

GRADUATE SPEECH PATHOLOGIST

Position:	Graduate Speech Pathologist
Directorate:	Area Mental Health and Wellbeing Service
Division:	Mental Health
Business Unit:	Mental Health
Enterprise Agreement	Victorian Public Mental Health Services Enterprise Agreement 2020-2024
Reports to:	Relevant Program Manager



MILDURA BASE PUBLIC HOSPITAL

Mildura Base Public Hospital (MBPH) was established as a new entity in September 2020. From day one, MBPH has aspired to provide exceptional patient care and be a leading healthcare provider in the north west of Victoria, known for its high level of professionalism, quality care and community engagement and positive and aligned workplace culture.

MBPH employs over 1200 staff and has 172 beds and provides a range of acute services in emergency, maternity, intensive care, rehabilitation, community services, psychiatric in and out patient care, palliative care, renal dialysis and chemotherapy service to the people of North West Victoria. The hospital also provides medical imaging and pathology services.

MBPH is proud to be affiliated with Monash and La Trobe Universities for the provision of undergraduate and postgraduate Medical, Nursing and Allied Health education. Affiliations also exist with other universities for clinical placement and training.

MBPH is expanding its mental health services with the commencement of the Local in December 2023. The growth in the mental health and wellbeing service will expand upon existing community health services and provides opportunity for diversifying the model of mental health care. The addition of allied health disciplines such as music therapy, art therapy and exercise physiology in the mental health service, to work alongside the Speech Pathology Graduate, will provide unique opportunity for expanding individual and group intervention programs across the lifespan.

VISION

Mildura Base Public Hospital – providing exceptional care.

PURPOSE

To improve health outcomes for our tri-state communities by creating partnerships, leading culture and building our team to deliver sustainable services.

VALUES

All employees of the Mildura Base Public Hospital are required to uphold the HEART values of our organisation. For information on our HEART values and the expectations to uphold the values, please refer to page 6 of this document.

INCLUSION

At MBPH, we firmly believe that fostering diversity, equity, and inclusion is essential to the success of our health service, our employees, our consumers, and the wider community. We wholeheartedly embrace diversity and highly value the diverse experiences of individuals from all ethnicities, faiths, ages, disabilities, cultures, languages, gender identities, sexes, and sexual orientations.

We extend a warm welcome to lesbian, gay, bisexual, transgender, gender diverse and non-binary, intersex, and queer (LGBTIQ+) individuals, inviting them to be a part of our inclusive health service.

Aligned with our HEART Values, we are dedicated to further enhancing accessibility and promoting inclusive practices across all aspects of our workplace.

STRATEGIC OBJECTIVES



POSITION SUMMARY

The Allied Health Mental Health Graduate Program offers new Speech Pathologists a fully supported 12-month learner program in a positive environment. The program is part of a broader inter-professional early careers program (incorporating nursing and other allied health disciplines) and aims to support graduates to develop their skills, knowledge, applied experience and values to become an effective member of the mental health workforce.

Graduates will be supported by Allied Health Educators within a structured program that includes comprehensive orientation, professional development days, discipline specific clinical supervision and a group supervision program

The position will involve the Graduate being exposed to different clinical settings, with two 6-month rotations which may include the opportunity to work within the inpatient unit, residential (Prevention and Recovery Care Unit) or community based mental health and wellbeing services, across the lifespan. The position will place strong emphasis on multidisciplinary learning as well as partnership with lived and living experience workers.

Disordered and/or differences noted in communication are often parts of diagnostic criteria in a range of mental health conditions including autism spectrum disorders, attention deficit disorders, behavioural disorders, developmental language and speech disorders, schizophrenia and psychosis and dementia. Bringing expert knowledge to support understanding in this space is essential.

The opportunity for a Graduate Speech Pathologist to work in the mental health and wellbeing service to enhance the health, wellbeing and participation of people with mental health conditions through prevention, early detection and treatment of communication disorders will be a crucial development in the expansion of the services.

SPECIAL PROVISIONS

Graduates will undertake a comprehensive orientation program, develop an individual learning plan and self-care plan, have access to 4 hours of protected learning time each week and participate in a series of professional development days. Graduates will participate in regular discipline specific individual clinical supervision and a group supervision program, to allow opportunities to engage in reflective practice and discover new ways of working.

KEY RESPONSIBILITIES AND DUTIES

- Actively participate in, and satisfactorily complete, all specific requirements (formal training, on-the-job learning, and development activity) of the Graduate and Early Careers Program;
- Provide clinical assessment, treatment, care and education for patients with complex mental health and psychosocial needs, as well as their families and carers (within the scope of practice for a beginning practitioner);
- To enhance the health, well-being and participation of people with mental health conditions through prevention, early detection and treatment of communication disorders.
- Within a multi-disciplinary mental health team, make a valuable contribution to differential diagnosis of mental health conditions.
- To provide assessments for communication disorders associated with mental health conditions,
- To provide intervention for communication disorders in at risk populations, for example, in dual diagnosis, dual disability, youth, and trauma;
- To provide education and the development of prevention programs for groups at risk of developing communication disorders,
- Provide support, information, and education to family members, carers and significant others.
- Provide quality assessments, reports and recommendations relating to communication needs of mental health patients and consumers.
- Work collaboratively with internal and external service providers to ensure the most appropriate care and service is provided for the patient and consumer.
- Collect, manage, develop and use health information (including client information, outcome measures and records) in accordance with Victorian Department of Health and Mildura Base Public Hospital requirements;
- Work in accordance with the Standards of Professional Practice and Code Ethics of the Australian Speech Pathology Association.

GENERAL RESPONSIBILITIES

Employees are required to comply with the **Victorian Government's Code of Conduct**. All staff must ensure they comply with **policies, procedures** and standard ways of work practices when carrying out their work.

Employees are responsible to take reasonable care of their own **health and safety** and the safety of others, to cooperate with the group's OH&S policies and to participate in appropriate safety education and evaluation activities. All staff are expected to participate in reporting any health, safety and wellbeing issues. All staff must adhere to the policies and procedures as set out in the hospital's **infection control** manuals.

All information concerning Mildura Base Public Hospital, its patients, clients, residents and staff should remain strictly **confidential**. Any unauthorised disclosure of such information may result in disciplinary action. As a Mildura Base Public Hospital employee you have a responsibility to participate in and commit to ongoing **quality improvement** activities using the framework of the NSQHSS (National Safety and Quality Health Service Standards).

Any breach in compliance to any of the above general responsibilities may result in disciplinary action.

KEY SELECTION CRITERIA

QUALIFICATIONS

- A Bachelor of Applied Science (Speech Pathology) and in first 1-2 years of professional practice
- Eligibility for membership with Speech Pathology Australia as a Certified Practising Speech Pathologist

ESSENTIAL

- Ability to apply speech therapy knowledge and judgement in the assessment, treatment and care of people with complex mental health and psychosocial needs
- Knowledge and understanding of the needs of people with mental illness and an awareness of the issues relating to their wellbeing and recovery
- Ability to administer speech pathology specific assessments and produce accompanying reports for consumers and patients across the lifespan
- Demonstrated ability to liaise and consult with relevant family members, as well as a broad range of health professionals and community agencies
- Ability to work within a multi-disciplinary team, recognising and respecting the expertise and contribution of all team members, and contributing to client reviews.
- Ability to work autonomously and to work within a multidisciplinary team
- Sound verbal and written communication skills in addition to well-developed computer literacy and electronic communication skills
- Knowledge and understanding of the key principles of the Mental Health Act and Wellbeing Act 2022

DESIRABLE

- Clinical skills and experience in the assessment and treatment of people with mental health disorders
- Experience in a multi-disciplinary model of service delivery
- Commitment and passion for working with diverse consumers presenting with complex mental health and psychosocial issues.

MANDATORY REQUIREMENTS

National Police Record Check

A current and satisfactory National Police Record Check must be presented to the Division of People and Culture by all new staff prior to commencement at Mildura Base Public Hospital.

Working with Children Check

Mildura Base Public Hospital has a responsibility to provide a child safe environment. This position is a defined “child-related role” at Mildura Base Public Hospital. As such you must maintain a valid working with children check. In addition you will be required to assist Mildura Base Public Hospital in providing a child safe environment by participating in any training or reporting required to ensure the protection of children in our care.

Immunisation Requirements

As part of your employment conditions, you will be asked to provide documented evidence of healthcare worker immunisation or immunity to communicable vaccine-preventable diseases prior to commencing employment with MBPH. If you do not provide satisfactory evidence that you have the required immunisation and you have commenced employment, consideration will be given to your ongoing employment and termination may result.

Drivers Licence

A current Victorian driver’s licence is required for this position

All Mildura Base Public Hospital sites, workplaces and vehicles are smoke free.

This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties

and skills required. Any elements of this document may be changed at Mildura Base Public Hospital's discretion and activities may be added, removed or amended at any time.

ACKNOWLEDGEMENT BY EMPLOYEE

I acknowledge having received and read the content of this position description (including but not limited to aspects of the role contained within) and understand the requirements of the position.

Employee Name: _____

Employee Signature: _____

Date: _____



Happy
WE ARE POSITIVE

As an organisation

We aspire to be happy in all our dealings with people. Everyday we strive to be the best version of ourselves, and we seek to continuously improve our organisation, ourselves and each other through personal and professional growth. We believe that happy people do their best work. We know that joy in our journey is invaluable to a sustainable and lasting success.

Individually

- Use positive language in interactions with staff, patients and community
- Honour the work we do and choose candour, respect and kindness everyday
- Focus on the positive aspects of a situation, what is going well and what can be learned
- Share in moments of joy
- Welcome others to MBPH
- Bring an energy to work that is infectious to others
- Provide growth opportunities and effective feedback to staff to ensure they are supported to achieve their best



Empathetic
WE ARE CARING

As an organisation

We put our patients first, and we listen and deal with their needs. We are compassionate people who make MBPH a place for healing, growth and success for patients, their families and our staff.

Individually

- Make time to actively listen and understand one another
- Walk in others' shoes
- Consider an individual person's needs when making decisions and recommendations
- Treat others how I would like to be treated
- Recognise and support one another
- Make decisions based on patient's needs and in consultation with others involved in care



Accountable
WE ARE COMMITTED

As an organisation

We take ownership of the actions and decisions made. We do the right thing in all our interactions. We reward based on great outcomes, and we are transparent in both our successes and failures. We use good judgement and everyday we make our patients' journey better.

Individually

- Be courageous in challenging the process to get a better result
- Ensure the project is clear on roles, responsibilities and timeframes
- Be engaged throughout
- Keep a 'whole of life' picture
- Comply with Code of Conduct; company policies and procedures; industry standards and legislation
- Be responsible for monitoring the right way to do things.



Respectful
WE ARE OPEN TO OTHERS

As an organisation

We build effective relationships and emphasise the importance of diversity and inclusion in our workplace. We recognise and value the views and the experiences our staff and patients bring to our organisation.

Individually

- Show pride in our roles and our workplace
- Recognise and understanding the influence of a person's situation, background and beliefs and how they can be shown due respect
- Include all backgrounds – gender/ age/sex/abilities/race/religion/sexual orientation/culture
- Be aware of assumptions and biases when making decisions
- Take care of and sustain our workplace, equipment and environment
- Embrace awareness for other perspectives and experiences



Team-based
WE ARE ONE TEAM

As an organisation

We do our best work when we collaborate within and across teams. Everyday we strive to be our best selves. We know that individual differences can strengthen teams and we trust and respect each others' contribution. We make sure we have the right people in the right jobs with the right tools, resources and equipment. And we know, no single person is bigger than the team.

Individually

- Acknowledge contributions of team members
- Seek to understand the bigger picture, collaborate with others openly and honestly
- Lend a hand, always
- Encourage connections with relevant internal and external stakeholders to meet patients' needs
- Collaborate and share knowledge within and across teams
- Connect with exceptional industry leaders to build capabilities
- Recognise and foster talents in others

LANGUAGE WE USE

- "I choose..."
- "I care..."
- "I prefer..."
- "I will..."
- "I can..."
- "Can we explore that more so I can understand it better?"
- "We will...us...we can..."
- "Is there a better way to do this?"

LANGUAGE WE DON'T USE

- "I have to..."
- "I must ..."
- "If only..."
- "Ah well, that is because of XYZ..."
- "Our processes do not let us do it"
- "Things have always been done this way"
- "Them and us"

THINGS WE DON'T DO

- Negativity, sledging, rumours or gossip
- Unprofessional, inconsistent or showing lack pride in our work
- See only problems, block progress
- Wait for others to do the work
- Do nothing
- Find fault, see obstacles
- Victim mentality
- Lack of understanding for others' needs
- Emphasis on status, hierarchy, egos
- Ignore, disregard and show lack of appreciation for a person's situation, background and experience when making decisions and reacting to situations
- We will not waste others' time or keep people waiting
- Dismiss the efforts of others to achieve an outcome

