SENIOR SPEECH AND LANGUAGE THERAPIST (.7WTE, 24.5 HRS)

JOB TITLE	**Senior Speech and Language Therapist**
LOCATION OF POST	**St. Paul's CFCC Main Campus, Beaumont Woods, Dublin 9**
INFORMAL ENQUIRIES	**Dr Carol Cassidy, Medical Director St. Paul's Child and Family Care Centre.** CarolCassidy@mater.ie
DETAILS OF SERVICE	St Paul's CFCC is affiliated with the Mater Misericordiae University Hospital and shares close proximity and links to St. Paul's Special School. St Paul's Multi-Disciplinary Team provides services to children who attend St Paul's Special School and support the staff that work in St. Paul's CFCC respite services to ensure the highest of standard of care. The multi-disciplinary team (consisting of Psychiatry, Psychology, Speech & Language Therapy, Behaviour Specialist, Social Work and Occupational Therapy) work closely within the St. Paul's Special School, respite centres, day service as well as with parents to support the physical, emotional and social development of the children attending the service.
REPORTING RELATIONSHIP	St. Paul's CFCC Medical Director & St Paul's Director of Service
PURPOSE OF POST	The therapist will work within a small enthusiastic Speech & Language Therapy team, as an integral member of a multi-disciplinary team, to provide a quality service to clients with autism and intellectual disability. The therapist will provide speech and language therapy assessment, intervention and advice to clients attending St Paul's Special School and St Paul's respite/day service. The scope of the post provides opportunity to work with clients, carers, staff and other professionals across a variety of settings including school, home, and respite centres. The therapist will have a defined caseload and will be independently responsible for those clients and for relating to all relevant people involved with them.
PRINCIPAL DUTIES AND RESPONSIBILITIES	The roles and responsibilities of the Senior Speech and Language Therapist may evolve over time in line with the changing needs and development of the service. The post holder will be expected to work flexibly and adapt to meet service requirements as appropriate. The following outlines the main areas of responsibility of the Speech & Language Therapist and is not intended to be an exhaustive list. Main Duties and Responsibilities: • Leadership and Accountability • To independently lead and manage a caseload of clients with Autism and intellectual disability in line with departmental and national protocols/policies and I.A.S.L.T professional standards and recognised best practice. • To assess, plan, implement and evaluate evidence-based speech and language therapy interventions, working collaboratively with multidisciplinary team members in a skilled and flexible manner. This

includes implementation of AAC (Alternative Augmentative Communication) systems.

- To collaborate with clients, carers, families, teaching and respite staff and multidisciplinary team members to inform shared decision-making regarding client management and implementing intervention plans.

- To collaborate with clients, family, carers and other staff in goal setting and treatment/ intervention planning in forums such as Individual Education Plan (IEP), Person Centred Plan (PCP), case conference and team meetings, giving specific guidance and support on inclusion of communication goals.

- To contribute to the assessment and management of behaviours that challenge, including the development of functional communication interventions and the implementation of these at home/school.

- To design and deliver training on evidence based communication interventions and autism specific approaches with other agencies and to parents, to contribute to teaching/training initiatives in St Paul's CFCC and Mater Hospital as required.

- To lead and enhance the service's specialist knowledge of speech, language and communication strategies for children and young people with Autism and to promote awareness of current best practice in techniques for teaching communication skills.

- To liaise with outside agencies with regard to SLT practice within the area of Autism.

- To manage own time, planning and prioritising tasks appropriately.

- Deliver a high-quality, person-centred and family-centred service that is responsive to individual communication needs.
- To contribute to and lead out on aspects of service development, including evaluation of clinical practices and implementation of service improvements.
- Keep the Medical Director and Director of Service informed of any significant development within his/her area of responsibility
- Keep accurate and up to date case notes.
- Promote a culture that values and respect in the work place.

2.0 **<u>Education & Training</u>**

- Participate in mandatory and recommended training programmes in accordance with departmental / organisational guidelines.
- To facilitate the practice education of student therapists.
- To attend practice educator courses as required.
- To actively engage in continuous professional development, supervision and reflective practice, maintaining up-to-date knowledge of current research and

	integrating this into clinical practice. • To actively engage in individual performance review, ensuring that objectives set reflect the SLT service and St Paul's service plan. • To identify personal/professional development needs evidenced in a personal development plan. • To affiliate with relevant peer groups, 'Special Interest Groups' and other professional clinical bodies of interest. 3.0 **<u>Administrative</u>** • To maintain accurate, timely clinical documentation in accordance with professional and organisational standards. • To lead out on clinical practice and service development, departmental policy, planning, including review, evaluation and audit of SLT services regularly identifying changing needs and opportunities to improve services in line with best practice, professional standards and procedures and objectives of quality assurance. • To take professional responsibility for clinical decision-making, recognising scope of practice and seeking senior guidance where appropriate. • Assist in ensuring that the Speech and Language Therapy Service makes the most efficient and effective use of developments in Information Technology. • To monitor, maintain and be responsible for stock, equipment and record or request new as appropriate in liaison with SLT colleague/manager. • Represent the department/service at meetings and conference as designated. • To carry out all other duties appropriate to the post as may be assigned from time to time. • Keep up to date with organisational developments within the Health Service Executive
GENERAL	• <u>Confidentiality</u> You will be aware of the confidential nature of St Paul's CFCC and in <u>particular, the right of patients to confidentiality.</u> • <u>Policies & Procedures</u> You are required to familiarise yourself with and adhere to all policy and procedural documents relevant to your position. 7.3 <u>Hygiene Standards</u> The highest standard of hygiene must be maintained at all times and all staff members are responsible for ensuring compliance with the requirements and standards with regard to hygiene. It is the responsibility of all staff to have a fundamental understanding of their individual responsibility in maintaining departmental & site hygiene standards. 7.4 <u>Health and Safety</u> Ensure that effective safety procedures are in place to comply not only with the Safety, Health and Welfare at Work Act 2005 but also within the spirit

of St Paul's mission, vision and values, as they are known and followed by staff. You are required to familiarise yourself with the requirements of employees under the Safety, Health and Welfare at Work Act 2005 and to promote a work environment that is compliant with the Safety, Health and Welfare at Work Act 2005. Each staff member is individually responsible for ensuring that St Paul's service remains a safe place to work.

7.5 Information Technology

Ensure the most effective and efficient use of developments in information technology for administrative support in a manner, which integrates well with systems throughout the organisation.

Note:

These duties and responsibilities are reflection of the present service requirements and may be subject to review and amendment to meet the changing needs of St Paul's CFCC. The incumbent Senior Speech & Language Therapist will be required to maintain, enhance and develop their professional knowledge, skills and aptitudes necessary to respond to a changing climate. The job description must be regarded as an outline of the major areas of accountability at the present time, which will be reviewed and assessed on an on-going basis.

Job requirements	**Essential**	**Desirable**
Qualifications	**Degree/equivalent qualification in speech and language therapy as recognised by I.A.S.L.T. and Dept. of Health and Children.** At least three years post graduate clinical experience in speech & language therapy. Clinical experience in speech & language therapy in mental health/learning disability CORU Registration	Training and experience in assessment and intervention models with Autistic Spectrum Disorder client group. Clinical experience in an educational setting. Training in and experience using parent-child intervention (E.g., Hanen More Than Words)
Experience	At least three years post graduate clinical experience in speech & language therapy. Clinical experience in speech & language therapy in autism/intellectual disability	Experience using low, mid and high tech AAC (Alternative and Augmentative communication Systems) Experience working with clients with feeding difficulties, including aversive feeding. Experience working in a multi-disciplinary team
Organisational knowledge	Demonstrates an understanding of the complexities involved in delivering services to children with autism and intellectual disability, including communication, sensory and behavioural needs. Awareness of current professional issues. Understanding of professional ethics. Track record of relevant CPD activities and confirm yearly registration with CORU	
Core and Special Aptitudes	Ability to work collaboratively. Clear verbal and written communication skills. Adaptability and flexibility across a range of settings. Negotiation and problem-solving skills Positive attitude to self-directed learning	

	Commitment to equal opportunities in work and service delivery	