JOB DESCRIPTION

Job Title and Grade	**0.5 Senior Speech and Language Therapist, CRC Enhanced Complex Care (ECC) Services, Waterford.**
Job Reference	
Location of Post	This post is based in CRC Waterford Services. The post holder may have to travel to other sites from time to time in accordance with service needs.
Details of Service	This post is a 0.5 Permanent Senior Speech and Language Therapy role within CRC Enhanced Complex Care (ECC) Services. The Senior Speech and Language Therapist will deliver person centred, evidenced-based service to client with complex disabilities who present with Feeding ,Eating, Drinking and Swallowing (FEDS) difficulties and/or Augmentative and Alternative Communication (AAC)/Complex Communication needs. This may include assessment and intervention, liaison with colleagues as well as education and training of other professionals. The caseload will comprise clients, across the lifespan, presenting with complex disabilities who will be seen on a consultative basis. Attendance at outreach clinics and provision of support for other CRC ECC clinics may be required based on service demand. Participation on the CRC Waterford CDNT may be required based on service demand. Development of standards and services in line with National Policies and Developments and of innovative practice and research in collaboration with team members and with the ECC SLT Manager, will also comprise part of this post. The Senior Speech and Language Therapist will demonstrate a commitment to CRC values; collaboration, person centeredness, respect, stewardship, courage, quality; in all aspects of the role.
Reporting Relationship:	The post holder will report to the CRC ECC Speech and Language Therapy Manager.

Key Working Relationships:	The post holder will: • Work with colleagues from CRC Enhanced Complex Care services and Children's Disability Network Teams (CDNTs). • Work closely with CRC management, CDNT managers, disability managers and primary care managers to ensure co-ordinated and integrated service provision. • Liaise with and build good working relationships with therapists from relevant Children's Disability Network Teams (CDNTs), Primary Care teams (PCTs) and other specialist service teams (internal and external) involved in the care pathway. • Collaborate with other regional and National service providers of care
Qualifications/ Experience	**<u>Essential Requirements:</u>** • Current registration on the SLT register with CORU. • A minimum of three years post-qualification experience to include working with clients presenting with complex disabilities. • Experience working with children and/or adults presenting with FEDS difficulties and/or Augmentative and Alternative Communication (AAC)/Complex Communication Needs. • Excellent communication and teamworking skills. **<u>Desirable</u>** • Experience in service delivery planning and development and standards of practice development. • Experience in delivery of education and training • Experience of supervising others. • Experience with the use and analysis of videofluroscopy. • Experience working with a range of AAC systems. • Experience in conducting or assisting with relevant research in the area of disability • Experience in managing databases and conducting audits
Person Specification	• The person filling the role must be fully aligned to CRC's core values: **Person-Centredness** • Ability to plan and provide appropriate care and/or advice that is client centred and within the framework of the national policy on PDS. • Ability to work independently with good problem-solving skills to support achievement of positive outcomes for clients. **Stewardship:** • Demonstrate effective and efficient caseload and time management skills . • Ability to complete high quality written reports in a timely manner and do follow up admin communicating with local therapist(s).

	Collaboration: • Able for and committed 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 MDT members. • Ability to support, supervise and mentor staff in relevant skill and knowledge **Respect:** • The post holder models respect through transparent communication and active engagement with team members, clients and families, responsiveness to the needs of clients, families and staff and ensuring that all voices are heard and considered. **Courage:** • Demonstrate critical thinking and ability to adapt to changing needs. • Understand and be able to implement risk assessment. • Demonstrate strong initiative and skills in service development. • Demonstrate flexibility and openness to change. **Quality:** • Setting clear standards, and monitoring outcomes to ensure high-quality service delivery. • A commitment to maintain personal CPD to ensure evidence-based practice in service provision. • Ability to work in high pressure, fast paced environments • Ability to work across different specialist areas as needs of the service develop. • An awareness of scope of practice and of when to revert to line manager
Principal Duties and Responsibilities:	**<u>Overall</u>** Provide an enhanced speech and language therapy service, for clients presenting with complex disabilities, in the areas of FEDS, AAC and complex communication needs within the specialist supports framework of PDS, as outlined in the National Guidance on Specialist Support Services (2016). Please note that CRC oropharyngeal FEDS and AAC-enhanced complex care pathways are offered from 0 – 65, and as such, the post holder may be expected to deliver specialist support services across this age range. Attendance at outreach clinics and provision of support for other CRC ECC clinics may be required based on service demand.

	Participation on the CRC Waterford CDNT may be required based on service demand. **Professional Knowledge and Skill** *The Senior Speech & Language Therapist with responsibility for SLT ECC Services will:* • Demonstrate knowledge of typical and atypical development, and specifically the impact of a disability on an adult or child's communication and FEDS skills with iplications for participation. • Be responsible for assessment, diagnosis, planning, implementation and evaluation of treatment/intervention programmes for service users according to professional standards. • Possess a high level of clinical knowledge and skill in the areas of FEDS, AAC and complex communication needs. • 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 current best practice assessment models and tools in areas of FEDS, AAC and complex communication needs , and experience in clinically reasoning implications of assessment outcomes to develop a concise problem list and intervention plan that can be communicated effectively to the client /family and primary treating therapist. • Demonstrate knowledge of best practice treatment guidelines/pathways for specific conditions. i.e. appropriate interventions along the trajectory relevant to the 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 within the areas of FEDS, AAC and complex communication needs. • Possess advanced skills and knowledge to facilitate collaboration with service users, family, carers, colleagues

	and other relevant personnel 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 the provision of a service sensitive to individual needs as appropriate and based on best practice as per the literature. • Participation on teams as appropriate, communicating and working in collaboration with the service user and other team members as part of an integrated package of care. • Maintain an up-to-date knowledge base of evidence-based pathways for assessment and intervention in the areas of FEDS, AAC and complex communication needs. • Evidence of current relevant continuous professional development in the provision of clinical assessment and intervention strategies • Provide support and information in relation to the FEDS and/or AAC/complex communication needs of the client to service users and relevant others. • Seek advice and assistance from the ECC Speech and Language Therapy Manager and/ or assigned supervisor with any 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. **Providing a Quality Service** *The ECC Senior Speech & Language Therapist will:* • Be responsible for the coordination, delivery and development of service in designated area(s) in conjunction with the ECC SLT manager • 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. • Provide clinical leadership in the day-to-day running of the service by supporting and supervising staff, prioritising and allocating work and promoting positive staff morale. • Ensure good working practices and adherence to standards of best practice, including in the areas of FEDS, AAC and complex communication. • Promote quality by reviewing and evaluating the ECC Speech & Language Therapy FEDS, AAC and complex

	communication services, identifying changing needs and opportunities to improve services. • Engage in service audit and demonstrate the achievement of the service objectives, including the areas of FEDS, AAC and complex communication needs. • Represent the ECC Speech and Language Therapy perspective within the team, the department and with outside agencies. • Represent the department / profession / team at meetings and conferences as appropriate. • Actively engage in performance management in accordance with organisation, team and professional standards. • In conjunction with the ECC Speech and Language Therapist Manager, contribute to the development and implementation of procedures, policies and guidelines, including the areas of FEDS, AAC and complex communication needs, while adhering to existing standards and protocols. • Participate in the control and ordering of clinical equipment. • Critically engage with and evaluate technological developments as they apply to the service and service delivery. • Monitor the demand and needs for specialist skills regionally and nationally. • 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 ECC Speech & Language Therapy Manager. • Keep up to date with change and developments within the Irish Health Service.

	Education and development *The ECC Senior Speech & Language Therapist will:* • Develop and deliver education and training packages in relevant specialist areas in collaboration with CRC ECC colleagues. • Participate in mandatory and recommended training programmes in accordance with organisational and team guidelines and with a view to the development of their skills and knowledge base. • Maintain their personal CPD in line with the service requirements. • Manage, participate and play a key role in the education, teaching / training / support / supervision of professionals and ancillary staff as appropriate. • Undertake and participate in research activities as required and agreed with the ECC SLT Manager. • Identify training needs of MDT and develop pathways of care and other resources to meet those needs • Review and update best practice treatment guidelines/ pathways for specific conditions. • Avail of and participate in supervision as per the supervision structure of the ECC Speech & Language Therapy service. • Engage in planning and performance reviews with the ECC Speech and Language Therapy Manager. **<u>Health, Safety, Quality and Risk Management</u>** *The ECC Senior Speech & Language Therapist will:* • Promote a safe working environment in accordance with Health and Safety legislation • Document and report any near misses, hazards and accidents and bring them to the attention of relevant / designated individual(s) in line with best practice. • Work in a safe manner with due care and attention to the safety of self and others. • Be aware of risk management principles, identify risks and take appropriate action.

	• Comply with department procedures with regard to assessment, recommendations 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 and comply with associated protocols for implementing and maintaining these standards. • Comply with all organisational policies, procedures and protocols. • Support the implementation and maintenance of quality standards, continuous improvement initiatives and safe systems of work within the service. **<u>Other</u>** • To undertake any other duties appropriate to the role of the ECC Senior Speech and Language Therapist as may be required from time to time. • Carry out designated tasks as may be specified by the Speech and Language Therapy Manager. • Communicate any concerns, queries or issues in a timely manner with the ECC Speech and Language Therapy Manager. ***These duties and responsibilities are reflective of the current service requirements and may be subject to review and amendment by the line manager to meet the changing needs of the service.*** ***The post holder will be expected to contribute to the ongoing development of the role, service and Enhanced Complex Care programme in line with organisational priorities, national policy and evolving service requirements.*** **Note:** The transformation program outlined for the Health Services may impact on this role and as structures change the job description may be reviewed. ***Please note this job description may be subject to change***