

Position Description			
<b>Name</b>		<b>Date</b>	
<b>Position Title</b>	<b>Grade 1 Speech Pathologist</b>		
<b>Department</b>	<b>Rural Health Team</b>		
<b>EBA / Award</b>	Victorian Stand Alone Community Health Centres Allied Health Professionals Enterprise Agreement 2017-2021		
<b>Classification</b>	Grade 1, Year 1 - 5 Up to 1.0 EFT (76 hours/fortnight) minimum 0.6 EFT (45.6 hours/fortnight) Ongoing Initial 6-month probationary review and then annual performance appraisal.		
<b>Primary Site</b>	Wangaratta, with opportunity to work from Wodonga and/or Myrtleford With the occasional travel to other sites required		
<b>Reporting to</b>	Rural Health Team Service Manager		
<b>Direct Reports</b>	Nil		
<b>Budgetary Responsibilities</b>	Nil		
<b>Liases with Internally</b>	GH staff, including Business Services, Quality, Risk/Compliance and People Working Well roles <ul style="list-style-type: none"> <li>• Service Manager Rural Health Team</li> <li>• Allied Health Clinical Leads</li> <li>• Team members of the Rural Health Team</li> <li>•</li> <li>•</li> </ul>		
<b>Liases with Externally</b>	This position may be expected to liaise with, though not limited to the following; <ul style="list-style-type: none"> <li>• Department of Health and Department of Fairness, Families and Housing Local Government staff and representatives.</li> <li>• Community service organisations.</li> <li>• Health services</li> <li>• Other Not for Profit Organisations.</li> <li>• Universities/Tertiary Education Sector</li> <li>• Relevant peak bodies</li> </ul>		
<b>Program Information</b>	This position is part of the Rural Health Team. The Rural Health Team is a multidisciplinary team delivering Allied Health and Nursing services. Our target population is typically older adults (65+), people with disabilities or people with chronic conditions impacting on their daily function. Our services are delivered in peoples' homes, communities or are clinic based. We use a mixture of individual and group service delivery models and have a focus on wellness and reablement.		
<b>Purpose of the role</b>	This position will provide a flexible and timely Speech Pathology service which will be focused on support for older frail clients or younger people with disabilities (or their carers) to be more independent at home and in the community, thereby enhancing their quality of life and/or preventing admission to an acute facility or inappropriate admission to long term residential care.  This position will deliver within the Home and Community Care Program for Younger People (HACC - PYP), Commonwealth Home Support Program (CHSP) and within the Fee-For-Service (primarily NDIS and Home Care Package) streams. A willingness to work seamlessly		

	<p>across all Gateway Health public and fee for service funded programs is required as resources permit.</p> <p>This position is part of the Rural Health Team and reports to the Speech Pathology Clinical Lead.</p>
<p><b>About Gateway Health</b></p>	<p>Gateway Health is a not-for-profit Company limited by guarantee and a registered Community Health Service under the Health Services Act 1988 (Vic).</p> <p><b>Vision:</b> People Living Well</p> <p><b>Our Purpose:</b> To provide care and services that connect the community and strengthened individual and population health and wellbeing</p> <p><b>Our Values:</b> Values reflect the way we interact, connect and work with every client, with partners, with volunteers and with one another. Principles shape the way we plan and design our services and business systems. Together they underpin organisational culture, strategy and the way we deliver our services.</p> <p>We CARE – We ACHIEVE – We LEARN – We WORK TOGETHER – We INNOVATE</p> <p><b>Our Principles:</b></p> <p><i>We <b>advocate for</b> fair and equitable access to health care and wellbeing services for all.</i></p> <p><i>We <b>respect</b> the strength of individuals and the community, and their capacity to recover from adversity.</i></p> <p><i>We <b>recognize</b> the importance of adaptability and responsiveness to enable us to deliver on our commitment to the community.</i></p> <p><i>We <b>actively listen</b> and work alongside the community and each other to design and deliver better solutions.</i></p> <p><i>We <b>believe</b> a learning culture is critical to enhancing the wellbeing of staff, clients and the community.</i></p> <p><i>We <b>contribute to creation of</b> a connected and integrated health and community care system to achieve the best outcomes for our clients and community.</i></p> <p>Gateway Health strives for an achievement culture that encourages innovation and initiative. We build and foster strengths-based programs that focus on support and recovery. Our staff are our greatest asset.</p> <p>The organisation employs over 380 staff providing a range of primary health and welfare services across the Ovens Murray region in North East Victoria and parts of Southern New South Wales. Gateway Health serves all people, and is committed to improving individual and population health outcomes. We will do this by providing health care and support to individuals and communities in times of need, and by actively working with our partners to address the social and environmental determinants of health. They are delivered through a mix of centre-based services in Wodonga, Wangaratta and Myrtleford, and outreach services to rural communities across the region.</p> <p>Gateway Health is committed to creating a workforce that reflects the communities we serve. We believe that a workforce that recognises and celebrates diversity will best meet the health and well-being needs of all people we serve including Aboriginal and Torres Strait Islander peoples; people with a disability; lesbian, gay, bisexual, transgender and gender diverse people; inter sex people; people experiencing health inequalities; and culturally and linguistically diverse people.</p> <p><b>Review of Position Descriptions:</b> This position description will be reviewed annually (July each year), during annual appraisals, when the position becomes vacant or as deemed necessary.</p>

<b>Code of Conduct</b>	<p>Employees are expected to, at all times:</p> <ul style="list-style-type: none"> <li>• Adhere to the Gateway Health Code of Conduct including the Child Safe Procedures</li> <li>• Maintain a high professional standard and work with integrity</li> <li>• Develop collaborative working relationships</li> <li>• Communicate with respect and tolerance</li> <li>• Maintain a client focus</li> <li>• Adopt a Continuous Improvement approach</li> <li>• Work within legislative and compliance framework.</li> </ul>
<b>Key Responsibilities and Accountabilities</b>	
<p style="text-align: center;"><b>Role Specific</b></p>	
<ul style="list-style-type: none"> <li>• To assess clients' functional capacity, in their home environment and/or local community and make relevant recommendations for evidence based therapy and provision of appropriate aids and equipment (if applicable).</li> <li>• To be a Speech Pathology voice within the multi-disciplinary, Rural Health Team, liaising with and referring to other team members, in order to provide an optimum level of client independence where appropriate.</li> <li>• Liaise with and refer to other health professionals and agencies as appropriate to ensure coordinated services.</li> <li>• Work across all Speech Pathology services –public and private-, as required, to maximise service access and continuity of care for clients.</li> <li>• To act as Speech Pathology advocate and resource for clients, caregivers, health professionals, and community groups, as required</li> <li>• Positively participate in organisational supervision.</li> <li>• Role model high standards of professional practice and conduct in client service delivery, working in partnership with colleagues and agencies.</li> <li>• Funding and Service Agreement Targets are met to ensure Clients are exited from the program appropriately and timely.</li> <li>• Meet service delivery targets.</li> <li>• Participate in other duties as directed.</li> <li>• Provide evidence-based practice in line with professional and funding requirements</li> <li>• Complete high-quality clinical notes within agreed time frames and in accordance with GH and relevant professional body policies and procedures.</li> <li>• Complete all program specific administrative tasks within the required time frames.</li> <li>• All data is entered onto designated service databases, including excel spreadsheets.</li> <li>• Databases are kept up to date at all times</li> <li>• Timely and accurate commencement and maintenance of client records, financial and statistical data and any other information per organisational policy.</li> <li>• Participation in regular performance reviews and appraisals</li> <li>• Competently use all relevant organisational databases – including but not limited to VHIMS, RelainSys, clinical software, financial software</li> <li>• Active participation in Professional Development</li> <li>• Active participation in specific clinical supervision</li> <li>• Completion of Mandatory training</li> </ul>	
<p style="text-align: center;"><b>Financial Management</b></p>	
<ul style="list-style-type: none"> <li>• Follow all Gateway Health financial procedures</li> <li>• Data entered and invoices raised (where appropriate) and processed within funding / program deadlines</li> <li>• Understand funding models and monitor activity targets relevant to your position</li> </ul>	

<b>People</b>
<ul style="list-style-type: none"> <li>• Develop and maintain professional relationships with internal and external stakeholders.</li> <li>• Contribute to productive and positive team meetings.</li> <li>• Willingness to engage in a flexible work.</li> <li>• Positively contribute to the culture and spirit of the Rural Health Team, work environment and to GH.</li> <li>• Your behaviour is congruent with organisational values, behaviours and goals</li> <li>• Contribute to the development of procedures and systems within this program</li> <li>• Positively embrace and adopt change as it occurs.</li> <li>• Attend and contribute to Speech Pathology, Rural Health Team and All Staff meetings</li> </ul>
<b>Technical Skills / Industry Knowledge</b>
<ul style="list-style-type: none"> <li>• In collaboration with clients, competently provide Speech Pathology intervention in accordance with relevant guidelines, professional code of ethics and Gateway Health Policy and Procedures.</li> <li>• Supervise Speech Pathology students and Allied Health Assistants (AHAs) when deemed appropriate.</li> <li>• Participate in quality improvement activities within Speech Pathology and the Rural Health Team.</li> <li>• Comply with funding requirements</li> </ul> <p>Complete annual renewal of registration to practice with Speech Pathology Australia</p>
<b>Organisational Responsibilities</b>
<ul style="list-style-type: none"> <li>• As outlined in the Code of Conduct ensure all interactions are undertaken in accordance with the behaviours set</li> <li>• Maintain privacy and confidentiality at all times</li> <li>• Ensure an understanding of individual responsibility for safety, quality and risk and adhere to all relevant legislation, regulations and organisational policies, procedures and guidelines.</li> <li>• Working within the Risk Management Framework, identify, report and manage risks and ensure actions are taken to prevent and minimise harm to yourself, your colleagues, consumers, members of the public and the organisation.</li> <li>• Actively contribute to quality assurance initiatives and other program activities to meet all relevant benchmarking and accreditation standards.</li> <li>• Contribute to organisational quality activities to ensure continual review and improvement.</li> <li>• Contribute to a safe and welcoming workplace at all times.</li> <li>• Develop and maintain a personal care plan and attendance in the Gateway Health Clinical Supervision or Line Management Meetings</li> <li>• Protect the rights, safety and wellbeing of children and provide a child safe environment.</li> <li>• To continually develop both personally and professional to meet the changing needs of your position, career and organisation.</li> <li>• As this position is within a community health service the occupant may be asked to be temporarily redeployed to meet the Health Service's responsibilities in the event of a disaster or emergency. Any such changes will be made in consultation with the occupant.</li> </ul>
<b>Inherent Requirements</b>
<p>Gateway Health has a duty of care to all staff. The purpose of this section is to ensure that you fully understand and are able to perform the inherent requirements of the position (with reasonable adjustments if required) and that you are not placed in an environment or given tasks that would result in risks to your safety or the safety of others.</p> <p>The position may require the following tasks among other things:</p> <ul style="list-style-type: none"> <li>• Manual handling (pushing, pulling, lifting, holding, carrying)</li> <li>• Sitting, standing, bending, reaching</li> <li>• Computer work, data entry</li> <li>• Operating equipment</li> <li>• Use of personal protective equipment</li> </ul>

- General waste handling
- Driving motor vehicles
- Dealing with anxious or upset staff, consumers or members of the public
- Work at and travel to other locations will be required

### **Key Selection Criteria**

*Applicants MUST address the Selection Criteria below when completing an employment application*

#### **Essential**

1. Ability to behave in accordance to the Gateway Health Values of We Care, We work together, We achieve, We learn, We innovate.
2. Tertiary qualifications in Speech Pathology
3. Certified Practicing Member of Speech Pathology Australia
4. Demonstrated experience working in a multidisciplinary team
5. Understanding of capacity building approaches to promoting health and independence
6. Demonstrated understanding of evidence based practice
7. Demonstrated ability in IT systems including Microsoft Office (Outlook, Word/typing skills) and client information management systems.
8. Demonstrated ability to be self directed and motivated
9. Well-developed verbal and written communication skills with the capability to prepare reports and correspondence in clear information in a manner appropriate to the purpose and audience.

#### **Mandatory Requirements**

10. Current Australian Drivers Licence or accepted International Drivers licence
11. Confirmation of your right to work in Australia, Satisfactory National/International Police, National Disability Inclusion Scheme Worker Check and Victorian Working with Children Checks must be provided prior to commencement.
12. Evidence of COVID Vaccination or Contraindication must be provided prior to commencement.

#### **Desirable**

13. Clinical experience in Community Aged Care and Disability
14. Clinical experience in a range of models of service, including public and private funded services



I acknowledge:

- That I will recognise and celebrate diversity, and will best meet the health and well-being needs of all people we serve including Aboriginal and Torres Strait Islander peoples; people with a disability; lesbian, gay, bisexual, transgender and gender diverse people; inter sex people; people experiencing health inequalities; and culturally and linguistically diverse people.
- That I will observe child safe principles and expectations for appropriate behaviour toward and in the company of children.
- That Gateway Health is an equal opportunity employer and has a smoke free workplace policy.
- That Gateway Health has a zero tolerance of child abuse and family violence, all allegations and safety concerns will be treated very seriously. For more information refer to Gateways Health's Child Safety Standards procedure and family Violence Policy.
- I will comply with my contract, all policies and procedures and follow directions given.
- That I have read and fully understand the Position Description and Inherent Requirements of the position
- I agree that I have the physical and psychological ability to fulfil the inherent requirements of the position, and accept my role in fulfilling the responsibilities, activities, duties and generic position requirements.
- I understand that the information provided is a general outline and may not encompass every aspect of the position. This is not intended to be an exhaustive list of all responsibilities, duties and skills required.
- Gateway Health may alter the duties of this position description if and when the need arises. Any such changes will be made in consultation with the affected staff member(s).
- I understand that this is separate to the Employment Agreement that I will sign, outlining the terms and conditions of my employment.

**Accepted by**  
(print name):

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**Employee**  
**Signature:**

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**Date:**

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