

Senior Psychologist
Job Specification & Terms and Conditions

Job Title and Grade	Senior Psychologist															
Remuneration	The salary scale for the post is: (as at 01/06/2026) <table><tr><td>€100,483</td><td>€102,871</td><td>€105,279</td><td>€107,674</td><td>€110,050</td></tr><tr><td>€110,963</td><td>€110,963</td><td>€110,963</td><td>€114,536</td><td>€114,536</td></tr><tr><td>€114,536</td><td>€118,111</td><td></td><td></td><td></td></tr></table> New appointees to any grade start at the minimum point of the scale. Incremental credit will be applied for recognised relevant service in Ireland and abroad (Department of Health Circular 2/2011). Incremental credit is normally granted on appointment, in respect of previous experience in the Civil Service, Local Authorities, Health Service and other Public Service Bodies and Statutory Agencies.	€100,483	€102,871	€105,279	€107,674	€110,050	€110,963	€110,963	€110,963	€114,536	€114,536	€114,536	€118,111			
€100,483	€102,871	€105,279	€107,674	€110,050												
€110,963	€110,963	€110,963	€114,536	€114,536												
€114,536	€118,111															
Location of Post	West Limerick Children Services ,Newcastle West ,Corlann There is currently one permanent post available. A panel may be formed as a result of this campaign for Staff Grade Psychologist from which current and future, permanent and specified purpose/fixed term vacancies of full or part-time duration may be filled. The tenure of these posts will be indicated at “expression of interest” stage.															
Informal Enquiries	Contact: Nicola Mc Mahon, Children’s, Disability Network Manager Tel: 069 61919 Email: reception.wlcs@hse.ie															
Details of the Service	West Limerick Children Services provide services and supports to children with additional needs and disability in Community Health Care Network 4 in the Midwest region Services are delivered holistically, focusing on all aspects of a child and young person’s and family’s life, particularly in the context of the community and society. The Progressing Disability Services Model (PDS) promotes the idea that society and the environment must recognise and accommodate individual needs, based on dignity and respect, supporting and facilitating children and families to access and be included in their community and society. This involves working in partnership with families and the wider community. An interdisciplinary team is a number of professionals from different disciplines who work with the child and family, sharing information, decision-making and goal-setting. They have common procedures and															

	policies and frequent opportunities for communication. They work collaboratively to meet the identified needs of the child with a joint service plan, and see the child separately or together as appropriate. They work collaboratively to meet the identified needs of the child with a joint Individual Family Support Plan, and meet the child's goals collectively or individually as appropriate. The interdisciplinary team approach is supported by national and international best practice. This model of practice aims to enable each child and family to experience and access a holistic, unified continuum of service delivery where a family centred planning approach is central to the process. The Lead Agency Model is the agreed structure for the service delivery of Children's Disability Services in Ireland. Corlann Limerick has responsibility for the provision of services at West Limerick Children Services. Under the programme Progressing Disability Services for Children and Young People, Children's Disability Network Teams (CDNTs) of Health and Social Care Professionals are the providers of services for children and young people aged from birth to 18 years with complex needs arising from a disability.
Reporting Relationship	Reporting to the Line Manager – Children's Disability Network Manager , West Limerick Children Services , or designate as appropriate.
Purpose of the Post	• The person appointed to this post will work as part of an interdisciplinary team delivering a coordinated service to children and their families with additional needs and disability under the direction of CDNM • Children are supported in various settings including home, clinic, and if required on a needs basis school. The successful candidate will provide services in a variety of these settings. • The professional reporting relationship for clinical governance will be to the Children's Disability Network Manager • Clinical supervision will be provided Clinical Leads. • Clinicians will deliver services as required under the the Outcomes Framework for Children Disability Services
Principal Duties & Responsibilities	• Ensure that all children and families attending the service are treated with the utmost respect and dignity. • To attend supervision with the nominated Senior Professional within your profession (this may be a regional clinical lead or another professional) to support monitoring of caseloads in order that children and families receive optimum benefit from the psychological service • To attend clinical supervision on a regular basis to ensure high quality service delivery • Participate in the supervision of basic grade psychologists and the training of psychology students as necessary • Working within the agreed policies and codes of practice within the psychology profession • To maintain a high standard in relation to assessment, diagnostic, therapeutic and recording procedures • Undertake psychological assessments and carry out appropriate therapy for children and families accessing the CDNT services • Initiate, implement and monitor interventions as appropriate to the professional standards of a psychologist

	• Provide on-going support, information and assistance to interdisciplinary team working with children and families. • Maintaining collaborative working relationships with psychology colleagues on the team, regionally and all members of the interdisciplinary team • To work as part of the interdisciplinary team and participate in relevant meetings as required • Ensure that confidentiality is maintained at all times in relation to all aspects of work • Maintaining proper records of services provided, ensuring all client assessments are filed appropriately in a manner compatible with the F.O.I. act • Provide professional reports as necessary and to co-operate in appropriate research projects approved by the Service • Maintain detailed statistical or other records relating to psychology interventions and assessments. • Monitoring and keeping up to date with new developments in the area of psychology. • Any other duties as may be required from time to time • To utilise evidence based interventions appropriate to the referred needs of children and young person with additional needs and disability. • To actively refer to the available literature when conceptualising and designing interventions and ensure that approaches to intervention are in keeping with international best practice approaches. • To conduct service provision in keeping with the Code of Professional Ethics of the Psychological Society of Ireland. • To work as an active member of interdisciplinary teams and to seek collaboration and joint working with colleagues across disciplines for the benefit of children and their families • To liaise and work with other agencies, local community, and voluntary groups to ensure a comprehensive and holistic approach to intervention and service delivery so as to meet the needs of children / young persons and their families. • To provide ongoing documentation of case work and professional reports in a timely manner so as to ensure that the expertise of the Senior Psychologist is shared. • To actively pursue training to ensure practice . Ensure that Continuing Professional Development as outlined by the Psychological Society of Ireland is completed and the candidate must be compliant with the Health and Social Care Professionals Act 2005 (CORU) when implemented. • To offer training to staff if relevant using one's expertise to respond to ongoing and changing training needs. • To supervise psychologists in training in keeping with the CDNT,S long tradition of active involvement in the training of psychologists. To supervise staff grade colleagues and to supervise an assistant psychologist where relevant. • To support and receive support from any psychology colleague(s) in the Region through regular contact and the use of peer support models. • To respond with flexibility to changing models of service provision and to plan the psychology service delivery accordingly. • To participate in relevant research and evaluation of efficacy and effectiveness of interventions.
--	---

	• To demonstrate leadership and effective interpersonal skills and be mindful of positive and negative team dynamics and their impact on team functioning as well as service delivery. • To keep the CDNM informed of relevant matters and to initiate proposals seeking any new resources that may be needed. • To undertake any designated department-wide responsibilities that may be assigned from time to time. • To respond flexibly, over time, to the changing needs of the overall Service • To perform other duties appropriate to a senior position such as may be assigned by the CDNM. • To be conscious of Health and Safety matters in the workplace, and in particular to comply with employees obligations as set out under the Safety, Health and Welfare at Work Act 2005. • Operate within the policies and procedures of the Service at all times. • Promote dignity at work and show respect to service users, colleagues and stakeholders in the course of duty. • As the duties and responsibilities of any post in the Services are likely to change (changing service models; restructuring of health service etc.), staff are expected to have a high degree of flexibility, and a willingness and an ability to develop new approaches to their work as people supported by the service's needs, and discipline developments, demand. Health & Safety • Work in a safe manner with due care and attention to the safety of self and others. • Implement agreed policies, procedures and safe professional practice by adhering to relevant legislation, regulations and standards. • 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). • Maintain work practices in accordance with PDS, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc. and comply with associated HSE protocols for implementing and maintaining these standards as appropriate to the role. • Support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service. Administrative • Contribute to the planning and development of the WLCS service and participate in service improvements. • Comply with department procedures with regard to psychological assessment and intervention. • Keep up-to-date statistics and other administrative records as required . • Participate in the establishment and maintenance of standards for quality improvement and adhere to existing standards and policies. • Assist in the organisation, maintenance and / or ordering of equipment and materials used in assessment and interventions.
--	---

	• Participate in audits / outcome measurement of intervention as directed by the CDN • Represent the CDNT at meetings and conferences as required by the CDN • Engage in IT developments as they apply to service user and service administration. • Keep up to date with developments within the organisation and the Irish Health Service. • Maintain professional standards with regard to person supported data confidentiality. 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.
Eligibility Criteria Qualifications and/ or experience	Professional Qualification and Experience Candidates must satisfy Department of Health & Children and PSI guidelines for appointment. • A recognised university degree or diploma with first or second class honors in which Psychology was taken as major subject and honors obtained in that subject • A post-graduate professional qualification in psychology, recognized by the Psychological Society of Ireland • At least 5 years post-graduate experience as a professional psychologist, no more than three years of which was spent in gaining the post-graduate professional qualification and no less than two years full-time spent in post qualification experience as a professional psychologist, and • Possess the requisite knowledge and ability (including a high standard of suitability and management ability) for the proper discharge of the duties of the office, and including an interest and experience in working with children with complex needs arising from a disability, with or without a diagnosis of autism, who experience mental health difficulties and/or behaviours of concern • Applicants with qualifications obtained outside of Ireland must provide a certificate of validation of their qualifications from the Department of Health • Experience of working in paediatrics with children that present with complex disabilities is desirable. 2. Health Candidates for and any person holding the office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service. 3. Character Candidates for and any person holding the office must be of good character.

	<u>Other Requirements Specific to the Post</u> Have access to appropriate transport
Confidentiality	In the course of the employment the appointee may have access to, or hear information concerning the medical or person affairs of individuals supported by the services and/or staff, or other health service business. Such records and information are strictly confidential and unless acting on the instructions of an authorised officer, on no account must information concerning individuals supported by the Services, staff, or other health service business be divulged or discussed except in the performance of normal duty. In addition records must never be left in such a manner that unauthorised persons can obtain access to them and must be kept in safe custody when no longer required.
Skills, competencies and/or knowledge	Key Skills & Core Competencies. Candidates must demonstrate: • A strong commitment to evidence based interventions and the scientist-practitioner model. Excellent written and verbal communication skills so as to effectively share expertise in a timely manner • It is critical that the selected candidate work effectively within a dynamic team environment using a person and family centred philosophy • Ongoing commitment to supervision of psychologists in training, and assistant psychologists is another key skill • Close working relationship with the interdisciplinary team is crucial as well as with other allied health professionals and disciplines • The health service is undergoing ongoing transformation and therefore it is critical that a flexible attitude to changing environments and work requirements is held by the successful candidate.
Campaign Specific Selection Process Ranking / Shortlisting / Interview	A ranking and or shortlisting exercise may be carried out on the basis of information supplied in your application form. The criteria for ranking and or shortlisting are based on the requirements of the post as outlined in the eligibility criteria and skills, competencies and/or knowledge section of this job specification. Therefore it is very important that you think about your experience in light of those requirements. <u>Failure to include information regarding these requirements may result in you not being called forward to the next stage of the selection process.</u>

Senior Psychologist:

Terms and Conditions of Employment

Tenure	The current vacancy available is permanent and whole time. (70 hours per fortnight)
---------------	---

	The post is pensionable. A panel may be created from which permanent and specified purpose vacancies of full or part time duration may be filled.															
Remuneration	The salary scale for the post is: (as at 01/06/2026) <table><tr><td>€100,483</td><td>€102,871</td><td>€105,279</td><td>€107,674</td><td>€110,050</td></tr><tr><td>€110,963</td><td>€110,963</td><td>€110,963</td><td>€114,536</td><td>€114,536</td></tr><tr><td>€114,536</td><td>€118,111</td><td></td><td></td><td></td></tr></table> New appointees to any grade start at the minimum point of the scale. Incremental credit will be applied for recognised relevant service in Ireland and abroad (Department of Health Circular 2/2011). Incremental credit is normally granted on appointment, in respect of previous experience in the Civil Service, Local Authorities, Health Service and other Public Service Bodies and Statutory Agencies. New appointees to any grade start at the minimum point of the scale. Incremental credit will be applied for recognised relevant service in Ireland and abroad (Department of Health Circular 2/2011). Incremental credit is normally granted on appointment, in respect of previous experience in the Civil Service, Local Authorities, Health Service and other Public Service Bodies and Statutory Agencies.	€100,483	€102,871	€105,279	€107,674	€110,050	€110,963	€110,963	€110,963	€114,536	€114,536	€114,536	€118,111			
€100,483	€102,871	€105,279	€107,674	€110,050												
€110,963	€110,963	€110,963	€114,536	€114,536												
€114,536	€118,111															
Annual Leave	The annual leave associated with the post will be confirmed at contracting stage.															
Superannuation	This is a pensionable position with Corlann. 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.															
Age	The Public Service Superannuation (Age of Retirement) Act, 2018* set 70 years as the compulsory retirement age for public servants. * Public Servants not affected by this legislation: Public servants joining the public service, or re-joining the public service with a 26 week break in service, between 1 April 2004 and 31 December 2012 (new entrants) have no compulsory retirement age. Public servants, joining the public service or re-joining the public service after a 26 week break, after 1 January 2013 are members of the Single Pension Scheme and have a compulsory retirement age of 70.															
Probation	Every appointment of a person who is not already a permanent officer of Corlann shall be subject to a probationary period of 9 months.															
Protection of Persons Reporting Child Abuse Act 1998:	As this post is one of those designated under the Protection of Persons Reporting Child Abuse Act 1998, appointment to this post appoints one as a designated officer in accordance with Section 2 of the Act. You will remain a designated officer for the duration of your appointment to your current post or for the duration of your appointment to such other post as is included in the categories specified in the Ministerial Direction. You will receive full information on your responsibilities under the Act on appointment															

Mandated Person Children First Act 2015:	As a mandated person under the Children First Act 2015 you will have a legal obligation: • To report child protection concerns at or above a defined threshold to TUSLA. • To assist Tusla, if requested, in assessing a concern which has been the subject of a mandated report. You will remain a mandated person for the duration of your appointment to your current post or for the duration of your appointment to such other post as is included in the categories specified in the Ministerial Direction. You will receive full information on your responsibilities under the Act on appointment.
Infection Control	Have a working knowledge of 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. and comply with associated employer protocols for implementing and maintaining these standards as appropriate to the role.
Health and Safety:	It is the responsibility of line managers to ensure that the management of safety, health and welfare is successfully integrated into all activities undertaken within their area of responsibility, so far as is reasonably practicable. Line managers are named and roles and responsibilities detailed in the relevant Site Specific Safety Statement (SSSS). Key responsibilities include: • Developing a SSSS for the department/service, as applicable, based on the identification of hazards and the assessment of risks, and reviewing/updating same on a regular basis (at least annually) and in the event of any significant change in the work activity or place of work. • Ensuring that Occupational Safety and Health (OSH) is integrated into day-to-day business, providing Systems of Work (SOW) that are planned, organised, performed, maintained and revised as appropriate, and ensuring that all safety related records are maintained and available for inspection. • Consulting and communicating with staff and safety representatives on OSH matters. • Ensuring a training needs assessment (TNA) is undertaken for employees, facilitating their attendance at statutory OSH training, and ensuring records are maintained for each employee. • Ensuring that all incidents occurring within the relevant department/service are appropriately managed and investigated in accordance with the BOCSILR procedures.