paediatric speech pathology assessment and competence in use of related standardised assessment tools (CELF-5, PLS-5 etc.)
- Ability to work within an inter-professional, multi-disciplinary framework, as well as autonomously.
- Exceptional interpersonal skills.
- Commitment to reflective practice and professional development.
- Experience working and supporting children and adolescents of diverse cultural backgrounds and/or those with a disability and demonstrated ability to promote cultural sensitivity and safety.
- Strong ability to build professional therapeutic relationships in a trauma sensitive, culturally safe manner and promote client engagement.

Communication and interpersonal approach

- High level of energy, initiative, sound judgement and a sense of urgency
- Excellent communication skills including an ability to work within an inter-professional framework and collegiate manner.
- Communicates with a diverse range of audiences in an informative, engaging and persuasive manner.
- Excellent written and verbal communication skills.
- Sensitivity to issues related to the provision of services in a community of high cultural diversity.
- Communicates with a diverse range of audiences in an informative, engaging and persuasive manner.
- Utilises interpersonal skills and tools to establish constructive rapport with clients from a variety of cultures, religions and socio-economic circumstances.
- Communicating to a diverse range of audiences in an informative, engaging and persuasive manner
- Ability to present complex information in an easily understood and accessible format.

Client Focussed

- Ability to deliver results and meet and exceed your client expectations.
- Excellent at developing, establishing and sustaining interpersonal relationships.
- Builds client relationships and builds a culture where best for the client guides decision making.
- A clinical health professional background with substantial recent experience
- Ability to understand the client needs and delivery the required service.
- Demonstrated responsiveness to client needs and wants. (Internal and external)

Planning and Organisation

- Strong business/commercial acumen
- Ability to write clear, concise and informative reports.
- Excellent understanding and knowledge of the funding changes impacting the sector.
- Analyse and present complex information in an easily understood and accessible format.
- Demonstrated ability to participate in a performance driven environment.
- Ability to understand the client needs and delivery the required service considering costs and funding/revenue.
- Success in attracting funding for new and existing programs.
- Experience or understanding of the relevant funding initiatives.
- Understanding and implementing financial evaluation of services provided (NDIS and MBS
- Solution orientated and creative thinker.
- Ability to work independently and meet agreed timelines.

Quality, process improvement and innovation

- Uses initiative in identifying continuous quality improvement opportunities.
- Knowing the most effective and efficient processes to get things done. Speaking up and making suggestions when things can be done better for the client.
- Capacity to make decisions, find solutions and escalate when required.
- Seek opportunities to improve processes adapting to a flexible and changing environment.
- Commitment to maintaining a high standard and quality of work and ethics.

Extras

- A relevant community language desirable.
- Experience facilitating and supporting students.
- Access to own vehicle.

Employee Acknowledgement

I, _____, acknowledge I have read and understood this position descriptions and the requirements of my role.

Signature _____ Date _____