

**Basic Speech and Language Therapist**

Role	Basic Grade Speech and Language Therapist
Duration of Post	Full Time Permanent
Location	Children Disability Network Team (CDNT-5) based in Rossecourt, Lucan.
Reporting Relationship	Children Disability Network Manager (CDNM)
Job Purpose	To provide a family-centred and quality-driven Speech and language Therapy Services as part of an inter-disciplinary team and within established professional standards, guidelines and policy for children with complex needs attending services in the Children Disability Networks (CDN) under the Stewarts Care Services as the lead agency.
Scope of the Role	<p>The scope of the post will be working with children and young people (0-18) with complex needs and their families.</p> <p>The successful candidate will have the opportunity to provide quality evidence based Speech &amp; Language Therapy service including assessment of family needs, and a range of advisory, practical and skilled emotional supports The service is provided within the Progressing Disabilities Services for Children and young people (PDS) framework, with interdisciplinary team working and family centred practice at its core.</p> <p>The brief of the post will be working with children in CDNT 5 in Stewart's Care Services which is the lead agency for two newly formed CDNT's (CDNT-5 and 6) in line with ethos of Progressing Children's Disability Services (PDS). These teams will be based in Stewarts Care Palmerstown and Rossecourt, Lucan. Flexibility however, may be required by the post-holder to meet the needs of the children supported by the organisation if deemed necessary as may be directed by the CDNM.</p>
Key Duties and Responsibilities	<p><b><u>Clinical Duties</u></b></p> <ul style="list-style-type: none"> <li>• Responsible for providing essential assessment skills to identify the individual health and educational needs of the child on their designated caseload.</li> <li>• Provide a quality speech &amp; language therapy service through assessment, diagnosis and management of speech, language and communication and FEES difficulties for children with a range of disabilities.</li> </ul>

- Monitor, audit and evaluate speech, language and communication and FEDS plans and interventions.
- Responsible for completing reports in a designed time frame
- Responsible for maintaining confidentiality
- Contribute to CDNT'S quality improvement work that may include, project work, research, evaluation, audit, service development and evaluation of resources.
- Attend and participate in Interdisciplinary team meetings to ensure integrated care for the Service User.
- Attend Individual family service plan (IFSP) meetings and provide SLT input relevant to the child's goals
- Contribute to CDNT quality improvement that may include; service development, in-service training, and evaluation of resources within the interdisciplinary team working
- Represent the department at CDNT team meetings and conferences as designated by the CDNMM.
- Consult with parents/guardians/service users regarding assessment, treatment and education as appropriate.
- Participate in the development of clinical protocols and guidelines reflective of evidence based practice.
- Manage clinical and non-clinical caseloads appropriate to the post.
- Become familiar with and work in accordance with relevant HSE policies, HIQA standards, legislation and professional policies, guidelines and requirements to ensure safe practice and high standards of service delivery.
- Become familiar with the key National policy documents for children disability services such as the National Access policy, National policy on prioritization of referral among others
- Participate in the Preliminary Team Assessment (PTA) process as may be assigned.
- Promote a culture that values equality, diversity and respect in the workplace.
- In conjunction with the CDNMM, contribute to the development and implementation of procedures, policies and guidelines while adhering to existing standards and protocols
- Participate in own clinical supervision sessions with a senior staff member and/or as assigned by the CDNMM.
- Work within limits of professional competence in line with principles of best practice, professional conduct and clinical governance
- Undertake Key Worker role as required

**Quality, Risk, Health and Safety Management**

- Participate in any quality improvement projects and change initiatives which may be introduced.
- Follow and adhere to all risk related guidelines as stipulated by Risk Management.

	<ul style="list-style-type: none"> <li>• Ensure the highest level of confidentiality pertaining to all organisational stakeholders.</li> <li>• Maintain appropriate service user record details and statistics in accordance with organisational and departmental guidelines, along with the Freedom of Information Act.</li> <li>• Comply with the policies, procedures and safe professional practice of the Irish Healthcare System by adhering to relevant legislation, regulations and standards</li> <li>• Assist in the development, implementation and review of the department’s Health and Safety statement, as appropriate</li> <li>• Document appropriately and report any near misses, hazards and accidents and bring them to the attention of the relevant person(s)</li> <li>• Work in a safe manner with due care and attention to the safety of self and others</li> <li>• Be aware of risk management issues, identify risks and take appropriate action</li> <li>• Comply with department procedures with regard to assessment, recommendation and / or manufacturing of all assistive devices</li> <li>• Support a culture that values diversity and respect</li> </ul> <p><b><u>Education &amp; Training</u></b></p> <ul style="list-style-type: none"> <li>• Contribute to, deliver and participate in SLT and Interdisciplinary education sessions.</li> <li>• Engage in the education of colleagues, student SLTs, Service Users and other health care professionals in the area of FEDS and Communication.</li> <li>• Partake in career and personal development planning. Maintain own professional development and competence.</li> <li>• Actively participate in induction, clinical supervision, mentoring, appraisal, clinical reflection and be open to reflective practice.</li> <li>• Attend mandatory training programmes as directed by Stewarts Care.</li> <li>• Abide by the code of ethics of the Irish Association of Speech and Language Therapists/CORU.</li> </ul>
<p><b>Qualifications &amp; Experience</b></p>	<p><b>Candidates must meet the following criteria relevant to the role:</b></p> <ul style="list-style-type: none"> <li>• Hold a qualification in Speech and Language Therapy approved by the Speech and Language Therapy Registration Board at CORU.</li> <li>• Practitioners must maintain annual registration on the Speech and Language Therapy Register maintained by the Speech and Language Therapy Registration Board at CORU.</li> <li>• Experience carrying out SLT and working within an interdisciplinary team for children with complex needs is desirable.</li> <li>• Qualified to practice in, and experience supporting people with Feeding, Eating, Drinking and Swallowing (FEDS) needs.</li> </ul>

	<ul style="list-style-type: none"> <li>• Knowledge of the Disability Act 2005 and Health Act 2007.</li> <li>• Have a full clean driving license and access to a car.</li> <li>• Ideally we are seeking candidates with experience working with children and adolescents with a range of disabilities with complex needs.</li> </ul>
	<p><i>This job description 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</i></p>

**Terms and Conditions of Employment**  
**Basic Grade Speech and Language Therapist - Stewarts**

Remuneration	<p>Remuneration is in accordance with the Department of Health consolidated pay scales</p> <p>Current Salary Scale:</p> <p>€37,022-€54,029 incl LSI</p> <p>Salaries and increments are paid in accordance with DOH scales</p>
Annual leave	<b>? days per annum</b>
Working week	<p>The hours allocated to this post are 37 hours per week with a 7.4 hour standard working day, exclusive of lunch breaks</p> <p>The allocation of these hours will be at the discretion of CDNM</p>
Probation	<p>All employees will be subject to a probationary period of 6 months, with an extension if required to 9 months. This probationary period applies to all employees irrespective of their role or type of role.</p>
Garda Vetting	<p>Stewarts will carry out Garda vetting on all new employees. An employee will not take up employment with the organisation until the Garda Vetting process has been completed and the organisation is satisfied that such an</p>

	appointment does not pose a risk to the service users and employees.
References	Stewarts will seek up to two written references from current and previous employers, educational institutions or any other organisation with which the candidate has been associated. Stewarts reserves the right to determine the merit, appropriateness and relevance of such references and referees.