



**Children's
Disability
Network
Team**

JOB DESCRIPTION

Job:	Senior Speech & Language Therapist
Location:	Galway Services – City West Children's Disability Team Network 5
Contract Type:	Permanent Contract
Contract Hours:	35 hours per week
Reporting to:	Children's Disability Network Manager

Overall Purpose of the Post:

To provide a range of speech and language therapy services to children 0 – 18 years and their families who attend City West Network Disability Team, within an interdisciplinary framework and family centered practice and to support other staff and students as assigned.

Key Working Relationships

Enable Ireland delivers services using the Social Model of Disabilities. Enable Ireland has a wide range of stakeholders with whom strong professional relationships need to be forged and fostered on an ongoing basis. These stakeholders are identified as:

- Children & young people
- Parents/ Carers / Advocates
- Director of Services
- Team Manager
- City West Network Disability Team
- Statutory and Community Partners including the H.S.E, Brothers of Charity, Ability West, NEPS, Tusla, Schools and Other Service Providers

Duties:

Working under the direction of the Children's Disability Network Manager and in partnership with speech and language therapy colleagues, and as a member of the interdisciplinary team, the post holder will:

- Be accountable for assessment, diagnosis and treatment of children attending the service with communication and/or eating and drinking difficulties.
- Work as a member of the interdisciplinary team to provide an integrated and co-ordinated service to children and their families.
- Provide consultation and support programmes for parents and families as appropriate.
- Deliver intervention through a variety of means including appointments in

the center, domiciliary/school visits and virtual appointments, as appropriate.

- Be accountable for regular documentation of children's treatment programmes and be responsible for recording all aspects of case management.
- Provide reports and information to relevant others, refer to other professionals, liaise with schools and other external agencies as appropriate.
- Attend and participate in relevant meetings and case conferences.
- Integrate clinical skills with current theory and relevant supporting evidence based knowledge.
- Facilitate a family centered approach.
- Adhere to the principle of informed consent prior to and throughout interventions.
- Facilitate the service user to make informed decisions regarding speech and language interventions.
- Select, implement and analyse the outcomes of standardised and non-standardised assessments.
- Collaborate skillfully with the child / young person as appropriate and work in partnership with his / her parent, family, carer to identify goals.
- Apply clinical reasoning to plan, grade, implement and modify interventions that are outcome based and relevant to the child or young person's goals.
- Facilitate individual and group interventions in a skilled manner.
- Participate in after school activities for children such as social hangout groups and summer camps.
- Provide training courses to parents and other stakeholders as appropriate.
- Develop and maintain expertise in a specialist area such as Augmentative and Alternative Communication and Feeding, Eating, Drinking and Swallowing.
- Participate in research as required.
- Keep up to date with developments in the practice of speech and language therapy and other developments relevant to service provision in Enable Ireland.

Administrative

- Participate in planning and development of the service as required.
- Be accountable for administrative tasks as assigned.
- Record workload and maintain statistical records as required by management.
- Complete records of intervention
- Participate on interview panels as required by management
- Participate in the preparation of annual budgets.
- Be accountable for monitoring and evaluating speech and language therapy service as assigned.
- Be accountable for complying with Enable Ireland policies and procedures.
- Ensure client confidentiality is respected.

In Service Education/Continuous Education/Training

- Supervision of speech and language therapy students and assistants when required.
- Professional supervision of Basic Grade Therapist(s.)
- Participate as required in teaching/training of

- parents/staff/students/community employment scheme personnel.
- Attend in-service training/courses/conferences as recommended and approved by your manager.
- Participate in Enable Ireland in-service training/study days/conferences as required.
- Provide In-service training as applicable.
- Any other duties as assigned by your manager.

Caseload Management:

- Apply and develop caseload management procedures including prioritization.
- Co-ordinate intervention with other team members and with other agencies to ensure an optimum service is provided for all service users.
- Evaluate effectiveness of current caseload management procedures in collaboration with the team manager and team.

Professional Reasoning:

- Engage and articulate reflection and evaluation on practice.
- Demonstrate a logical and systematic approach to problem solving and decision making.
- Engage in clinical reasoning based on speech and language practice and supporting evidence.

Quality Assurance:

- Contribute to the ongoing development and implementation of relevant quality assurance initiatives
- Adhere to Enable Ireland's policies, procedures and guidelines.
- Adhere to City West Network Disability Team policies and guidelines.
- Ensure that professional practice is in line with Enable Ireland's Duty of Care and core values
- Ensure timely and accurate record keeping in line with the requirements of Enable Ireland, The Freedom of Information Act (1997 and 2003) and The Data Protection Act (1988 and 2003).

Professional Development & Support:

The post holder will:

- Attend and actively contribute to relevant clinical and professional meetings.
- Participate in regular supervision.
- Direct their own personal professional development by ensuring that they maintain and develop their professional skill and knowledge.
- Participate in training and developmental opportunities as identified and agreed in their Personal Professional Development Plan (PDP) / Team Development Plan (TDP) (as appropriate).
- Support and contribute to research initiatives as required and appropriate.

GDPR compliance, In the course of carrying out the duties of this job and working with others which will include but is not limited to compliance with all Enable Ireland GDPR policies and procedures, attending all GDPR training sessions, ensuring personal responsibility for implementing safeguards and measures as directed, to minimise exposure to breach GDPR.

Terms & Conditions:

- Responsible to:** Children's Disability Network Manager
- Probation:** A probationary period of 6 months applies, wherein three probationary meetings will take place to review your performance and suitability for appointment. The probationary period may be extended or terminated for any reason at Enable Ireland's discretion.
- Salary:** The current salary scale for this post is €62,072 to €73,477 pro rata per annum.
- Annual leave:** Annual leave entitlement is 33 days pro rata per annum and proportionately less for less than 12 months service.
- Pension Scheme:** Enable Ireland operates a contributory pension scheme which all employees may join following their start date.
- Medical:** The successful candidate will be required to undergo a medical assessment.
- Garda Clearance/
Police Clearance:** These will be required for all prospective employees who will undertake relevant work or activities relating to children or vulnerable persons.
- Sick Pay:
(If applicable)** All periods of sickness exceeding two days must be medically certified. Weekly medical certificates are required thereafter. The Company reserves the right to have you examined by its own Doctor after 3 months continuous sick leave. Upon completion of 6 months continuous service with the Company sick pay will be as follows:
Full pay less social welfare for the first 13 weeks of sickness in any 12 month rolling period and half pay less social welfare for a further (13) weeks of sickness absence in the same 12 month rolling period. Previous service tenure on a CDNT, which was managed by Enable Ireland as Lead Agency, and/or inwards secondment to Enable Ireland, qualifies for eligibility of Enable Ireland's sick pay benefits as outlined in the Enable Ireland Sick Leave Policy.
- Redeployment** In exceptional circumstances the organisation reserves the right to redeploy you to an alternative role that is suitable to your skills and experience.