Position Description

Paediatric Speech Pathologist (Grade 2)

Vision, Values and Priorities

Bellarine Community Health's **Vision** is for a thriving, healthy Bellarine Peninsula where every person has equitable access to holistic, client-centred care. Our purpose is to deliver high-quality, accessible health services that empower our community to live well.

Our work is guided by the **Values** of **Equity, Inclusion, Respect** and **Community Connection**. These values shape how we care for clients and families, how we work with each other, and how we partner with others to improve health and wellbeing across the Bellarine.

BCH's **Strategic Priorities** are:

- **Access and Care** - making it easier for people to get timely, appropriate coordinated care.
- **Our People and Culture** - creating a welcoming, inclusive and supportive workplace.
- **How We Work** - simplifying processes, reducing duplication and using data and evidence to improve services.
- **Community and Partnership**s - strengthening BCH's visibility, partnerships and connection with the Bellarine community.
- **Sustainability and Growth** - ensuring BCH remains strong, sustainable and here for the future.

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

Position Information	
Position Objective:	The purpose of the Paediatric Speech Pathologist role is to provide specialist speech pathology services and support to clients accessing Bellarine Community Health (BCH) services. This position supports children and young people to support children and young people to develop their communication skills and/or feeding through a variety of therapeutic approaches. Services are provided using best evidence, a flexible, early intervention approach working with children and young people presenting with developmental delays or with diagnosed disabilities. This includes the provision of evidence-based Speech Pathology support in a format appropriate to developmental age and may include the provision of clinical assessment, therapy / interventions including group programs and centre based or outreach support for individuals and or to their families/guardians. Your role ensures clinical practice is based on the best evidence available facilitating high-quality services which is responsive to community need.

The Paediatric Speech Pathologist will work as part of the Child Health and Development multidisciplinary team which includes mental health professionals, occupational therapy, speech pathology, physiotherapy and a Child and Family Engagement Officer.

Child Health service provision is person centred, coordinated, child and family focused and provides a flexible, culturally sensitive, respectful, and supportive neuro-affirming approach that builds on the strengths and empowers clients to participate meaningfully in their home and community life. The needs of children and young people are seen in the context of their age, developmental stage, family/friends support structure, gender and culture, and services build on the strengths of all.

The Paediatric Speech Pathologist 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: Manager – Child Health and Development; Senior Paediatric Speech Pathologist

Direct reports: Nil

Program: Child, Youth and Families

Location: Ocean Grove Kingston; may work across Bellarine Community Health sites

Enterprise Agreement: Allied Health Professionals (Victorian Community Health Centres) (Multi-Employer) Enterprise Agreement 2022-2026

Employment Status: Fixed term until October 2027 (Full Time/Part Time, as negotiated)

Probation Period: 6 months

Remuneration and benefits:

- Access to excellent salary packaging provisions
- Employer Superannuation at the statutory rate
- Meaningful work supporting the Bellarine community
- Collaborative multidisciplinary team environment
- Professional development and supervision opportunities
- Flexible work arrangements where operationally appropriate
- Commitment to employee wellbeing and inclusion

Mandatory Requirements: Bellarine Community Health expects all applicants to present evidence of the following:

- 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

Immunisation Status:
COVID-19 and current Influenza Vaccination is recommended.

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Organisational Requirements	
Diversity	The values and practices of BCH actively support and promote the safe expression of individual diversity; promoting actions that recognise, respect and nurture the unique identity of a person and effectively meet their needs, expectations and rights. We are there for everyone - no matter where you come from, what you look like or how you identify.
Code of Conduct	The Code of Conduct is how we work at BCH – ethically, professionally and responsibly. Adherence to the Code is an expectation. The BCH Code of Conduct must be read in conjunction with the Child Safe practices, NDIS Code of Conduct and Aged Care Code of Conduct which each prioritise: • commitment to safety and wellbeing of our clients, • protection from abuse or harm, • strengthening capacity and maximizing independence, and • the right to be heard and participate in decisions that affect them.
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 Practice	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.
Occupational Health and Safety (OH&S)	Be familiar with and ensure that all appropriate actions are taken to implement OHS policies and procedures and comply with legislative requirements. The safety, health and wellbeing of employees is a priority for BCH and we recognise the importance of an environment that promotes and nurtures the physical, mental, emotional and social wellbeing of all individuals. In line with this commitment, all employees are expected to commit to: • Comply with instructions given for their own safety and health and that of others, in adhering to safe work procedures. • Take reasonable care to ensure their own safety and health and that of others, and to abide by their duty of care provided for in the legislation. • Reporting through the incident management system any hazards, near misses or incidents as they are identified/occur. • Not place others at risk by any act or omission. • Not wilfully or recklessly interfere with safety equipment. • Partaking in the promotion of the health and wellbeing of colleagues. • Contributing to an inclusive and health promoting environment.
Health Promotion	Support and contribute to the activities and projects outlined within the BCH Integrated Health Promotion Plan, as required. Implement a health promoting

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	practice approach to service delivery that addresses the social determinants of health.
Strategy and Planning	All employees contribute to BCH's strategic direction through their role, conduct and commitment to safe, high-quality, client-centred care. Each position is expected to support continuous improvement, work collaboratively, use resources responsibly and help BCH remain responsive, trusted and sustainable for the community.
Quality, Safety and Risk Management	To ensure continued safety and quality of care, all employees commit to: • Contributing to organisational quality, safety and risk management initiatives. • Participating in data collection, audit procedures and the development and review of policies and procedures as appropriate. • Understanding individual responsibility for safety, quality and risk and adhering to the relevant policies, procedures and guidelines. • Complying with requirements of the respective accreditation agencies and relevant standards, regulations and legislative requirements. • Identifying, reporting and managing risks and ensuring actions are taken to prevent and minimise harm to consumers and our workforce.
Equal Opportunity	BCH is an Equal Opportunity Employer and diversity in the workforce is valued and encouraged. We encourage you to bring your 'whole self to work'. BCH is a safe and inclusive workplace. We value the visible and invisible qualities that make you who you are. We expect our workforce to align with our diversity expectations and programs. Working at BCH means you are on board with our journey, you will show respect, understanding and kindness to everybody, every time.
Continuous Self-improvement	Make personal and professional growth a priority: • All employees must be aware of and complete designated mandatory training within the required time frame. • Participation in Performance and Development Review annually is expected, where learning objectives for the coming year should be identified and pursued.
Scope of Practice	Clinical practitioners are required to be suitably experienced, trained and qualified to practice in a competent and ethical manner in accordance with service needs and BCH organisational capability. • The core scope of practice refers to aspects of clinical or professional practice that can be reasonably expected to be undertaken by all practitioners holding that qualification. • Individual practitioner's clinical practice will be undertaken with reference to the professional registration boards' scope of practice for respective disciplines and guided by practice standards frameworks and professional associations. • Maintenance of clinical competence, adherence to contemporary evidence practice and participation in clinical and operational supervision is mandatory.

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Position Specific Responsibilities

Clinical Responsibilities

- Provide high standard, 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 necessary).
- Utilise evidence-based practice for individuals and group programs, and where suitable adopt an early childhood early intervention 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, Child Safety standards, NDIS Practice Standards, and organisational standards.
- Meet key performance indicators including funding and performance targets.
- Meet the requirements of participants who are the recipients of NDIS plans.
- 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 Responsibilities

- 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.
- Participate in individual performance reviews.
- Active involvement in professional development to build theoretical knowledge and practice capability.
- Participate in relevant team training and development activities as an effective, collaborative team member.
- Active involvement in the application of quality and risk management frameworks.
- Comply with the standards of a child safe organisation in both practice and culture.
- Be self-motivated and take initiative to identify and resolve problems.
- Demonstrate and foster sound organisational skills.
- Represent the Child Health and Development service, the work of BCH, and your discipline through innovation, leadership, participation and positive promotion.
- Communicate clearly and effectively with all team members.
- Other duties consistent with the position where required and/or requested by management from time to time.

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Key Performance Indicators

- Demonstration of high-quality clinical service provision in Speech Pathology that are child and family centered, using a neurodiverse affirming, 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, including active participation in operational supervision, clinical supervision and professional development activities.
- Active participation in Clinical Governance responsibilities, Occupational Health and Safety, and Continuous Quality Improvement.

Key Selection Criteria and Skills/Attributes

Essential

Clinical Capability

- 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 for clients with communication, speech and language difficulties.
- Demonstrated understanding of professional codes of conduct, child welfare and human rights.

Professional Experience

- Demonstrated ability to practice in a collaborative, neurodiverse affirming, strength based, family and child centred model, with emphasis on parent upskilling on how to best support their child.
- Demonstrated commitment to professional development and quality improvement by maintaining, applying, and sharing clinical knowledge.

Qualifications and Registrations

- Formal tertiary qualification in Speech Pathology.
- Practicing membership of Speech Pathology Australia including demonstrated evidence of professional development activities equivalent to Certified Practising Speech Pathologist requirements.

Personal Attributes

- Excellent communication skills, both written and verbal.
- High levels of professional, confidentiality and discretion.
- Positive and collaborative team player.
- Strong and effective interpersonal skills, including teamwork, leadership, communication (written and verbal), and conflict management.

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- An ability to build positive relationships and work in a team environment.
- 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.
- Commitment to quality improvement.
- Competent in the use of information technology e.g., Microsoft Office and Client Management Systems.

Desirable

- Experience working as a therapist under multiple funding and practice framework such as Community Health, NDIS and Home and Community Care Program for Younger People.
- 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.

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Acceptance Details

Name of staff member:

Signature of staff member:

Date:

Executive Manager signature:

Date:

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

Bellarine Community Health acknowledges the Wadawurrung People as the Traditional Custodians of the land, waters and skies of the Bellarine Peninsula. We acknowledge and respect Wadawurrung Elders and leaders, past, present and emerging and pay gratitude for their unique ability to care for Country and deep spiritual connection to it. We are proud to be an inclusive workplace and welcome people from all cultures and backgrounds to our service.

Bellarine Community Health is there for everyone – no matter where you come from, what you look like or how you identify. We are committed to play our part in building a more inclusive and equitable world - starting with our own organisation.



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