

Bellarine Community Health (BCH) – Strategic Directions 2022 - 2025

Purpose Statement

We deliver high quality services and programs that improve the health and wellbeing of our community.

This means that we always innovate and develop what we do to align with the health and wellbeing needs of people on the Bellarine.

Guiding principles

These principles are at front of mind in all decision making and operational processes. They relate to how we see ourselves and how we will work with all those with whom we come in contact.

- We strive to become a sustainable organisation with a strategic mindset
- We value and support our staff, clients, and volunteers
- We work with our community to design services and programs to meet their needs
- We act at all times in the interests of the organisation and the community
- We are guided by best practice actions – always

Strategic Priorities

- To engage with our community across all ages, groups, and cultures so we are always responsive
- To build awareness of our organisation and our services so we are recognised and are a preferred health provider to our community
- To be a sustainable Health service responsive to our growing community
- To nurture a positive workplace culture

BCH is the largest healthcare provider on the Bellarine Peninsula with sites in five locations:

- Drysdale (2 sites)
- Ocean Grove
- Portarlington
- Point Lonsdale

BCH delivers and promotes health and wellbeing programs. BCH provides a range of services including allied health, community, and palliative care nursing; mental health; in home care, health promotion and dental.

Position Information

Position Objective:

The senior clinician provides high quality clinical leadership, staff supervision, clinical support and mentoring to a team of speech pathology clinicians. The role, in addition to clinical leadership, provides specialist speech pathology assessments, interventions, programs and services for children (and their families) at an advanced level.

The Senior Clinician Paediatric Speech Pathologist is vital in providing clinical and professional leadership within the service. The role works closely with the service manager and other experienced staff to ensure the service provides best practice care, appropriately and efficiently manages demand and flow through service, as well as supporting team culture, staff development, service capability and strategic planning or growth strategies.

The senior clinician also supports clinical governance activities including clinical risk management, policy and procedure development, committee representation, and identification and coordination of quality improvement processes.

Child Health service provision is child centred, family focused and provides a flexible, culturally sensitive, respectful, and supportive approach that builds on the strengths of the client, families, and communities and empowers clients/participants to participate

	<p>meaningfully in their home and community life. The needs of children and young people are seen in the context of their age, developmental stage, gender and culture.</p> <p>This role works with the highest degree of professional integrity, collaboration, and flexibility within a multidisciplinary team reflective of United Nations Convention on the rights of the Child and NDIS Practice Standards.</p>
Reports to:	Child Health Manager
Direct reports:	Paediatric Speech Pathologist/s (all grades), Allied Health Assistant/s
Program:	Child, Youth and Families
Location:	May work across Bellarine Community Health sites and in Community settings
Award:	Victorian Stand Alone Community Health Centres Allied Health Professionals Enterprise Agreement 2022-2026
Employment Status:	Ongoing (Full-time 1.0 EFT and part time considered, as negotiated) Probation Period: 6 months
Remuneration and benefits:	Access to excellent salary packaging provisions. Employer Superannuation at the statutory rate. Employee Health and Wellbeing Program
Mandatory Requirements:	<p>Bellarine Community Health expects all applicants to present evidence of the following:</p> <ul style="list-style-type: none"> • Current Working With Children’s Check • Current NDIS Worker Screening Check (if in a “risk assessed” role) • Current Police Check (within 12 months from date of application) • Current Victorian Driver’s Licence <p>COVID-19 and current Influenza Vaccination is recommended.</p> <p>If you are applying for a position working with children, you are required to have the following vaccinations: Hepatitis B MMR, Pertussis, Varicella.</p>

Organisational Requirements	
Diversity	Commit to providing a safe and welcoming health service for everyone. We celebrate the diversity of different ages, gender, ethnicity, physical ability, sexual orientation, religious belief, work experience, and educational background.
Child safety	<p>Make a commitment to the safety and wellbeing of children and young people. This means to protect and support, enhance wellbeing, and reduce any opportunities for abuse, or harm to occur.</p> <p>Every child has the right to live a full and productive life in an environment that builds confidence, friendship, security, and happiness, irrespective of their family circumstances and background.</p> <p>Children have the right to give their views and opinions about decisions that affect them and to be listened to.</p>
Consumer engagement	Seek and facilitate consumer and community participation to ensure the healthcare we deliver is safe, high quality and meets the needs and preferences of our diverse communities.
Person/Family Centred Approach to service provision, health promotion action and access to information.	<p>Identify, strengthen capacity, and address any barriers that prevent a consumer maximising their independence and choice in decision making about the way their services are delivered.</p> <p>Actively seek opportunities to engage with clients and where appropriate (their families) that will enable them to be autonomous including:</p>

	<ul style="list-style-type: none"> • Building on strengths and goals to maximise independence and individual capabilities in decision making. • Provide a voice in the management of their own health and wellbeing; and, • Look for ways to improve the health of diverse communities.
Occupational Health and Safety (OH&S)	<p>Be familiar with and ensure that all appropriate actions are taken to implement OHS policies and procedures and that legislative requirements are met within the service</p> <ul style="list-style-type: none"> • Report any incidents or potential hazards in accordance with Bellarine Community Health policies and procedures including effective reporting via Incident management system. • Demonstrates a commitment to health and safety in line with Bellarine Community Health OHS policies and procedures, training requirements and legislative/regulatory requirements. • Evidence of compliance with OHS policies and procedures. • Participation in team meetings where key OHS issues are discussed and resolved. • Evidence of hazard and incident reporting using incident management system. • Maintains compliance with mandatory OHS training requirements.
Health Promotion	Support and contribute to the activities and projects outlined within the BCH Integrated Health Promotion Plan, as required. Implement a health promoting practice approach to service delivery that addresses the social determinants of health.
Strategy and Planning	Participate in planning processes, including program, team and individual to ensure alignment to the BCH strategic plan.
Continuous Quality Improvement	<ul style="list-style-type: none"> • Adopt and promote a culture of continuous quality improvement within area of practice and the broader organisation. • Contribute to the accreditation process, including identifying, developing, implementing, and evaluating quality improvement activities. • Commit to a culture of trust, openness, learning and accountability to improve service quality and safety. • Participate in data collection and audit processes to ensure compliance with applicable accreditation standards. • Demonstrate respect for individual's values, customs, cultural and spiritual beliefs to ensure patient care is effective and culturally appropriate. • Complete all mandatory training and education.
Risk Management	Comply with BCH Risk Management system and relevant legislation. Actively contribute to creating an organisational culture that promotes risk identification and mitigation.
Equal Opportunity	BCH is an Equal Opportunity Employer and diversity in the workforce is valued and encouraged.

Position Specific Responsibilities

General

BCH has a high expectation that employees:

- commit to the organisational values;
- work as a co-operative, supportive and effective team member;
- are flexible, multi-skilled and prepared to learn, take on new tasks, responsibilities and challenges;
- provides a flexible, culturally sensitive, respectful and supportive service; and,
- work in a strength-based model.

Position Specific

This Senior Paediatric Speech Pathologist provides speech pathology services to children and young people involved with BCH services and its associated partners. Primarily this service is delivered to children aged 0 to 12, utilising both group and individual therapy models.

This role provides high levels of specialist paediatric speech pathology knowledge and leadership, clinical supervision of junior staff, quality improvement initiatives, and participation in any advisory committees.

The Senior Paediatric Speech Pathologist works closely with managerial staff, occupational therapists, paediatric allied health / mental health staff, and the broader organisation.

The Senior Paediatric Speech Pathologist will:

- Provide high level evidenced based best practice speech pathology services to children and young people who experience a broad range of communication, developmental difficulties or disability.
- Deliver a range of paediatric assessments, therapeutic and interventional supports in clinical, home, educational and community settings (including to act as the key worker when deemed necessary).
- Autonomously manage a clinical caseload providing speech pathology services to children and young people, whilst building the capacity of clients, participants, families, and community, and working in collaboration with other team members.
- Provide clinical leadership, supervision, clinical support and mentoring to speech pathology clinicians, allied health assistants and students.
- Review and further develop or refine speech pathology clinical service delivery models and service pathways to ensure best practice and to achieve sustainable and viable services.
- Identify and support areas of development or growth for the speech pathology clinical team.
- Assist in the development of and maintenance of grade 1/early career speech pathology roles.
- Co-ordinate speech pathology team meetings, clinical supervision sessions supporting reflective practice and learning opportunities.
- Be self-motivated and take initiative to identify and resolve problems.
- Lead, support, participate in, and monitoring clinical risk and continuous quality improvement activities or initiatives, may include the establishment of an early career pathway, under the direction of management.
- Support demand management for speech pathology therapy services and in client allocation processes.
- Liaise with key partners and other service providers, parents, carers, educators or professionals, to ensure effective co-ordination and collaboration to achieve positive outcomes for participants and their families and to support service development.
- Participate in clinical governance activities, specifically relating to child and speech pathology services (may include clinical file audits, recruitment, strategic planning activities, team meetings, service or operational planning, and supervision).
- Proactively build networks and relationships with key stakeholders (internal/external) including representation on internal and external advisory committees.
- Support skill identification, succession planning and targeted recruitment and selection of specialised staff.
- Complete all documentation in a timely and accurate manner in accordance with the departmental and organisational standards.
- Demonstrate and foster good understanding of professional values and ethics that also are reflective of United Nations Convention on the rights of the Child, Child Safety standards, NDIS Practice Standards, and organisational standards.
- Demonstrate and model effective written, verbal and non-verbal formal/informal communication skills with others including the multi/interdisciplinary team, clients, carers, and community agencies and stakeholders.
- Demonstrate and foster sound organisational skills.
- Meet key performance indicators including funding and performance targets.
- Meet the requirements of participants who are the recipients of NDIS plans.
- Other duties as required.

Key Performance Indicators

- Evidence of clinical and professional leadership including provision of regular clinical supervision and staff growth initiatives, compliance within practice frameworks, review / refinement of service model and pathways, monitoring service demand and client allocations.
- Demonstrate high quality clinical service provision in speech pathology that are child and family centered, using a strength-based approach to ensure children, young people and their families/carers receive evidenced based interventions within appropriate environments.
- Effectively manage a caseload of clients including meeting individual targets, all administrative tasks and efficient provision of services to ensure access, promotion and delivery that maintains dignity for the legal and human rights of clients.
- Demonstrate initiative, communication, teamwork and co-operation as a member of a multi/interdisciplinary team to enhance collaboration and client outcomes, following the purpose and guiding principles of BCH.
- Provide evidence of key internal and external stakeholder engagement and communication.
- Involvement in quality improvement initiatives, continuous personal and professional development, and clinical governance activities.
- Active participation in Clinical Governance responsibilities, Occupational Health and Safety, and Continuous Quality Improvement.

Key Selection Criteria and Skills/Attributes

Essential

1. Essential Qualifications and Requirements:
 - Formal tertiary qualifications in Speech Pathology and practicing registration with Speech Pathology Australia with a minimum of 7 years post qualifying professional practice
 - Current Driver's Licence for Victoria
 - National Police Record Check – current and satisfactory
 - NDIS Worker Screening Check
 - Current Working With Children's check
 - Successfully meets the pre-employment screening requirements
2. Advanced clinical skills and demonstrated high level clinical problem solving in paediatric speech pathology including extensive experience in assessment and delivery intervention-based services and programs within a multidisciplinary team.
3. Demonstrated experience in teaching, mentoring, supervision and support of Speech Pathologists / Allied Health Assistants and students.
4. High level and effective interpersonal skills, including teamwork, communication, and conflict resolution.
5. Experience with leading or high-level involvement with quality improvement initiatives, clinical leadership, or in change management.
6. Strong organisational and time management skills, efficient and flexible work practices including the ability to manage a busy caseload, meet deadlines, prioritise, and respond to change.
7. The ability to build positive relationships and work in a team environment.
8. A commitment to quality improvement.
9. Competent in the use of information technology e.g., Microsoft Office and Client Management Systems.

Immunisation Status:

COVID-19 and current Influenza Vaccination is recommended.

If you are applying for a position in dental, nursing, sterilising, or podiatry, you are **required** to have the following vaccinations: Hepatitis B, MMR, Pertussis and Varicella.

If you are applying for a position working with children, you are **required** to have the following vaccinations: MMR, Pertussis, Varicella.

Desirable	<ul style="list-style-type: none"> • Previous experience in clinical leadership roles including as senior clinician, or team leader. • Clinical experience working in a community health setting. • Experience in delivering services funded under the NDIS, and/or a detailed understanding of the requirements. • Training and practical experience in an autism assessment clinic, or with working with young people with complex developmental trauma.
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Acceptance Details	
Name of staff member:	
Signature of staff member:	
Date:	
Exec Managers signature:	
Date:	

For more information about Bellarine Community Health visit our website: www.bch.org.au

Bellarine Community Health Ltd is committed to protect children and reduce any opportunities for abuse or harm to occur.

Bellarine Community Health acknowledges the Wadawurrung people as the Traditional Custodians of the land on which our sites are located and across which we provide services and programs for the diverse community. We are proud to be an inclusive workplace and welcome people from all cultures and backgrounds to our service.