

Role	Staff Grade - Speech and Language Therapist
Duration of Post	Full Time Permanent
Location	Dublin North, Dublin North Central, and Dublin Northwest
Remuneration	€40,325 to €58,483 depending on experience
Annual Leave	Annual leave of 29 Days pa
Working Week	The standard working week for the post is 35 hours per week
Details of Service	<p>The Children's Disability Network Team Lead Agencies incorporating Avista, CRC, HSE and St Michaels House have joined together as a Consortium for the CHO Dublin North City and County (CHODNCC) area to recruit for a number of Healthcare Professionals.</p> <p><i>Children's Disability Network Teams are inter-disciplinary teams of Healthcare Professionals who work with children and young people (0-18 years) with complex needs, providing a Family Centred service as close to the child/young person's home as possible.</i></p> <p><i>Children's Disability Network Teams provide a range of universal, targeted and specialised supports for children/young people with complex needs arising from disability. In line with Slainte Care the Children's Disability Network Teams also work closely with Primary Care and Child and Adolescent Mental Health Services to provide integrated care services. The Children's Disability Network Manager provides leadership and guidance for each team.</i></p>
Job Purpose	<p><i>To work as a Staff Grade Speech and Language Therapist in line with team service plans and objectives and within established professional standards, guidelines and policy.</i></p> <p><i>To support assessment and interventions in line with principles of Children's Disability Network Teams.</i></p> <p><i>To work as part of the Children's Disability Network Team to provide therapeutic services to children and young people (0 -18 years) with a range of complex needs arising from a disability and whom are living within the Community Health Organisation. There will be a strong emphasis on interdisciplinary team working and family centred practice as per the principles of Progressing Disabilities for Children and Young People.</i></p>

<p>Key Duties and Responsibilities</p>	<p><u>Clinical Duties</u></p> <ul style="list-style-type: none"> • Responsible for providing essential assessment skills to identify the individual health and educational needs of the child on their designated caseload. • Arrange and carry out assessment and treatment / intervention programmes in appropriate settings in line with local policy / guidelines and professional standards. • Monitor, audit and evaluate speech, language and communication and FEDS plans and interventions. • Facilitate parental involvement in the communication programmes for their children. • Responsible for completing reports in a designed time frame. • Responsible for maintaining confidentiality. • Use the principles of family-centred practice to collaborate with service user, family, and other stakeholders in goal setting and intervention planning. • Work in conjunction with the speech therapy college co-operating in the training of students • Ability to work in high pressure, fast paced environments. • Shows enthusiasm and a high level of motivation in completing projects. • Ability to work independently with good problem-solving skills. • Carry out other duties as assigned by the CDNM <p><i>This job description is a guide to the general range of duties assigned to the post holder. It is intended to be neither definitive nor restrictive and is subject to periodic review with the employee concerned.</i></p> <p><u>Quality, Risk, Health and Safety Management</u></p> <ul style="list-style-type: none"> • Participate in any quality improvement projects and change initiatives which may be introduced. • Follow and adhere to all risk related guidelines as stipulated by Risk Management. • Comply with the policies, procedures, and safe professional practice of the Irish Healthcare System by adhering to relevant legislation, regulations, and standards. • Work in a safe manner with due care and attention to the safety of self and others. • Be aware of risk management issues, identify risks and take appropriate action. • Document appropriately and report any near misses, hazards and accidents and bring them to the attention of the relevant person(s) •
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	<ul style="list-style-type: none"> • To be fully aware of and compliant with current child protection and safeguarding legislation and local policies and procedures. • Support a culture that values diversity and respect. <p><u>Education & Training</u></p> <ul style="list-style-type: none"> • Provide education and training to parents, carers and schools staff supporting the child to participate in their environments fully. • Takes responsibility to ensure learning and understanding of new ideas and procedures. • Is knowledgeable of regulations and where relevant applies practice in accordance with legislation to area of work.
<p>Qualifications & Experience</p>	<p><u>Essential Criteria</u></p> <ul style="list-style-type: none"> • Hold a qualification in Speech and Language Therapy approved by the Speech and Language Therapy Registration Board at CORU. • Practitioners must maintain annual registration on the Speech and Language Therapy Register maintained by the Speech and Language Therapy Registration Board at CORU. • Provide proof of Statutory Registration on the Speech and Language Therapists Register maintained by the Speech and Language Therapy Registration Board at CORU or eligible for registration. • Maintain annual registration on the appropriate register at CORU. • Excellent interpersonal, communication skills and strong command of English. • Demonstrate competence and capability of undertaking the duties attached to the office • Relevant ICT skills
<p>Pension</p>	<p>This is a pensionable position. The successful candidate will upon appointment become a member of the appropriate pension scheme. Pension scheme membership will be notified within the contract of employment. Members of pre-existing pension schemes who transferred to the HSE on the 01st January 2005 pursuant to Section 60 of the Health Act 2004 are entitled to superannuation benefit terms under the HSE Scheme which are no less favourable to those which they were entitled to at 31st December 2004.</p>

<p>Age</p>	<p>The Public Service Superannuation (Age of Retirement) Act, 2018* set 70 years as the compulsory retirement age for public servants.</p> <p>* <u>Public Servants not affected by this legislation:</u></p> <p>Public servants recruited between 1 April 2004 and 31 December 2012 (new entrants) have no compulsory retirement age.</p> <p>Public servants recruited since 1 January 2013 are members of the Single Pension Scheme and have a compulsory retirement age of 70.</p>
<p>Probation</p>	<p>Every appointment of a person who is not already a permanent officer of the Health Service Executive or of a Local Authority shall be subject to a probationary period of 12 months as stipulated in the Department of Health Circular No.10/71.</p>