



Speech & Language Therapist, Senior
Teiripeoir Urlabhra & Teanga, Sinsearach
Job Specification & Terms and Conditions

Job Title, Grade Code	Speech & Language Therapist, Senior Teiripeoir Urlabhra & Teanga, Sinsearach Grade (3379)
Remuneration	The salary scale (01/08/2025) for the post is: €63,912 - €65,275 - €66,681 – €68,073 - €69,467 - €70,933 - €72,478 - €74,018 - €75,254 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.
Campaign Reference	SALTSKK25
Closing Date	13th February 2026 @ 17:00
Proposed Interview Date (s)	Candidates will normally be given at least two weeks' notice of interview. The timescale may be reduced in exceptional circumstances.
Taking up Appointment	A start date will be indicated at job offer stage. https://www.rezomo.com/job/91921
Location of Post	St Lukes General Hospital / Ospidéal Ginearálta Naomh Lúcaís A panel may be formed as a result of this campaign for Speech & Language Therapist, Senior from which current and future, permanent and specified purpose vacancies of full or part-time duration may be filled.
Informal Enquiries	We welcome enquiries about the role. Contact: Sinead Twomey, Speech & Language Therapist Manager Email: sinead.twomey3@hse.ie Phone No: 087-3565903 Contact: Ciara Lindsay, HR Department, St Luke's General Hospital. Email: ciara.lindsey@hse.ie Phone: (056) 7717582 for enquiries relating to the recruitment process.
Details of Service	St. Luke's General Hospital, Kilkenny is the Acute General Hospital that services the counties of Carlow and Kilkenny providing health care for approximately 165,612 (2022 Census). Due to its location in the heart of the South East, St. Luke's also provides services to its bordering counties of Tipperary, Waterford Wexford and Laois. St. Luke's General Hospital is part of the Dublin and South East Group. St. Luke's General Hospital has a bed capacity of 344 beds, and provides General Medical, Surgical, Obstetrics, Gynaecology, Paediatric, Psychiatry, Cardiology, Endocrinology, Hepatology, Gastroenterology, Oncology, Palliative Care and Anaesthetic Services to Carlow/Kilkenny. The following diagnostic services are also provided Radiology including 64 slice CT scanning, Ultrasound, DXA scanning, Pathology, Cardiac Diagnostic and Endoscopy, MRI, Neurology, Respiratory & older persons. The therapy services provided include Physiotherapy, Speech and Language, Dietetic, Occupational Therapy, Diagnostics including respiratory and cardiology and Social Work. The hospital also facilitates regional onsite services including Dermatology, Rheumatology, Haematology, Microbiology, Neurology, Oncology, Radiotherapy, Palliative care satellite unit and regional services in Liver Diseases. ERCP and Endobiliary Endoscopy. HSE Dublin and South East Region provides health and social care services in Carlow, Kilkenny, South East Dublin, South Tipperary, Waterford, Wexford and East Wicklow. Community Healthcare Services are the broad range of services in a non-acute hospital setting, delivered as close as possible to people's homes at the right time, in the right place, by the right team. There are 70 Primary Care Centres in the Region and specialist teams working in Mental Health, Health and Wellbeing, Social Care and Disability

	<p>Services. Services are provided in various settings including the service user's own home, day hospitals, community nursing units, hostels, specialist day care centres, training centres, respite care, and residential facilities. The region is served by 11 hospitals listed below, providing services including inpatient scheduled care, unscheduled/emergency care, maternity services, outpatient and diagnostic services.</p> <ul style="list-style-type: none"> • Kilcreene Regional Orthopaedic Hospital • National Rehabilitation Hospital • Royal Victoria Eye and Ear Hospital Dublin • St. Columcille's Hospital Loughlinstown • St. Luke's General Hospital Carlow Kilkenny • St. Michael's Hospital • St. Vincent's University Hospital • The National Maternity Hospital • Tipperary University Hospital • University Hospital Waterford • Wexford General Hospital <p>University College Dublin is the Academic Partner for the Group.</p> <p>The hospital provides extensive services such as Acute Medicine, High Dependency Unit, Medical Assessment Unit, Endoscopy Services, Day Surgery Services including outreach day surgery, Local Injury Unit, Rehabilitation unit, Acute Stroke Unit, Cardiology Services, Radiology Services, Laboratory Services, Out-patient Services, Oncology, Hepatology, Care of Elderly Services, Palliative Care Services, Physiotherapy, Occupational Therapy, Speech & Language Therapy and Dietetic services. The Pharmacy also supports the National Ambulance Service locally.</p> <p>Care is delivered in a variety of settings. New approaches and models of care to follow the care demands of the health service are being advanced within the context of overall healthcare reform, to include Sláintecare.</p> <p>The Speech and Language Therapy (SLT) Department based at St Luke's General Hospital; Kilkenny provides a comprehensive Speech & Language Therapy service to adult patients attending the acute hospital. The SLT team provides services in the areas of General Medicine, Stroke, Respiratory Medicine, Care of the Elderly and Critical Care. The SLT Service adopts a strong commitment to quality and excellence in service delivery and adopts a strong focus on integrated working across acute and community services. Regular continuous professional development opportunities and professional supervision is provided as well as clinical practice education of student Speech & Language Therapists.</p>
Reporting Relationship	The Senior SLTs professional reporting relationship for clinical governance and clinical supervision will be to the Speech and Language Therapist Manager through the professional line management structure.
Purpose of the Post	<ul style="list-style-type: none"> • To be responsible for the provision of a high-quality Speech & Language Therapist service in accordance with standards of professional practice. • To work in conjunction with other team members in co-ordinating and developing the service to meet the needs of the population it serves in line with the objectives of the organisation. • To work with the Speech & Language Therapist Manager in ensuring the co-ordination, development and delivery of a quality, client centred Speech & Language Therapist service.
Principal Duties and Responsibilities	<p>The Speech & Language Therapist Senior will:</p> <ul style="list-style-type: none"> • Be responsible for assessment, diagnosis, planning, implementation and evaluation of treatment / intervention programmes for service users according to professional standards. • Be able to make highly specialist clinical decisions following assessment of complex cases. • Communicate results of assessments and recommendations to the service user and relevant others as appropriate.

- Document all assessments, diagnoses, treatment / intervention plans, clinical notes, relevant contacts and summaries in accordance with department and professional standards.
- Collaborate with service user, family, carers and other staff in goal setting and treatment / intervention planning.
- 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.
- Be responsible for maintenance of standards of practice of self and designated staff.
- Foster close working relationships with colleagues and other relevant professionals in maximising the service user's potential.
- Actively engage in team-based performance management.
- Provide support and information in relation to communication and / or feeding, eating, drinking and swallowing disorders etc. to service users and relevant others.
- Participate in teams as appropriate, communicating and working in collaboration with the service user and other team members as part of an integrated package of care
- Attend clinics and participate in relevant meetings, case conferences and ward rounds as appropriate.
- In conjunction with the Speech and Language Therapist Manager, contribute to the development and implementation of procedures, policies and guidelines while adhering to existing standards and protocols.
- Maintain professional standards in relation to confidentiality, ethics and legislation.
- Seek advice and assistance from the Speech and Language Therapist Manager 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.
- Operate within the scope of Speech & Language Therapy practice as set out by the Irish Association of Speech & Language Therapists and CORU Regulations.
- Participate in and develop activities which support health promotion.
- Carry out other duties as assigned by the Speech & Language Therapist Manager.

Education and Training

The Speech & Language Therapist Senior will:

- Participate in mandatory and recommended training programmes in accordance with departmental/organisational guidelines.
- Maintain and develop professional expertise and knowledge by actively engaging in continuing professional development e.g. reflective practice, by attending and presenting at in-service events, training courses, conferences, professional courses or other courses relevant to practice, participating in research etc.
- Manage, participate and play a key role in the practice education of student therapists and promote and engage in the teaching / training / support of others as appropriate.
- Avail of and participate in own supervision with Speech & Language Therapist Manager.
- Engage in planning and performance reviews, as required with the Speech and Language Therapist Manager.

Health & Safety

The Speech & Language Therapist Senior will:

- Comply with the policies, procedures and safe professional practice of the Irish Healthcare System by adhering to relevant legislation, regulations and standards
- Document appropriately 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 issues, identify risks and take appropriate action

	<ul style="list-style-type: none"> • Comply with 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 and comply with associated HSE protocols for implementing and maintaining these standards as appropriate to the role. • To support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service. <p><u>Administrative</u></p> <p>The Speech & Language Therapist Senior will, in consultation with the Speech and Language Therapist Manager:</p> <ul style="list-style-type: none"> • Be responsible for the co-ordination and delivery of service in designated area(s). • Ensure good working practice and adherence to standards of best practice. • Promote quality by reviewing and evaluating the Speech & Language Therapy service, identifying changing needs and opportunities to improve services. • Assist the Speech and Language Therapist Manager or designated manager in service development, including policy development and implementation. • 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. • Engage in service audit and demonstrate the achievement of the service objectives. • Represent the department / profession / team at meetings and conferences as appropriate. • Deputise for the Speech and Language Therapist Manager or designated manager as required. • Participate in the control and ordering of clinical equipment. • Engage in technological developments as they apply to the service user and service administration. • Keep up to date with change and developments within the Irish Health Service. <p>The above Job Specification 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 them from time to time and to contribute to the development of the post while in office.</p>
<p>Eligibility Criteria</p> <p>Qualifications and/ or experience</p>	<p>Candidates must have at the latest date of application:</p> <p><u>Statutory Registration, Professional Qualifications, Experience, etc.</u></p> <ol style="list-style-type: none"> Be registered, or be eligible for registration, as a Speech & Language Therapist by the Speech & Language Therapists Registration Board at CORU. (https://www.coru.ie/). <p style="text-align: center;">And</p> <ol style="list-style-type: none"> Have 3 years full time (and/or aggregate of 3 years full time) post qualification clinical experience. <p style="text-align: center;">And</p> <ol style="list-style-type: none"> Candidates must have the requisite knowledge and ability (including a high standard of sustainability and professional ability) for the proper discharge of the duties of office. <p style="text-align: center;">And</p> <ol style="list-style-type: none"> Provide proof of Statutory Registration on the Speech & Language Therapist Register maintained by the Speech & Language Therapists Registration Board at CORU <u>before a contract of employment can be issued.</u>

	<p><u>Annual Registration</u></p> <p>i. On appointment, practitioners must maintain annual registration on the Speech & Language Therapists Register maintained by the Speech & Language Therapists Registration Board at CORU.</p> <p style="text-align: center;">And</p> <p>ii. Practitioners must confirm annual registration with CORU to the HSE by way of the annual Patient Safety Assurance Certificate (PSAC).</p> <p><u>Health</u> 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.</p> <p><u>Character</u> Candidates for and any person holding the office must be of good character.</p>
Post Specific Requirements	<ul style="list-style-type: none"> • Demonstrate depth and breadth of experience working with adults with acquired communication and swallowing disorders as relevant to the role. • A dysphagia qualification or equivalent as outlined in “Standards of Practice for Speech & Language Therapists, on the Management of Feeding, Eating, Drinking and Swallowing Disorders (Dysphagia)” Irish Association of Speech & Language Therapists (IASLT) 2007. • A high level of clinical knowledge and evidence-based practice to carry out the duties and responsibilities of the role in the designated area • Clinical competence to undertake video fluoroscopy as evidenced by additional specialist VFU training such as the IASLT and RCSLT accredited VFU training courses or a similar competency-based training programme.
Additional eligibility requirements:	<p><u>Citizenship Requirements</u> Eligible candidates must be:</p> <ul style="list-style-type: none"> • EEA, Swiss, or British citizens <p style="text-align: center;">OR</p> <ul style="list-style-type: none"> • Non-European Economic Area citizens with permission to reside and work in the State <p>Read Appendix 2 of the Additional Campaign Information for further information on accepted Stamps for Non-EEA citizens resident in the State, including those with refugee status.</p>
Skills, competencies and/or knowledge	<p><u>Professional Knowledge & Experience</u> For example:</p> <ul style="list-style-type: none"> • Demonstrate clinical knowledge, clinical reasoning skills and evidence-based practice appropriate to carrying out the duties and responsibilities of the role in line with relevant legislation and standards. • Demonstrate an appropriate level of understanding of the Speech and Language Therapy process, the underpinning theory and its application to the role. • Demonstrate evidence of having applied / used appropriate assessment tools and treatments and a knowledge of the implications of outcomes for service users. • Demonstrate the knowledge, abilities and technical skills required to provide safe, efficient and effective service in the area of practice. • Demonstrate a willingness to engage and develop IT skills relevant to the role. <p><u>Planning and Managing Resources</u> For example:</p> <ul style="list-style-type: none"> • Demonstrates the ability to plan activities and co-ordinate resources to ensure value for money and maximum benefit for the organisation. • Demonstrates ability to prioritise the most important tasks on an ongoing basis. • Demonstrates flexibility and adaptability in response to workforce demands. • Demonstrate ability to take initiative and to be appropriately self-directed. • Demonstrate effective planning/preparation for meetings, case conferences including in-service training.

	<p><u>Managing and Developing (Self and Others)</u></p> <p>For example:</p> <ul style="list-style-type: none"> • Demonstrates ability to lead by example and adapts leadership style to suit the demands of the situation and the people involved. • Demonstrate an ability to manage and develop self and others in a busy working environment. • Demonstrate the ability to work independently as well as part of a team, collaborates well with others. • Demonstrates the ability to react constructively to setbacks and to both give direction / feedback, and take direction / feedback, from others. • Demonstrates a commitment to continuous professional development and knowledge sharing. <p><u>Commitment to providing a Quality Service</u></p> <p>For example:</p> <ul style="list-style-type: none"> • Demonstrate a commitment to and the ability to lead on the delivery of a high-quality, person-centred service. • Demonstrates innovation in the provision of person-centred care and in overcoming resource limitations. • Ensures that all service users are treated with dignity and respect and ensures that the welfare of the service user is a key consideration at all times. • Works at an operational level to build alliances and learn how to best position service delivery to meet the needs of its service users. • Is open to change and supports the implementation of change. <p><u>Evaluating Information and Judging Situations</u></p> <p>For example:</p> <ul style="list-style-type: none"> • Demonstrate the ability to evaluate information and make effective decisions in relation to service user care. • Explains the rationale behind decisions confidently when faced with opposing or competing demands. Is objective but also aware of sensitivities in their approach. • Regularly quantifies and evaluates activities against service plans and takes timely action to correct potential difficulties. Recognises how service constraints impact on service delivery. <p><u>Communications and Interpersonal Skills</u></p> <p>For example:</p> <ul style="list-style-type: none"> • Displays effective communication skills (verbal & written). • Tailors the communication method and the message to match the needs of the audience; demonstrates active listening skills. • Demonstrates effective interpersonal skills including the ability to collaborate in partnership with others. • Demonstrates sensitivity, diplomacy and tact when dealing with others; is patient and tolerant when dealing with conflict situations. • Demonstrates strong negotiation skills; remains firm but flexible when putting forward a point of view.
<p>Campaign Specific Selection Process</p> <p>Ranking/Shortlisting / Interview</p>	<p>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.</p> <p>Failure to include information regarding these requirements may result in you not progressing to the next stage of the selection process.</p> <p>Those successful at the ranking stage of this process, where applied, will be placed on an order of merit and will be called to interview in 'bands' depending on the service needs of the organisation.</p>
<p>Diversity, Equality and Inclusion</p>	<p>The HSE is an equal opportunities employer.</p> <p>Employees of the HSE bring a range of skills, talents, diverse thinking and experience to the organisation. The HSE believes passionately that employing a diverse workforce is</p>



	<p>central to its success – we aim to develop the workforce of the HSE so that it reflects the diversity of HSE service users and to strengthen it through accommodating and valuing different perspectives. Ultimately this will result in improved service user and employee experience. The HSE is committed to creating a positive working environment whereby all employees inclusive of age, civil status, disability, ethnicity and race, family status, gender, membership of the Traveller community, religion and sexual orientation are respected, valued and can reach their full potential. The HSE aims to achieve this through development of an organisational culture where injustice, bias and discrimination are not tolerated.</p> <p>The HSE welcomes people with diverse backgrounds and offers a range of supports and resources to staff, such as those who require a reasonable accommodation at work because of a disability or long-term health condition.</p> <p>Read more about the HSE's commitment to Diversity, Equality and Inclusion</p>
Code of Practice	<p>The Health Service Executive will run this campaign in compliance with the Code of Practice prepared by the Commission for Public Service Appointments (CPSA). The CPSA is responsible for establishing the principles to be followed when making an appointment. These are set out in the CPSA Code of Practice. The Code outlines the standards to be adhered to at each stage of the selection process and sets out the review and appeal mechanisms open to candidates should they be unhappy with a selection process.</p> <p>Read the CPSA Code of Practice.</p>
<p>The reform programme outlined for the health services may impact on this role, and as structures change the Job Specification may be reviewed.</p> <p>This Job Specification is a guide to the general range of duties assigned to the post holder. It is intended to be neither definitive nor restrictive and is subject to periodic review with the employee concerned.</p>	



Speech & language Therapist, Senior
Teiripeoir Urlabhra & Teanga, Sinsearach
Terms and Conditions of Employment

Tenure	<p>The current vacancy available is Full time – permanent.</p> <p>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. The tenure of these posts will be indicated at “expression of interest” stage.</p> <p>Appointment as an employee of the Health Service Executive is governed by the Health Act 2004 and the Public Service Management (Recruitment and Appointments) Act 2004 and Public Service Management (Recruitment and Appointments) Amendment Act 2013.</p>
Working Week	<p>The standard weekly working hours of attendance for your grade are 35 hours per week. Your normal weekly working hours are 35 hours. Contracted hours that are less than the standard weekly working hours for your grade will be paid pro rata to the full time equivalent. You are required to work agreed roster/on-call arrangements advised by your Reporting Manager. Your contracted hours are liable to change between the hours of 8.00am and 8.00pm over seven days to meet the requirements for extended day services in accordance with the terms of collective agreements and HSE Circulars.</p>
Annual Leave	<p>The annual leave associated with the post will be confirmed at Contracting stage.</p>
Superannuation	<p>This is a pensionable position with the HSE. 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. Members of pre-existing pension schemes who transferred to the HSE on the 01st January 2005 pursuant to Section 60 of the Health Act 2004 are entitled to superannuation benefit terms under the HSE Scheme which are no less favourable to those which they were entitled to at 31st December 2004</p>
Age	<p>The Public Service Superannuation (Age of Retirement) Act, 2018* set 70 years as the compulsory retirement age for public servants.</p> <p><i>* <u>Public Servants not affected by this legislation:</u></i> 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.</p> <p>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.</p>
Probation	<p>Every appointment of a person who is not already a permanent officer of the Health Service Executive or of a Local Authority shall be subject to a probationary period of 12 months as stipulated in the Department of Health Circular No.10/71.</p>
Protection of Children Guidance and Legislation	<p>The welfare and protection of children is the responsibility of all HSE staff. You must be aware of and understand your specific responsibilities under the Children First Act 2015, the Protections for Persons Reporting Child Abuse Act 1998 in accordance with Section 2, Children First National Guidance and other relevant child safeguarding legislation and policies.</p> <p>All Mandated Persons under the Children First Act 2015, within the HSE, are appointed as Designated Officers under the Protections for Persons Reporting Child Abuse Act, 1998.</p> <p>Mandated Persons such as line managers, doctors, nurses, physiotherapists, occupational therapists, speech and language therapists, social workers, social care workers, and emergency technicians have additional responsibilities.</p> <p>You should check if you are a <u>Mandated Person</u> and be familiar with the related roles and legal responsibilities.</p> <p>Visit HSE Children First for further information, guidance and resources.</p>



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 HSE protocols for implementing and maintaining these standards as appropriate to the role.
Health & Safety	<p>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).</p> <p>Key responsibilities include:</p> <p>Developing a SSSS for the department/service¹, 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.</p> <p>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.</p> <p>Consulting and communicating with staff and safety representatives on OSH matters.</p> <p>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.</p> <p>Ensuring that all incidents occurring within the relevant department/service are appropriately managed and investigated in accordance with HSE procedures².</p> <p>Seeking advice from health and safety professionals through the National Health and Safety Function Helpdesk as appropriate.</p> <p>Reviewing the health and safety performance of the ward/department/service and staff through, respectively, local audit and performance achievement meetings for example.</p> <p>Note: Detailed roles and responsibilities of Line Managers are outlined in local SSSS.</p>