

Position Description

Position Title	Speech Pathologist – Grade 1 (Rotational)
Classification & Salary Range	Speech Pathologist – Grade 1
Agreement Name	Allied Health Professionals (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2021-2026
Position Reports To	Operationally: Allied Health Graduate Workforce Manager Professionally: Director of Speech Pathology
Last Updated	October 2026

Position Purpose

The Grade 1 clinician is responsible for the provision of high-quality assessment and therapy services for a designated caseload, appropriate to their level of experience and competency; working closely with other members of the healthcare team. The Grade 1 clinician is expected to actively develop knowledge and skills and consolidate their clinical reasoning through supervision, mentoring and professional development opportunities. The application of evidence-based principles to clinical practice is a core focus for all novice clinicians. This position may be required to work across all acute/subacute services and Eastern Health sites depending on service needs. The Grade 1 clinician will work as part of a workforce rotational program, allowing development of skills and knowledge across a wide range of practice areas.

The position objectives are:

- To deliver high quality speech pathology services that are timely, specific, and informed by the patient's needs, individual goals and best practice.
- To provide high quality assessment and management of patients with communication, cognitive and swallowing disorders.
- To advocate for patient's rights to communicate and actively participate in their healthcare decision making.
- To collaborate closely with patients, their families and the inter-professional team to maximise patient outcomes.
- To remain current in knowledge of best practice and evidence and participate in regular PD activities to remained highly skilled and knowledgeable.

Major Duties and Responsibilities

Clinical Skills

Displays competent clinical skills in all facets of patient care

Indicators:

- Undertake client assessment and treatment in designated areas using tools and methods endorsed by the department.
- Review and evaluate effectiveness of therapeutic program.
- Plan discharge needs in line with the team goals in a timely manner.
- Maintain clinical records, documentation and correspondence to agreed departmental standards.
- Actively participate and contribute to the multi/interdisciplinary team.
- Practice within relevant professional and ethical standards. Practice within a defined Scope of Practice.
- Appropriately escalate issues.

Communication

Displays effective communication by demonstrating sound verbal, non-verbal and written skills.

Indicators:

- Demonstrate effective communication skills with the multi/interdisciplinary team in both formal and informal settings.
- Demonstrate effective communication with patients/clients, carers and community agencies.
- Demonstrate clarity in written skills.
- Document clear treatment goals and management plans in the patient Medical Record.

Organisational Skills

To display sound organisational skills.

Indicators:

- Demonstrate punctuality and timeliness.



- Make effective use of time and resources.
- Demonstrate ability to prioritise workload, both clinical and non-clinical.
- Able to respond to referrals in agreed timelines as stated in departmental guidelines.
- Participate in departmental meetings and others as required.
- Complete departmental statistics as required.
- Assist with maintenance of departmental resources and equipment.

Organisational Knowledge / Development

To have a general understanding of the factors affecting healthcare and contribute to activities and projects which deliver improved services and health outcomes.

Indicators:

- Demonstrate a basic understanding of the public health system and the role / responsibility of Eastern Health within this system.
- Demonstrate a basic understanding of the Allied Health Quality & Business Plan.
- Demonstrate a basic understanding of Accreditation Standards and processes.
- Identify quality initiatives, participate in multidisciplinary / departmental quality activities and undertake other relevant projects as instructed.
- Demonstrate sound knowledge of discipline specific policies and procedures.
- Access and adhere to Eastern Health policies and clinical procedures/guidelines.

Professional Development and Supervision

To have a commitment to and responsibility for individual professional development

Indicators:

- Attend and actively participate in relevant internal and external professional development activities.
- Attend and participate in staff meetings and in-services.
- Maintain up to date professional and clinical knowledge.
- Participate in formal supervision &/or seek supervision when needed, as per professional department guidelines.



- Demonstrate an ability to use supervision to reflect on practice, and, with supervision, explore alternative approaches to clinical practice.
- Identify own learning needs and develop personal learning goals.
- Participate in the Performance Review process.
- Integrate new learning into practice.

Teaching & Research

To participate in teaching, training, and research programs.

Indicators:

- Demonstrate basic skills in research evaluation and evidence-based practice
- Where indicated, engage in Transition to Practice education
- Participate in research activities or projects as requested.
- Supervise/orientate students &/or allied health assistants as appropriate for grade level and experience.
- Involvement in the development and evaluation of the teaching process, education programs and educational material.

Professional Development

Displays a willingness to represent Allied Health or individual discipline.

Indicators:

- Represents own discipline and AH as part of working parties, committees and at team meetings as delegated by clinical managers.
- Demonstrates awareness of developments and research in discipline specific and related areas.
- Recognise and supports changes in work processes.

Key Selection Criteria

Essential Selection Criteria:

- Approved Degree in Speech Pathology
- Eligibility for practising membership of Speech Pathology Australia



- Current driver's licence and access to a vehicle
- Recent relevant clinical experience in the speech pathology management of adult clients in an inpatient acute, rehabilitation and/or geriatric evaluation and management setting.
- Effective communication skills, written and oral, adaptable across a range of audiences.
- Demonstrated commitment to maintaining and applying up to date clinical knowledge through professional development and literature review.
- A strong commitment to high quality care in line with Eastern Health values
- Demonstrated knowledge and application of patient centred care and interprofessional practice.

Desirable Selection Criteria:

- Experience/competence in the administration, interpretation and reporting of Videofluoroscopic Swallow Studies (VFSS)
- Previous experience working with Allied Health Assistants

Qualifications

Approved degree in Speech Pathology.

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. Read more about Eastern Health's strategic goals [here](#).

Our Commitment to Diversity, Equity and Inclusion

Eastern Health's First Nations Employment Plan 2026 – 2028 was released in July 2026. With a strong focus on cultural safety and belonging, actions included in the Employment Plan provide practical support for all Aboriginal and Torres Strait Islander people.

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. For support, please contact our Aboriginal Employment Coordinator, Aboriginal.Workforce@easternhealth.org.au

Important Information



All new and existing employees are committed to the following to uphold Eastern Health's Promise and Values:

- Uphold confidentiality as per the Privacy Act 2000 and the Health Records Act 2001
- Comply with Eastern Health code of conduct and Policy and Procedures
- Comply with Eastern Health performance standards and industry professional standards
- Participate in continuous monitoring and improvement
- Comply with legislation and accreditation standards
- Ensure service and care are consistent with the Eastern Health approach to patient and family centred care
- 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. For more information, please click [here](#).

Occupational Health and Safety, Quality and Improvement

Eastern Health is committed to providing and maintaining 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, particularly 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 Compensation (WIRC) Act 2013.

Eastern Health employees have a responsibility and accountability to contribute to the organisation's commitment to Quality, Safety and Improvement by:

- Participating in and actively contributing to quality improvement programs
- Complying with the requirements of the National Safety & Quality Health Service Standards
- Complying with all relevant clinical and/or competency standards
- Complying with the principles of Patient and Family Centred Care that relate to this position.

For more information about Quality and Safety please click [here](#) and for Staff Wellbeing please click [here](#).

Final 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.

Vaccination against infectious disease is a mandatory requirement of this role. An offer of employment is conditional on you providing evidence that you are currently vaccinated against influenza prior to commencing employment.

Application Support

If you need support or adjustments during the application or recruitment process, please contact the hiring manager or our Talent Acquisition team on (03) 9955 7555 (option 1). For current employees please select option 2.

Candidate Statement

I _____ have read, understood and accepted the above position description and associated attachments.

Signed: _____ Date: _____

