



**Swan Hill
District Health**
Connected Care. Best Experience.



Inclusive

Compassionate

Progressive

Accountable

Speech Pathologist Full Time Grade 1 Fixed Term contract

(12-month contract, with possibility of extension for successful candidate)

We have an exciting opportunity awaiting a new graduate (Grade 1) Speech Pathologist to join our professional and committed team in the Speech Pathology Department at Swan Hill District Health. Relevant qualifications are required.

The Position

As a rural generalist speech pathologist, you will be responsible for providing speech pathology assessment and management to adult and paediatric clients with communication and/or swallowing disorders across our integrated health service. The successful applicant will have the opportunity to work across both inpatient, aged care, community health, community rehab and specialist clinics

Our paediatric service is available to children from 0 – 6 (prior to school entry) offering assessment and intervention for feeding, speech, language and fluency.

Our adult services offer great variety from assessing stroke patients in ED, working with progressive neurological conditions at community rehab, through to supporting consumers during the palliative stages with communication and swallowing

You will work collaboratively with other health professionals whilst also participating in community education. There is capacity for you to lead quality improvement initiatives as we work towards providing a progressive practice. The Speech Pathology department provides professional development, mentoring/supervision programs and opportunities to extend clinical skills via internal and external training

The Speech Pathology Department is supported by Allied Health Reception, and an expanding Community Care Division; including Health Promotion, Counselling, Dental, Community Rehabilitation, Aboriginal Hospital Liaison and Allied Health Departments

Mandatory Requirements:

- Undergraduate Degree in Speech Pathology
- Registration with Speech Pathology Australia (CPSP status)
- Current National Police Check
- Working with Children's Check
- Complete COVID Vaccinations & 2026 Flu Vaccination, Serology evidence of immunization status

About Swan Hill: Swan Hill is situated in North-West Victoria. Located on the beautiful banks of the Murray River with multiple tourist attractions and community events in the surrounding region.

About Swan Hill District Health: Swan Hill District Health is a 143 bed (including Aged Care), fully integrated rural public health facility servicing a greater community of around 35,000 people. At Swan Hill District Health (SHDH), our vision is to provide connected care, best experience for our community. SHDH is a compassionate, family friendly employer where every employee is a valued team member. Whilst encouraging and supporting work/life balance, SHDH also provides:

- ®A dynamic workplace
- ®Discounted Corporate gym memberships
- ®Salary Sacrifice/Packaging
- ®Professional Development opportunities
- ®Employee Assistance Program

Attract Connect Stay; our community are excited to see you and your family arrive. Let us help you connect; schools, partner employment, clubs, housing and the things that matter to you when building your new life.

To apply for this position please email your Cover letter responding to the Key Selection Criteria and up-to-date CV, to employment@shdh.org.au.

You will find the position description on our website – [Vacant positions](#)

Swan Hill District Health is an equal opportunity employer committed to diversity and inclusion. We welcome applications from Aboriginal and Torres Strait Islander people, people with diverse cultural and linguistic backgrounds and people with disability. If you require any reasonable adjustments to the recruitment process or the role, please let us know by contacting employment@shdh.org.au

Enquiries about this role should be directed to Jenelle Hutchinson, Speech Pathology Manager, Ph: 5033 9390, E: jhutchinson@shdh.org.au

Applications close: 03/08/2026

Swan Hill District Health reserve the right to interview and appoint candidates prior to this date.



INCLUSIVE
We provide an experience that welcomes and values everyone

COMPASSIONATE

We respond to our people with understanding, empathy and kindness.



PROGRESSIVE

We continue to strive for the best experience outcomes.

ACCOUNTABLE

We personally commit to taking responsibility for all of our decisions and actions.



Position:	Speech Pathologist
Classification:	Grade 1
EBA/Award:	Allied Health Professionals EBA 2021 - 2026
Department:	Speech Pathology
Location:	Swan Hill District Health Main Campus – 48 Splatt Street, SWAN HILL VIC 3585
Reports to:	Speech Pathology Manager
Immunisation Risk Category:	Category A: Position involving direct patient contact, potential for exposure to blood, body fluid, human tissue specimens during course of a normal working day
Position Summary:	To provide a speech pathology service to clients of Swan Hill District Health across the service areas including inpatients, outpatients, community health, home and community care (HACC), subacute, residential aged care and outreach services. The role focuses on providing appropriate services, in the right setting and promoting health and well-being for all clients.
Responsibilities:	• Provide evidenced based Speech Pathology assessment, treatment and management to clients accessing services through SHDH, throughout the continuum of care. • Communicate client information effectively and proactively with other team members, with active contribution to multidisciplinary team meetings. • Complete client goal setting (Goal Directed Care Plans) in consultation with patient/family/carers as appropriate. • Facilitate groups and empower clients with complex needs to manage their conditions within self-management practice to improve health and quality of life. • Evaluate treatment and service provision, making use of objective measures where possible. • Complete multidisciplinary assessments and treatments with other clinicians as required. • Ensure effective clinical handover, including appropriate referrals and recommendations for further treatment. • Attend and contribute to departmental meetings and other meetings (internal and external) as required. • Provide positive input with regard to resource planning (team and equipment). • Display adaptability and flexibility to meet the changing operational needs of SHDH.

	• Display a willingness to develop skills and seek to improve performance through regular supervision with senior speech pathology staff. • Contribute to and support service initiatives aligned to Community Care including quality improvement and accreditation requirements. • Support the Speech Pathology Manager in undertaking processes to ensure service targets are met including the collection of all clinical and non-clinical activity statistics. • Work with the Speech Pathology Manager to continually improve access, clinical care, service coordination and efficiency. • Contribute to the teaching and training programs of work experience, allied health, nursing and other professional disciplines within SHDH. • Adhere to the SHDH Code of Conduct, Speech Pathology Australia Code of Ethics and relevant Speech Pathology department policies and procedures, consistent with current accepted standards of practice.
Key Selection Criteria	Qualification/Credentialing requirements • Bachelor in Speech Pathology or Equivalent • Current National Police Check • Working with Children's Check • NDIS Worker Screening Check Essential Key Selection Criteria • Membership of Speech Pathology Australia including Certified Practising Speech Pathologist (CPSP) status (full or provisional). • Ability to provide Speech Pathology services in a variety of clinical settings. • Excellent organisation, planning and problem solving skills. • Highly developed interpersonal and communication skills. • Ability to work collaboratively with clients, families and inter-professional teams. • Commitment to evidence based practice. • A strong person-centre approach to clinical practice. • Victorian Driver's Licence. • Evidence of immunisation records/history as part of the Health Services Act 1988, 2020 Amendment (Mandatory Vaccination of Healthcare Workers), through either documentation or copy of serology report. It is required that there is immunisation for all vaccine preventable illnesses.
First Nations:	Swan Hill District Health would like to acknowledge First Nations communities of Wamba Wamba, Wadi Wadi, Barapa Barapa, Latji Latji and the Tatti Tatti people on whose land, we work and live. We pay respect to all Elders past and present and honour their connection to the land and water.
Continuous Quality Improvement:	• Each staff member is expected to demonstrate a commitment to best practice. • All staff shall take responsibility for their own practice and share responsibility for creating and maintaining a system that provides safe, high quality health care. • All staff will participate in quality improvement activities aimed at improving patient outcomes and maintaining accreditation standards.

	It is the responsibility of every staff member to be familiar with Health Service-wide and specific Department Policies & Protocols.
Person Centred Care:	The Health Service supports in its values the philosophy of Person Centered Care to ensure all people, including health service providers, clients, their carers and family members are respectfully cared for and encouraged to participate in the provision of quality health care. We recognise diversity is part of every person & as such providers of health care must be actively involved in developing models of care that are person centred.
Child Safety:	All children have the right to feel and be safe. Keeping children safe is everyone's responsibility. SHDH is committed to providing a child safe environment where children are safe and feel safe, and where their voices are heard about the decisions that affect them. SHDH have zero tolerance to child abuse. Each employee has a responsibility to adhere to this requirement. Any breach of this standard will result in disciplinary action.
Our Purpose:	Connected Care / Best Experience SHDH commits to meet the growing health care needs of our community through our new vision to provide better connected care and to achieve the best care experience.
Privacy and Confidentiality:	SHDH are committed to protecting patient and staff privacy and confidentiality, as it is an important aspect of our commitment to providing high quality services. In accordance to both the Health Records Act and the Information Privacy Act, information should only be used and disclosed for the primary purpose of its collection. Each employee has a responsibility to adhere to SHDH's Privacy and Confidentiality Policy, as it is a condition of employment. Any breach of the rules of privacy and/or confidentiality relating to health service business, patients or medical records will result in disciplinary action.
Mandatory Training:	All employees must be aware of and complete designated mandatory training within the required time frame.
Safety:	RESPONSIBILITIES: It is the responsibility of every staff member to: - Take reasonable care for their safety and the safety of others while at work. - Report accidents, incidents and potential hazards as soon as reasonably practicable to their supervisor and record on VHIMS reporting system. - Advise their supervisor if they have an injury or illness that may affect their ability to perform the inherent requirements of their position. - Be familiar with emergency and evacuation procedures as detailed in the Emergency Procedures Manual. - Complete all Mandatory training requirements as identified and directed. - Comply with the Occupational Health and Safety Act and all SHDH O.H. & S. online Policies and Procedures.

Asset Management:	Staff with asset management responsibilities are required to adhere to the Asset Management Policy and Protocols.
Review:	Completion of My Work Plan on a yearly basis.

Job Demands List

Swan Hill District Health endeavours to provide a safe working environment for all staff. The purpose of this section is to ensure that you fully understand and are able to perform the inherent requirements of the role (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 others.

Frequency Functions

I	= Infrequent	Activity may be required very infrequently
O	= Occasional	Activity required occasionally, not necessarily all shifts
F	= Frequent	Activity required most shifts, up to 50% of the time
C	= Constant	Activity that exists for the majority of each shift and may involve repetitive movements for prolonged periods
N/A	= Not Applicable	Activity not performed

Aspects of Normal Workplace

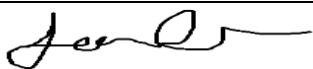
Frequency

Demands	Description	I	O	F	C	N/A
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Physical Demands

Sitting	Remain seated to perform tasks			x		
Standing	Remain standing to perform tasks			x		
Walking	Periods of walking required to perform tasks			x		
Bending	Forward bending from waist to perform tasks		x			
Kneeling	Remaining in a kneeling position to perform tasks		x			
Lifting/Carrying	Light lifting and carrying		x			
	Moderate lifting and carrying	x				
	Assisted lifting (mechanical, equipment, person assist)	x				
Working at heights	Ascending and descending ladders, stools, scaffolding					x
Pushing/Pulling	Moving objects, e.g. Trolleys, beds, wheelchairs and floor cleaning equipment	x				

Reaching	Arms fully extended forward or raised above shoulder		x			
Crouching	Adopting a crouching posture to perform tasks		x			
Foot Movement	Use of leg and/or foot to operate machinery	x				
Head Postures	Holding head in a position other than neutral (facing forward)	x				
Fingers/Hand/Arm movement	Repetitive movement of fingers, hands and arms e.g. computer keyboarding				x	
Grasping/Fine Manipulation	Gripping, holding, clasping with fingers or hands			x		
Driving	Operating a motor powered vehicle e.g. use of hospital cars, deliveries, visiting clients, tractor, ride on mower, forklift, bus. Etc.		x			
Psychosocial Demands						
Interaction with People	Tasks involving interacting with distressed and emotional people		x			
	Tasks involve interacting with people with mental illness, mental health issues or a disability.		x			
	Tasks involve witnessing or learning about disturbing or distressing personal circumstances and domestic violence.		x			
	Tasks require communicating with others (children or adults) to exchange information.				x	
	Tasks require giving direction and feedback on work undertaken by others.			x		
	Tasks require receiving direction and feedback on work undertaken to meet required work standards.			x		
Reasoning	Tasks require interpreting process documents, following plans and quality standards documentation.				x	
Responsibilities	Tasks involve being responsible for a group of children or vulnerable adults.					x
Working requirements	Tasks require work to be conducted out of hours (such as overnight).					x
	Tasks are undertaken in a busy, demanding and dynamic work unit.				x	
	Tasks for the position require individual resilience and adaption to workplace change.				x	

Environmental Demands						
Gases	Working with explosive or flammable gases requiring precautionary measures					x
Liquids/Chemicals	Working with corrosive, toxic or poisonous liquids or chemicals requiring Personal Protective Equipment (PPE)					x
Noise	Environmental/background noise necessitates people raising their voice to be heard		x			
Biological hazards	E.g. exposure to body fluids, bacteria, infectious diseases requiring PPE			x		
Cytotoxic hazards	Handling and/or preparation of cytotoxic materials					x
Radiation	Working with radiologic equipment	x				
Previous Revision dates:		July 2026.				
Approval						
Managers Name:		Jenelle Hutchinson				
Managers Signature:						
Employees Name:						
Employees Signature:						