

Role	Senior Grade – Speech and Language Therapist
Duration of Post	Full Time Permanent
Location	Dublin North, Dublin North Central, and Dublin Northwest
Annual Leave	Annual leave of 30 Days pa
Remuneration	€54,677 to €64,380 depending on experience
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 Senior 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</i></p>

	<p><i>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"> • To provide a quality, evidence -based Speech and Language Therapy service to children with a primary intellectual disability, psycho-social, sensory and physical impairments in consultation with their families, carers and staff. • To manage a complex clinical caseload, exercising advanced clinical reasoning, in making autonomous decisions and judgements on a daily basis. This involves acting within clinical knowledge base, to prioritise (in consultation with Services Manager), to implement assessment, diagnostic formulation; care planning, intervention, and discharge. • Work as a member of an Interdisciplinary Team • Arrange and carry out assessment and treatment / intervention programmes in appropriate settings (e.g. clinic, home, school, day centre) in line with local policy / guidelines. • To prioritise together with the Services Manager in order to optimise the quality, efficacy and equity of the service provided. To maintain a waiting list if/when necessary. • Be responsible for assessment, diagnosis, planning, implementation, and evaluation of treatment / intervention programmes for service users according to professional standards. • To contribute, support and participate in, as appropriate, the person centre planning process and/or other similar processes. • Work as a member of an Interdisciplinary Team • Contribute to the development and implementation of procedures, policies and guidelines while adhering to existing standards and protocols. • To assess and recommend appropriate Speech and Language Therapy programs, environmental supports, activities, skill development and Augmentative Alternative Communication taking into account person centred needs, staff/carer needs, environment and available resources. • Undertake a key worker/key contact role as required

Education & Training

- To participate in the delivery of training/education to Individuals on the caseload, family members and staff as required.
- To supervise staff grade Speech and Language Therapists as may be assigned to the Speech and Language Therapy department.
- Attend mandatory meeting and trainings.
- Provide education and training to parents, carers and schools staff supporting the child to participate in their environments fully
- Inspires others to consistently perform at a high level and achieve their potential.
- Review and update best practice treatment guidelines/ pathways for specific conditions – i.e. appropriate frequency of therapy interventions along trajectory relevant to specific conditions, and in the context of family centred practice.

Quality, Risk, Health & Safety 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
- Be responsible for the co-ordination, delivery and development of service in designated area(s) in conjunction with the CDNM
- Critically engage with and evaluate technological developments as they apply to the service and service delivery
- Pro-active and uses Initiative.
- Ability to encourage and develop quality led practice initiatives.
- Demonstrates an ability to evaluate, audit and review practice
- Maintain professional standards in relation to confidentiality, ethics and legislation
- Operate within the scope of Speech & Language Therapy practice as set out by the Irish Association of Speech & Language Therapists and in line with CORU regulations
- Promote a safe working environment in accordance with Health and Safety legislation.

	<ul style="list-style-type: none"> • Have a working knowledge of the Health Information and Quality Authority (HIQA) Standards and Guidance as they apply to the role. • To be fully aware of and compliant with current child protection and safeguarding legislation and local policies and procedures. <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>Qualifications & Experience</p>	<p>Essential Criteria</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. • Minimum of three years satisfactory post qualification experience. • Experience of working with FETS and children with complex needs. • Proven experience of family centred services and team working. • 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. • Be able to demonstrate a knowledge and understanding of the management of children with complex needs arising from a disability. • 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><i>* Public Servants not affected by this legislation:</i></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>