

POSITION DESCRIPTION

Position Title:	Early Years Speech Pathologist
Award:	Victorian Stand-Alone Community Health Centres Allied Health Professionals
Classification:	Grade 1
Site:	This position is primarily based at our Kangaroo Flat site and the Treehouse Paediatrics site, however may be required to work from any BCHS site or outreach location as negotiated.
Hours per fortnight:	30.4 hrs per fortnight (0.4 FTE)
Tenure:	Fixed Term- 24 months
Position description developed:	November 2024
Responsible to:	Senior Leader Children's Health Services

ABOUT BENDIGO COMMUNITY HEALTH SERVICES (BCHS)

BCHS is located across five sites in the City of Greater Bendigo, Central Victoria. BCHS has a proud 50-year history and provides more than 50 services across medical and allied health, family services, drug and alcohol, mental health, settlement services, health promotion and more, with a focus on vulnerable people and communities.

The organisation has more than 280 staff supporting people of all ages and stages of life to access quality, person-centred care. We foster a values-aligned, positive and thriving culture where staff feel safe and supported. Staff have clarity of roles and work in an environment of accountability. The success of BCHS is dependent on our staff who provide a high level of professionalism and dedication.

VISION

Better health and wellbeing across generations.

PURPOSE

Supporting you and your family to live healthy lives.

VALUES

Lived and Living Experience: We listen to understand. We value our communities, their backstories, lived and living experiences and cultures and learn from them to tailor our services.

Equity: We provide equitable and inclusive health and wellbeing services, ensuring they are culturally responsive and accessible.

People: We maintain a skilled, engaged and professional workforce, including people with lived experience, and enable a culture of continuous learning.

Partnership: We understand trust and partnerships are key to achieving our purpose. We listen and learn - and share our knowledge and expertise in collaboration and co-design with our community, ensuring we are providing local solutions to community need.

Integrity: We uphold the values of the Universal Declaration of Human Rights and approach all we do with kindness and respect. We are ethical in all we do.

TEAM ROLE

The Loddon Children's Health and Wellbeing Local (LCHWL) provides a range of health and wellbeing services to children up to 11 years of age who may be experiencing some challenges, such as developmental, emotional, relational or behavioural concerns. Services are available to families across the shires of Campaspe, Central Goldfields, Loddon, Macedon Ranges, Mt Alexander, and Greater Bendigo. The LCHWL is an innovative model co-designed with partners – paediatric service providers, and people with lived experience - to provide a regionally based system response that improves access across prevention, primary and tertiary care in the Loddon region. The service is particularly targeting those children who are not accessing support under other mechanisms such as NDIS.

Services provided through the LCHWL include paediatric health, mental health support, parenting support, specialist assessments, allied health, family services and care coordination.

The LCHWL has recently been established in response to the Royal Commission into Victoria's Mental Health System. Led by Bendigo Community Health Services in partnership with Bendigo Health and regional partners Bendigo and District Aboriginal Cooperative, Njernda Aboriginal Corporation, Echuca Regional Health, Dhelkaya Health, Sunbury & Cobaw Community Health, North Central LLEN and Maryborough District Health.

POSITION ROLE

Treehouse Paediatrics and Bendigo Community Health Services (Loddon Children's Health and Wellbeing Local) are excited to offer a new unique early career program that will provide an early career speech pathologist with an opportunity to work across the two organisations. The program has been designed to provide recent speech pathology graduates with a supportive and nurturing environment to develop specialised knowledge, skills, and experience in the paediatric field.

The role will be split across the two organisations with the speech pathologist working 0.6 EFT at Treehouse Paediatrics and 0.4 EFT at Loddon Children's Health and Wellbeing Local.

POSITION RESPONSIBILITIES

The responsibilities of the position are:

- Collaborate as a member of the LCHWL team to support child and family access to LCHWL services and broader service system navigation.
- Participate in all relevant clinical and LCHWL service meetings.
- Align all engagement with local families with the LCHWL client journey policies and procedures.
- Contribute to a positive experience for children and families through the provision of family led care planning.
- Actively engage in the multi-disciplinary team to share information and practice knowledge in support of the best outcomes for children.
- Provide speech pathology supports in individual and group settings.
- Participate in supervision with the senior Speech Pathologist.
- Engage in ongoing education and skill development.
- Practice in a family-centred and collaborative manner to ensure service responses that are integrated and directed toward clients concerns and diagnosis.
- Ensure recording of statistical data and documentation requirements within required timeframes.

- Other duties as directed.

KEY SELECTION CRITERIA

Essential

1. Tertiary qualification with current relevant registration.
2. Membership with Speech Pathology Australia.
3. Enthusiastic about a career in the paediatric field and interest in further developing knowledge and skills in this area.
4. Knowledge and appreciation of working as part of a multidisciplinary team.
5. Strong written and verbal communication skills, and ability to build relationships and collaborate effectively with others.
6. Ability to provide Speech Pathology assessment and intervention to paediatric clients.
7. Passionate about advocating and working under a neurodiversity affirming framework.
8. An understanding of the particular needs of working with clients from vulnerable and/or culturally and linguistically diverse backgrounds.
9. A current employee Working with Children Check and Driver's Licence.
10. The successful applicant will also be required to undertake and complete a Satisfactory National Police Check.

Desirable

1. Previous experience utilizing electronic client management systems.

PROBATIONARY PERIOD

Employment with BCHS is conditional on satisfactorily completing a probationary period of six (6) months from date of commencement. During this period your performance will be reviewed with your manager and, assuming this is mutually satisfactory, your employment will be confirmed at the end of this period.

STAFF REVIEW & DEVELOPMENT (SRD)

Each BCHS staff member is required to participate in the annual SRD process. The SRD will be based on the position role and responsibilities and key selection criteria in addition to the relevant team plans and the following performance indicators.

Position Performance:

Demonstrate achievement of negotiated performance indicators specific to your position.

- Provide high-quality service delivery to consumers and their families.
- Demonstrate the ability to develop quality partnerships with key internal and external consumers and stakeholders.
- Demonstrate positive outcomes for consumers through appropriate management and interventions.
- Demonstrate a consumer-centred service delivery approach which meets individual preferences, needs and diversity.
- Demonstrate a holistic and integrated service delivery approach for consumers.
- Participate in supervision and professional development as negotiated with line manager.

- Knowledge and compliance with BCHS privacy and confidentiality procedures.

Communication and Teamwork:

High level communication and interpersonal engagement that contributes to productive and collegial relationships between staff and with consumers.

- Display your capacity for self-awareness through reflection, planning and communication.
- Show evidence of your ability to work co-operatively within a team to achieve team goals.
- Establish and develop as key functions of relationship management, regular and professional communication with all your relevant colleagues.
- Demonstrate alignment and integration of practice according to BCHS' vision, values, and strategic directions.

Self-Management:

Demonstrated experience and understanding of the need for ongoing personal and professional development that contribute to self-satisfaction and professional growth.

- Continually develop personally and professionally to meet the changing needs of your position, career and industry.
- Demonstrate behaviours that lead you to achieving your goals.
- Demonstrate understanding and behaviour to reflect BCHS' values.

Administration and Documentation:

Through the use of the BCHS processes ensure that all administration and documentation requirements are initiated and completed in a professional and timely manner.

- Show evidence that the administrative tasks of your position are completed in an orderly, timely and accessible manner.
- Demonstrate that your documentation is completed in an accurate, legally and ethically compliant standard, and is produced to an appropriate professional standard.

Learning:

Demonstrated knowledge and application of the capabilities required for this position including knowledge and understanding of appropriate equipment, legislation, policies and procedures.

- Show evidence of knowledge and understanding of BCHS Strategic Directions and the ability to link key strategic directions to individual and teamwork plans and individual self-development.
- Demonstrate initiative and enterprise skills that contribute to innovative outcomes.
- Display an appropriate level of awareness of the implications for BCHS of decisions and situations that involve you and others.

DIVERSITY AND CULTURE

BCHS treats all people with respect; values diverse perspectives; provides diversity training opportunities; and provides a supportive work environment. BCHS is committed to employing people from diverse backgrounds and providing a workplace free from discrimination and harassment.

CHILD SAFETY

BCHS values children from all backgrounds and is committed to making our community a safe, nurturing and welcoming place for children to grow and develop. We are committed to making sure **all** children reach their individual potential.

OTHER ESSENTIAL REQUIREMENTS

Staff will:

- Complete all required probity checks **before** employment is confirmed.
- Provide vaccination information that meets the requirements for healthcare workers.
- Present a copy of original professional qualifications document or registration (if required).
- Receive and comply with BCHS' policies and procedures including the Code of Conduct.
- Actively contribute to continuous quality and service delivery improvement through the organisation.
- Be proactive in risk identification, notification and management.

BCHS believes that *"Quality is everyone's business, safety is my responsibility"*

Co-operate with and contribute to BCHS Occupational Health & Safety procedures and participate in appropriate safety information and education activities as required.

OTHER INFORMATION

- Salary packaging would be available to the successful applicant.
- BCHS' Employee Assistance Program is available to employees and immediate family.
- BCHS is an equal opportunity employer.
- All BCHS sites are smoke and vape free workplaces.
- BCHS has a commitment to environmental sustainability.

