



JOB DESCRIPTION

Job Title and Grade	Speech and Language Therapist CDNT New Graduates Awaiting CORU are welcome to apply and will be placed on point the relevant Therapy Assistant scale and supervision will be provided
Location of Post	Based in CRC Lead Agency Children's Disability Network Teams. The CRC Children's Disability Network Teams (CDNT) will be providing intervention to children from the age of 0-18 years, presenting with complex developmental needs requiring interdisciplinary intervention. Our services are based upon a Family Centered Practice Model in line with the Progressing Disability Services. CRC CDNTs are based in Clontarf, Swords, Balbriggan, Clondalkin and Waterford
Details of Service	The post holder will have responsibility for provision of a high quality speech and language therapy service within an interdisciplinary children's disability network team.
Reporting Relationship:	The post holder will have a reporting relationship to the Children's Disability Network Manager. The CDN M will provide clinical assurance regarding professional supervision in collaboration with the Speech and Language Therapy Senior/Manager.
Key Working Relationships:	The post holder will: • Work with and report to the CDN M • Liaise with the Speech and Language Therapy Manager as agreed • Work as part of the interdisciplinary children's network disability team • Work within the clinical supervision framework as agreed
Purpose of the Post	The post holder will if and when applicable: • Deliver a range of appropriate Speech and Language Therapy assessments and interventions. • Work with other SLT colleagues and the interdisciplinary team in service delivery. • Have the responsibilities of a Mandated Person as outlined in the Child Care Act 2015.
Person Specification	• Effective communication (oral and written) and interpersonal skills • Effective caseload management skills • Good time management skills

	• Demonstrate flexibility and openness to change. • Ability to plan and provide appropriate care and/or advice that is client centred and within the framework of PDS and CDNT National policy • Ability to work in high pressure, fast paced environments • Ability to work independently with good problem-solving skills • Ability to provide high quality written reports in a timely manner • Strong initiative and skills in service development • Demonstrate critical thinking and ability to adapt to changing needs • Understand and be able to implement risk assessment • Commitment to working in partnership with children/ families/ other agencies and understanding important transition stages in life for children and families • Ability to develop and deliver training to parents, young adults peers and relevant interdisciplinary members • Ability to support, supervise and mentor staff in relevant skill and knowledge • A commitment to maintain personal CPD to ensure evidence-based practice in service provision • An awareness of scope of practice and of when to revert to line manager
Principal Duties and Responsibilities	<u>Duties and Responsibilities:</u> <u>Clinical</u> <u>Overall</u> Professional Knowledge and Skill <i>The Speech & Language Therapist will:</i> • Demonstrate knowledge of typical and atypical development, and specifically the impact of a disability on a child's functional development with implications for participation. • Be responsible for assessment, diagnosis, planning, implementation and evaluation of treatment / intervention programmes for service users according to professional standards. • Be up to date and competent in making evidence based clinical decisions following assessment of complex cases. • Demonstrate competency in evaluating referrals and in assessment planning including determining key personnel to attend the appointment. • Demonstrate knowledge of best practice treatment guidelines/pathways for specific conditions. i.e. appropriate interventions along trajectory relevant to specific condition. • Be competent in reporting and documenting all assessments, diagnoses, treatment / intervention plans, clinical notes, relevant contacts and summaries efficiently, according to

	specified timelines and in accordance with department and professional standards. • Have experience in conducting and scoring appropriate outcome measures for intervention planning. • Possess advanced skills and knowledge to facilitate collaboration with service user, family, carers and other staff in goal setting and treatment / intervention planning for the service users. • Demonstrate respect for the diversity of service users and their families and contribute to provision of a service sensitive to individual needs as appropriate and based on best practice as per the literature. • Participation within the interdisciplinary team as appropriate, communicating and working in collaboration with the service user and other team members as part of a family centred practice model of service. • Possess a level of clinical knowledge and skill in the area of FEDS (Feeding Eating Drinking and Swallowing). • Develop and maintain an up to date knowledge base of evidence-based pathways for assessment and intervention in the area of FEDS (Feeding Eating Drinking and Swallowing). • Seek advice and assistance from the CDN and assigned clinical supervisor with any assigned cases or issues that prove to be beyond the scope of his / her professional competence in line with principles of best practice and clinical governance. • Liaise and cooperate with relevant professional bodies as required. • Operate within the framework of the organization and comply with the codes of ethical practice. Providing a Quality Service <i>The Speech & Language Therapist will:</i> • Be responsible for assisting the co-ordination, delivery and development of service in designated area(s) in conjunction with the CDN. • To effectively prioritise and manage a clinical caseload in the context of an interdisciplinary team and family centred practice model of service. • To work with assigned supervisor and CDN to develop areas of service and to maintain best practice service delivery. • Participate in the control and ordering of clinical equipment • To participate in the use and development of outcome measures to monitor effectiveness and quality of service provision
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	• To participate in the use and development of performance measures to monitor effectiveness and quality of service provision in accordance with PDS PPPGs, CRC SLT Department and professional standards. • Promote quality by reviewing and evaluating the Speech & Language Therapy service, identifying changing needs and opportunities to improve services. • Engage in service audit and demonstrate the achievement of the service objectives • Ensure the maintenance of accurate records in line with best clinical governance, the organisation's requirements and the Freedom of Information Act, and provide reports and other information / statistics as required. • Ensure good working practice and adherence to standards of best practice. • Represent the Speech and Language Therapy perspective within the interdisciplinary team, the department and with external stakeholders and agencies. • Represent the CDNT / profession / wider CRC SLT Department at meetings and conferences as appropriate. • Critically engage with and evaluate technological developments as they apply to the service and service delivery • Adhere to and participate in developing CDNT PPPGs, department procedures, standards and quality assurance systems in accordance with CRC, Department of Health and other relevant guidelines such as Health and Safety at Work Act. • 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. • Participate in and develop activities which support health promotion. • Carry out other duties as assigned by the CDNM. • Keep up to date with change and developments within the Irish Health Service. Teamwork <i>The Speech & Language Therapist will:</i> • To demonstrate good communication skills. • To demonstrate a commitment and ability to work as part of the interdisciplinary team, between the various departments within the organisation and with colleagues in external agencies.
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	• Maintain collaborative working relationships with colleagues within the discipline of Speech and Language Therapy, within the interdisciplinary team and the department, and with professionals across outside agencies. Education and development: <i>The Speech & Language Therapist will:</i> • Maintain a personal programme of continuing professional development. • Participate in mandatory and recommended training programmes in accordance with departmental/organisational guidelines and with a view to development of their skills and knowledge base. • Engage in professional supervision in the role as supervisee as per the policy of the CDNT. • Undertake and participate in research activities as required and agreed with the CDNM. • Identify training needs of interdisciplinary team and developing resources to meet those needs. • 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. Health & Safety: <i>The Speech & Language Therapist will:</i> • Promote a safe working environment in accordance with Health and Safety legislation. • Be aware of and implement agreed policies, procedures and safe professional practice 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. • Actively participate in risk management issues, identify risks and take responsibility for appropriate action. • Report any adverse incidents in accordance with organizational guidelines. • Comply with SLT department procedures with regard to assessment, recommendation and / or manufacturing of all assistive devices. • Promote a culture that values diversity and respect. • Have a working knowledge of the Health Information and Quality Authority (HIQA) Standards as they apply to the role for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc
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	and comply with associated protocols for implementing and maintaining these standards. Note: The above Job Description is not intended to be a comprehensive list of all duties involved and consequently, the post holder may be required to perform other duties as appropriate to the post which may be assigned to him/her from time to time and to contribute to the development of the post while in office. <i>Please note this job description may be subject to change.</i>
Terms and Conditions	Pay Scale Department of Health Salary scale applies Hours of Work 35 hours per week. Contract Status Permanent.
Skills, competencies and/or knowledge	The candidate must demonstrate: <u>Communication and Interpersonal Skills</u> <u>Professional Knowledge</u> <u>Teamwork</u> <u>Planning</u> <u>Judgement</u> <u>Staff Management</u> <u>Technical Expertise</u> <u>Decision Making</u> <u>Ability to Reflect & Learn</u>