



POSITION DESCRIPTION

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| Position Title: | Senior Clinical Speech Pathologist – Lilydale Community Team Infant Child and Youth Mental Health Service Part-time 0.4 EFT |
| Award Classification: | Grade 4 Speech Pathologist |
| Award / Agreement Name: | Victorian Public Mental Health Services Enterprise Agreement 2025-2028 (Health Professionals) |
| Position Reports to: | Operational- Team Leader Lilydale Community Team Professional Report – Director of Speech Pathology |

EASTERN HEALTH – HEALTHIER TOGETHER

Eastern Health is one of Melbourne’s largest metropolitan public health services. We provide a comprehensive range of high quality acute, sub-acute, palliative care, mental health, drug and alcohol, residential care, community health and statewide services to people and communities that are diverse in culture, age and socio- economic status, population and healthcare needs. *‘Being part of Eastern Health is being part of a welcoming team of healthcare experts’* is achieved through Eastern Health’s strategic goal of HEALTHIER TOGETHER.

Eastern Health’s Mental Health and Wellbeing Program provides Tertiary mental health across the Eastern Metropolitan Region of Melbourne with two age-based streams – Infant, Child and Youth & Adult and Older Persons. Fundamental to the Mental Health and Wellbeing Program, are the principles of recovery oriented mental health practice.

The Infant, Child and Youth Mental Health Service (ICYMHS), part of the Mental Health and Wellbeing Program at Eastern Health, provides a comprehensive range of inpatient and community based multidisciplinary teams for infants, children and young people up to the age of 25 years and experiencing significant mental health or emotional, behavioural and/or developmental challenges, and their families.

Our promise

Healthier together



1. POSITION PURPOSE

This 0.4EFT role will sit operationally within the Lilydale Community Team and provide Speech Pathology assessment and consultation to both Lilydale Community Team based at Yarra Ranges Health, and the Intensive Mobile Treatment team based at Ringwood site.

The senior speech pathologist will provide high quality clinical speech pathology communication assessment, and consultation services, with a smaller amount of intervention to children 4 – 25 years of age presenting with severe mental health, trauma/ neurodevelopmental or psycho-social concerns and are receiving their mental health care through the Lilydale Community Team or Intensive Mobile Treatment Team. The speech pathologist works within these multidisciplinary teams to provide an integrated mental health – communication framework to support the recovery of young people accessing ICYMHS services.

The speech pathologist will provide integrated specialist assessments and consultations as required by the clinical teams and broader ICYMHS service if required.

Assessment results, including recommendations will be shared with the child/young person and family, ICYMHS Community/Specialist Team clinicians and Private providers/schools, to aid in the diagnosis, treatment, and outcomes for the referred child/young person.

The Speech Pathologist will report to the Team Leader, Lilydale Community Team, clinically to the Consultant Psychiatrist, and professionally to the Mental Health and Wellbeing Program, Director of Speech Pathology.

2. MAJOR DUTIES AND/OR RESPONSIBILITIES

- Provide specialist age appropriate and individualized speech assessments for children and young people aged between 0 - 25 years and for whom a neurodevelopmental disorder may be present.
- Provide social pragmatic language assessments, in addition to core language assessments.
- To provide a high standard of specialist speech and language assessment and co-ordination of services to referred children and young people, and their families, facilitating safe and effective, person-centered care.
- Provide a high standard of client assessment and co-ordination of services to children, young people and their families, facilitating safe and effective, person-centered care.
- Consult with and, where appropriate, contribute to the development and implementation of individual recovery and treatment plans, to support families and minimise the impact of psychiatric illness and/or disability on the family.
- Work collaboratively with the multidisciplinary clinical team, non-government organizations, GP's, private psychiatrists and others in the provision of quality care for children and their families
- Provide skills training, education, specialist secondary consultation and advice to a range of local service providers of children and young people aged 0 – 25 years with severe mental health, trauma and/or disabilities with child protection, education services , disability services, out of home care , residential services, general practitioner and other community services that may be involved with the children and families/carers.

- Promote and implement a client-focused team approach to ensure continuous quality improvement and clinical care of a high standard using evidenced based best practice for children, youth and their families.
- Participate in regular clinical supervision and professional development to build skills in reflection, collaboration and quality clinical practice.
- Meet Key performance Indicators, including ambulatory contact targets and outcome measurements,
- Adhere to and comply with relevant legislation including the Mental Health Act 2022, Children, Youth and Families Act 2005, Family Violence Protection Act 2008, the Charter for Human Rights and Responsibilities Act 2006, the Health Records Act 2001, Privacy and Data Protection Act 2014
- Have a sound working knowledge of relevant standards, policies, frameworks and strategies related to the Mental Health and with particular relevance to Infant, Child and Youth Mental Health (including National Mental Health Standards, National Framework for Recovery Oriented Mental Health Services, Child Safe Standards)
- Demonstration of relevant family violence practice according to allocated responsibility level in the mental health program workforce mapping tool. This aligns with the Multi-Agency Risk assessment and Management (MARAM) Framework, the Family Violence Information Sharing Scheme (FVIS) and Child Information Sharing Scheme (CISS) legislative requirements and related Eastern Health guidelines
- Meet Key performance Indicators, including ambulatory contact targets and outcome measurements,
- Maintain accurate, contemporaneous, timely electronic file notes and other clinical documentation and complete appropriate and timely service statistics.
- Work collaboratively with multidisciplinary clinical team, non-government organizations, GP's, private psychiatrists and others in the provision of quality care for children and their families
- Undertake consultation support clinical staff.
- Provide supervision of students and more junior staff.
- Other duties as directed by the Team Leader or manager, for the efficient and effective running of the service

3. SAFE PRACTICE AND ENVIRONMENT

Eastern Health is a child safe organisation, committed to promoting the wellbeing and cultural safety of Aboriginal children, children with disabilities and all children in their diversity. More information [here](#).

Occupational Health and Safety

Eastern Health is committed to provide and maintain a working environment for all staff that is safe and without risk to health. All staff are to take care of their own health and safety and the health and safety of any other person who may be affected by your acts or omissions at the workplace. Understand responsibilities and accountabilities to yourself and others in accordance with OH&S legislation and Eastern Health policies and promote a working environment that is congruent with these guidelines. This includes staff reporting of all clinical and OHS incidents and near misses, in particular those related to Occupational Violence, Manual Handling and Slips, trips and falls.

Staff are required to comply with all state legislative requirements in respect to the Occupational Health and Safety Act 2004 and the Workplace Injury Rehabilitation and Compensations (WIRC) Act 2013.

4. TRAINING AND DEVELOPMENT

Relevant, practical and timely education should direct, facilitate, enhance and support the professional growth and practice of employees in a health environment characterised by change. All programs should endeavour to promote evidence-based practice, a problem solving approach and to be competency based.

You are expected to participate in the personal development process on an annual basis.

5. QUALITY

As a staff member of Eastern Health staff are required to comply with Eastern Health performance standards and participate in continuous monitoring and improvement as part of your role. You are also required to comply with legislation, professional standards and accreditation standards.

As a staff member employed by Eastern Health services you must have and maintain the appropriate skills and knowledge required to fulfil your role and responsibilities within the organisation. In addition, you must ensure that you practice within the specifications of this position description, and where applicable within the agreed scope of practice.

You are responsible for ensuring safe high quality care in your work. This will include complying with best practice standards, identifying and reporting any variance to expected standards and minimising the risk of adverse outcomes and patient harm. In addition, you will ensure that service and care is consistent with the EH approach to patient and family centered care.

6. CONFIDENTIALITY

Any information obtained in the course of employment is confidential and should not be used for any purpose other than the performance of the duties for which the person was employed. Staff are bound by the Information Privacy Act 2000 and the Health Records Act 2001.

7. EQUAL EMPLOYMENT OPPORTUNITY

You agree to adhere to the Equal Employment Opportunity policies and practices of the Health Service. Discriminatory practices, including sexual harassment, are unlawful. The Health Service will not tolerate

discriminatory behaviour, and any such conduct may lead to the invoking of the Disciplinary Policy and Procedure, which may result in termination of employment.

Our commitment to Diversity, Equity & Inclusion

Eastern Health is committed to creating a diverse and inclusive environment that welcomes and values all people. We recognise that diversity is essential in ensuring Eastern Health provides the best service to its consumers.

Aboriginal and/or Torres Strait Islander peoples, people from the LGBTIQ+ community, people living with disability and those from a culturally and linguistically diverse background, are strongly encouraged to apply.

For more information, please [click here](#).

8. PERFORMANCE DEVELOPMENT

A Performance Review, that includes agreed targets, will occur three (3) months from commencement and then annually on the basis of the duties and responsibilities outlined in this position description. This is an opportunity to review personal and the allocated work unit's service performance, facilitated by the setting of objectives/goals and ongoing evaluation of performance and achievement. Objectives will be developed annually, documented, discussed and agreed with the immediate line manager, who will act as the assessor. The incumbent is expected to demonstrate and show evidence annually of on-going self and allocated work unit's service development.

9. EASTERN HEALTH'S PROMISE

Our promise to our communities, patients, consumers and staff is that we will be **HEALTHIER TOGETHER**. Bolder than a vision for the future, our promise calls us to action. We know that working together is the only way we can achieve what is necessary for a healthier future.

Our values are ones in action and are the behaviours that matter most.

- Respect for all
- Safe always
- Partnering in care
- Learning and improving everyday

Learning from the challenges of the past and looking to the future, we understand that we are building towards a more engaged, more reliable, always safe health service in partnership with our people to improve every day.

10. ATTACHMENTS

- Attachment 1 Key Selection Criteria

11. NOTE

Statements included in this position description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all-inclusive.

Prior to accepting any offer of employment, prospective employees will be required to read and commit to the Eastern Health Code of Conduct, including (but not limited to) issues of Occupational Health and Safety, Equal Opportunity and Confidentiality.

Healthcare workers are strongly recommended to follow COVID vaccination recommendations provided in the Australian Immunisation handbook (based on ATAGI advice). Seasonal vaccination against influenza is a mandatory requirement of this role and employment is conditional on this being up to date prior to employment.

Signed: _____

Date: ____/____/____

Manager

INCUMBENT STATEMENT

I _____ (Incumbent Name) have read, understood and accepted the above Position Description and associated Attachments.

Signed: _____

Date: ____/____/____

ATTACHMENT 1

KEY SELECTION CRITERIA

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Essential

- Ability to plan, develop, implement and evaluate Speech Pathology assessment and treatment programs specific to child and adolescent psychiatry.
- Demonstrated clinical competence at a senior level, and extensive experience in paediatric Speech Pathology, preferably in child and adolescent mental health and disability services.
- Demonstrated ability to develop and provide professional leadership, consultation and education to team members, students and community agencies.
- Ability to provide assessment, treatment, and consultation with individual clients and their families as well as broader systemic and community interventions.
- Advanced theoretical knowledge of speech pathology assessment and treatments in child and youth mental health and intellectual disability.
- Demonstrated high level of ability in the delivery and evaluation of a range of high quality therapy/clinical speech pathology services for children 0-25 years of age with severe mental health issues, trauma and disability.
- Demonstrated high level of ability in providing skills training, education and secondary consultation to a diverse range of service providers
- A sound working knowledge of, and commitment to, working with children and their families/carers from a wide range of ethnic and social backgrounds including Aboriginal and Torres Strait Islanders and providing services that are family and gender sensitive.
- Demonstrated commitment to supervised practice and ongoing professional development.
- Compliance with the code of ethics and legal requirements of the profession.
- Demonstrated ability to supervise students and more junior staff

- Demonstrated ability to work both independently and interdependently as a member of a multidisciplinary team, with evidence of excellent conflict resolution and negotiation skills.
- Demonstrate understanding and work within the principles of recovery oriented mental health practice.
- Sound knowledge of the relevant legislation and frameworks for recovery oriented practice pertaining to working in mental health and with children, youth and families.
- Thorough knowledge of relevant documentation related to the Mental Health Services and other strategic directions with clear relevance to access and community engagement.
- High level of computer skills related to word processing, data analysis and communication.
- Current Victorian driver's licence.
- Incumbent required to undergo a National Criminal History Check
- Incumbent required to hold a current Working with Children Check valid for employment purposes

Desirable

Post-Graduate qualifications in Mental Health or related field.

Aboriginal & Torres Strait Islander Candidates

Eastern Health's Aboriginal Workforce Plan 2023 – 2026 was released in February 2023. With a strong focus on cultural safety and belonging, actions included in the Workforce Plan provide practical supports for all Aboriginal and/or Torres Strait Islander staff.

An Aboriginal Employment Coordinator is available to ensure each person has culturally safe and positive employee experiences which foster belonging and access to diverse experiences and career pathways. Should you require further information regarding this position or support to complete an application, please contact the Recruitment Manager for this position or Eastern Health's Aboriginal Employment Coordinator at Aboriginal.Workforce@easternhealth.org.au