



**Senior Speech and Language Therapist
Child and Adolescent Mental Health
Job Specification & Terms and Conditions**

Job Title and Grade	Senior Speech & Language Therapist, Child and Adolescent Mental Health <i>(Grade Code: 3379), 0.5 WTE – 17.5 hrs</i>
Campaign Reference	
Closing Date	
Proposed Interview Date (s)	To be confirmed. Please note you may be called for interview at short notice.
Taking up Appointment	A start date will be indicated at job offer stage.
Location of Post	Senior Speech and Language Therapy post is based in St Vincent's Hospital, Adolescent Inpatient Unit, Fairview, Dublin 3.
Informal Enquiries	
Details of Service	<p>To provide an effective, efficient and patient-centred Speech and Language Therapy Service to clients of the Adolescent Services Inpatient Unit of St Vincent's Hospital, Fairview.</p> <p>The post holder will have responsibility for provision of a high quality speech and language therapy service within an interdisciplinary hospital team.</p> <p>The current service provides a comprehensive programme of care to adolescents and their families with high levels of need. Following a multidisciplinary assessment, clients of the Adolescent Service are offered a tailored package of care that may include a therapeutic programme, including attendance at the unit's school. Close liaison is maintained with Step up/ step down services in the community CAMHS, day hospital and outpatient services.</p> <p>The successful candidate will be joining a highly skilled multidisciplinary team working with a challenging client group and will be expected to be able to make a significant contribution to this service, within the time limits imposed. In return, a rewarding professional role that values and develops the contribution of the post holder is assured</p>
Reporting Relationship	Your reporting relationship will be to the Consultant Psychiatrist on clinical matter and your Line Manager will be the CEO. The candidate will be required to undertake regular Clinical Supervision external to the service, as per CORU regulations.
Purpose of the Post	<ul style="list-style-type: none"> • To be responsible for the provision of a high quality Speech and 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 provide an effective, efficient and patient-centred Speech and Language Therapy Service to clients of the Adolescent Services of St Vincent's Hospital, Fairview.
Principal Duties and Responsibilities	<p><i>The Senior Speech and Language Therapist will:</i></p> <p><u>Professional / Clinical</u></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.

- Make clinical decisions following assessment of complex cases.
- Arrange and carry out assessment and treatment / intervention individual and group programmes –within the Inpatient setting, in line with local policy / guidelines.
- 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.
- Be responsible for maintenance of standards of practice.
- Foster close working relationships with colleagues and other relevant professionals in maximising service user 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; 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.
- Contribute to the development and implementation of procedures, policies and guidelines while adhering to existing standards and protocols.
- Seek advice and assistance from Line 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.
- Engage in group facilitation as part of the therapeutic and recreational group programmes.
- Participate in and develop activities which support health promotion.
- Ensure that professional standards are maintained in relation to confidentiality, ethics and legislation.
- Operate within the scope of Speech and Language Therapy practice as per CORU. requirements and in accordance with local guidelines.
- Work within Code of Practice of Mental Health Act 2001.
- Carry out other duties as assigned by the Line Manager.

Education and Training

- Participate in mandatory training programmes.
- Participate in continuing professional development including in-service training, attending and presenting at conferences / courses relevant to practice, contributing to research etc
- Engage in professional clinical supervision
- Participate in performance review with your Line Manager.
- Manage, participate and play a key role in the practice education of student therapists. Take part in teaching / training / supervision of other Speech and Language Therapy and non-Speech and Language Therapy staff / students and attend practice educator courses as appropriate.

Health & Safety

- Promote a safe working environment in accordance with Health and Safety legislation.
- Be aware of and implement agreed policies, procedures and safe professional practice by adhering to relevant legislation, regulations and standards.
- Actively participate in risk management issues, identify risks and take responsibility for appropriate action.
- Document appropriately and report any adverse incidents, near misses, hazards and accidents in accordance with organisational guidelines.
- 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 SVHF protocols for implementing and maintaining these standards as appropriate to the role.

	<ul style="list-style-type: none"> • 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> <ul style="list-style-type: none"> • Be responsible for the co-ordination and delivery of service in designated area(s). • Review and allocate resources within the designated area, in collaboration with relevant others. • Promote good working practice and uniformity of standards of best practice. • Promote quality by reviewing and evaluating the Speech and Language Therapy service regularly, identifying changing needs and opportunities to improve services, in collaboration with the Line manager and relevant others. • Develop and implement service / business plans, quality initiatives, audits etc. and report on outcomes in collaboration with the Line Manager • Collect and evaluate data about the service user group and demonstrate the achievement of the objectives of the service. • Oversee the upkeep of accurate records in line with best clinical governance, organisational requirements and the Freedom of Information Act, GDPR, and render reports and other information / statistics as required. • Represent the department / team at meetings and conferences as appropriate. • Liaise with Line Manager regarding the needs, interests and views of Speech and Language Therapy staff. • Promote good team working, and a culture that values diversity and respect. • Participate in the management of Speech and Language Therapy stock and equipment. • 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. <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 him/her 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>1. Statutory Registration, Professional Qualifications, Experience, etc</p> <p>(a) Candidates for appointment must:</p> <p>(i) 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> <p style="text-align: center;">And</p> <p>(ii) Have 3 years full time (or an aggregate of 3 years full time) post qualification Clinical experience.</p> <p style="text-align: center;">And</p> <p>(iii) Candidates must have the requisite knowledge and ability (including a high standard of suitability and professional ability) for the proper discharge of the duties of the office.</p> <p style="text-align: center;">And</p> <p>(iv) 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> <p>2. Annual registration</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>3. 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.</p> <p>4.Character Candidates for and any person holding the office must be of good character.</p>
<p>Post specific requirements, additional qualification and/ or experience</p>	<p>A high level of clinical knowledge and evidence based practice to carry out the duties and responsibilities of the senior role in the clinical area of Child and Adolescent Mental Health.</p>
<p>Other requirements specific to the post</p>	
<p>Skills, competencies and/or knowledge</p>	<p>Professional Knowledge & Experience <i>For example:</i></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>Planning and Managing Resources <i>For example:</i></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. <p>Managing and Developing (Self and Others) <i>For example:</i></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>Commitment to providing a Quality Service <i>For example:</i></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.

	<ul style="list-style-type: none"> • 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>Evaluating Information and Judging Situations <i>For example:</i></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>Communications and Interpersonal Skills <i>For example:</i></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><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></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>SVHF is an equal opportunities employer.</p>
<p>Code of Practice</p>	<p>SVHF will run this campaign in compliance with the Code of Practice prepared by the Commission for Public Service Appointments (CPSA). The Code of Practice sets out how the core principles of probity, merit, equity and fairness might be applied on a principle basis. The Code also specifies the responsibilities placed on candidates, facilities for feedback to applicants on matters relating to their application when requested, and outlines procedures in relation to requests for a review of the recruitment and selection process and review in relation to allegations of a breach of the Code of Practice.</p> <p>Codes of practice are published by the CPSA and are available on https://www.hse.ie/eng/staff/jobs in the document posted with each vacancy entitled "Code of Practice, Information for Candidates" or on https://www.cpsa.ie/.</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>	



**Senior Speech and Language Therapist
Child and Adolescent Mental Health
Terms and Conditions of Employment**

Tenure	This post is permanent and half time (0.5wte) 17.5 hrs per week. All posts are 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: 01/10/23 €59,478 60,747 62,054 63,350 64,646 66,012 67,449 68,883 70,033 (Pro Rata) 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.
Working Week	The standard working week applying to the post is to be confirmed at Job Offer stage. HSE Circular 003-2009 "Matching Working Patterns to Service Needs (Extended Working Day / Week Arrangements); Framework for Implementation of Clause 30.4 of Towards 2016" applies. Under the terms of this circular, all new entrants and staff appointed to promotional posts from Dec 16 th , 2008 will be required to work agreed roster / on call arrangements as advised by their line manager. Contracted hours of work are liable to change between the hours of 8am-8pm over seven days to meet the requirements for extended day services in accordance with the terms of the Framework Agreement (Implementation of Clause 30.4 of Towards 2016).
Annual Leave	The annual leave associated with the post will be confirmed at contracting stage.
Superannuation	This is a pensionable position with SVHF. 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 01 st January 2005 pursuant to Section 60 of the Health Act 2004 are entitled to superannuation benefit terms under the SVHF/HSE Scheme which are no less favourable to those which they were entitled to at 31 st December 2004
Age	The Public Service Superannuation (Age of Retirement) Act, 2018* set 70 years as the compulsory retirement age for public servants. * <u>Public Servants not affected by this legislation:</u> 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	Probation period is six 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: <ul style="list-style-type: none"> • 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. <p>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.</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 SVHF protocols for implementing and maintaining these standards as appropriate to the role.

**Senior Speech and Language Therapist
Contextual, Departmental and/or Role Specific Information**

Context / Department / Area	Additional Duties & Responsibilities relevant to the role
Child and Adolescent Mental Health	<ul style="list-style-type: none"> • In-depth knowledge of a wide range of paediatric communication disorders including developmental speech and language disorders and delays as well as communication disorders in the context of DLD, physical disability, hearing impairment, cleft lip and palate, fluency disorders, voice disorders, neurodiverse diagnoses, psychosis and mood disorders, particularly in relation to co-morbid mental health presentation.

St. Vincent's Hospital, Fairview is an equal opportunity employer.