

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 six locations:

- Drysdale (2 sites)
- Ocean Grove (2 sites)
- 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:

Speech pathology is an integral component of the services and programs offered by the multi-disciplinary Child Health and Development service. Services are provided using an early intervention approach working with children and young people presenting with mild to moderate delays, and with diagnosed disabilities. The needs of children and young people are seen in the context of their age, developmental stage, gender and culture, and services build on the strengths of carers for the benefit of the whole family.

The Speech Pathologist will provide specialist speech therapy assessments, interventions, programs and services at a high level including transdisciplinary models of support.

This role ensures clinical practice based on the best evidence available facilitating high-quality services which is responsive to community need.

Child Health service provision is person centred, family focused and provides a flexible, culturally sensitive, respectful, and supportive approach that builds on the strengths of the client and families and empowers clients/participants to participate meaningfully in their home and community life.

	This role you will work 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.
Reports to: Direct reports:	Manager - Child Health and Development Team; Senior Paediatric Speech Pathologist Nil
Program:	Child, Youth and Families
Location:	May work across Bellarine Community Health sites and Community settings, and may involve Telehealth
Award:	Victorian Stand Alone Community Health Centres, Allied Health Professionals Enterprise Agreement 2022-2026
Employment Status:	Fixed Term, 12 months (Part Time/Full time, to be negotiated) Probation Period: 6 months
Remuneration and benefits:	Access to excellent salary packaging provisions. Employer Superannuation at the statutory rate.
Mandatory Requirements:	Bellarine Community Health expects all applicants to present evidence of the following: <ul style="list-style-type: none"> • 100 point ID verification • Current Working With Children's Check • Current NDIS Worker Screening Check (if in a "risk assessed" role) • Current Police Check • Current Victorian Driver's Licence <p>Immunisation Status: COVID-19 and current Influenza Vaccination is <u>recommended</u>.</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	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. 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. Children have the right to give their views and opinions about decisions that affect them and to be listened to.
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.	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. Actively seek opportunities to engage with clients and where appropriate (their families) that will enable them to be autonomous including: <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

Position Specific

This position will provide clinical speech pathology services to children and young people involved with Bellarine Community Health services and its associated partners. Primarily this service is delivered to children aged 0 to 12. The position utilises both group and individual therapy models. The position works closely with other speech pathologists, paediatric allied health / mental health staff, and the broader organisation.

- Provide evidenced based best practice speech pathology services to children and young people who experience a broad range of communication and/or feeding difficulties, whilst building the capacity of clients, participants, carers/families, and community in a wholistic child and family centred strengths-based approach.
- 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).
- Utilise evidence-based practice for individuals and group programs, and where suitable adopt an early childhood approach to care.

- Work autonomously and within a team managing a mixed case load of clients.
- 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, NDIS Practice Standards, and organisational standards.
- Be self-motivated and take initiative to identify and resolve problems.
- 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.
- Represent the Child Health and Development service, the work of BCH, and your discipline through innovation, leadership, participation and positive promotion.
- Supervise students, early career clinicians, and Allied Health Assistants or Volunteers (as required) ensuring the maintenance and adherence of professional, clinical, ethical and safety standards.
- Participate in and have a commitment to all Clinical Governance activities, including clinical peer review, case conference, professional development, and supervision.
- Contribute to the attainment of BCH and the Child Health and Development services strategic objectives and priorities under the guidance of your operational reports.

General

BCH has a high expectation that employees:

- Commit to the organisational purpose and guiding principles;
- 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.

**The role, specific tasks and responsibilities of the speech pathologist will be reviewed and may alter over time to meet the changing needs of the client and organisation.

Key Performance Indicators

- 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.
- Conduct effective and efficient provision of service to ensure access, promotion and delivery maintains dignity for the legal and human rights of clients.
- Meet agreed individual targets set for clinical caseload.
- Complete all administrative tasks following BCH policies and procedures.
- Demonstrate initiative, communication, 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 stakeholder engagement and communication.
- Demonstrate commitment to ongoing personal and professional development.
- Active participation in Clinical Governance responsibilities, Occupational Health and Safety, and Continuous Quality Improvement.

Key Selection Criteria and Skills/Attributes

Essential	<ol style="list-style-type: none"> 1. Essential Qualifications and Requirements: <ul style="list-style-type: none"> • Formal tertiary qualification in Speech and eligibility for practicing membership of Speech Pathology Australia, including demonstrated evidence of professional development activities equivalent to Certified Practising Speech Pathologist requirements. • Current Driver's Licence for Victoria. • National Police Record Check. • 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 of therapy in both group and one to one model for clients with communication, speech and language difficulties. 3. Demonstrated ability to practice in a collaborative, strength based, family and child centred model, with emphasis on parent upskilling on how to best support their child. 4. High level and effective interpersonal skills, including teamwork, leadership, communication, and conflict management. 5. 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. 6. Demonstrated commitment to professional development by maintaining, applying, and sharing clinical knowledge. 7. Demonstrated understanding of professional codes of conduct, child welfare and human rights. 8. Strong interpersonal skills with an ability to build positive relationships and work in a team environment. 9. A commitment to quality improvement. 10. Competent in the use of information technology e.g., Microsoft Office and Client Management Systems.
Desirable	<ul style="list-style-type: none"> • Clinical experience working in a community health setting. • Experience in supervision and coaching of staff and/or undergraduate students. • Delivered services funded under the National Disability Insurance Scheme, 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. • Knowledge and experience in key worker model of service delivery.

Acceptance Details	
Name of staff member:	
Signature of staff member:	
Date:	
Executive 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 Wathaurong people as the Traditional Custodians of the Wadawurrung 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.