

Job Title and Grade	Speech and Language Therapist CDNT
Location of Post	<p>Based in CRC Lead Agency Children’s Disability Network Teams.</p> <p>The CRC Children’s Disability Network Teams (CDNT) will be providing intervention to children from the age of 0-18 years, presenting with complex developmental needs requiring inter-disciplinary intervention. Our services are based upon a Family Centered Practice Model in line with the Progressing Disability Services. CRC CDNTs are based in Clontarf, Swords and Balbriggan.</p>
Details of Service	The post holder will have responsibility for provision of a high quality speech and language therapy service within an interdisciplinary children’s disability network team.
Reporting Relationship:	<p>The post holder will have a reporting relationship to the Children’s Disability Network Manager.</p> <p>The CDNM will provide clinical assurance regarding professional supervision in collaboration with the Speech and Language Therapy Manager.</p>
Key Working Relationships:	<p>The post holder will:</p> <ul style="list-style-type: none"> • Work with and report to the CDNM • Liaise with the Speech and Language Therapy Manager as agreed • Work within the clinical supervision framework as agreed • Work as part of the inter-disciplinary children’s network disability team. • Work with other SLT colleagues and the interdisciplinary team in service delivery. • Work with children attending the CDNT and their parents and/or carers. • Liaise with colleagues in the CRC team as well as schools and services in the North Dublin area. • Engage in the process of reconfiguration under Progressing Children’s Disability Services national policy.
Purpose of the Post	<p>The post holder will:</p> <ul style="list-style-type: none"> • Deliver a range of appropriate Speech and Language Therapy assessments and interventions. • Have the responsibilities of a Mandated Person as outlined in the Child Care Act 2015.
Person Specification	<ul style="list-style-type: none"> • Effective communication (oral and written) and interpersonal skills • Effective caseload management skills

	<ul style="list-style-type: none"> • Good time management skills • Demonstrate flexibility and openness to change. • 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 in high pressure, fast paced environments • Ability to work independently with good problem-solving skills • Ability to provide high quality written reports in a timely manner • Understand and be able to implement risk assessment. • Commitment to working in partnership with children/families/other agencies and understanding important transition stages in life for children and families • Ability to deliver training to parents, young adults peers and relevant MDT members • A commitment to maintain personal CPD to ensure evidence-based practice in service provision. • An awareness of scope of practice and of when to revert to line manager
<p>Principal Duties and Responsibilities</p>	<p><i>Clinical Duties:</i></p> <ul style="list-style-type: none"> • To provide assessment, diagnosis and intervention and management of a caseload of clients with disabilities appropriate to the professional standards of a basic grade clinician. • To work collaboratively both as a member of the interdisciplinary team and with colleagues in external agencies in the interests of the child and family. • To liaise with and involve families and clinic staff in clients' treatment programmes as appropriate. • To provide training to clients, families and staff as appropriate. • To carry out clinical duties in line with legislation and the policies, procedures and guidelines for the CDNT. • Makes decisions in a well-judged and timely manner bringing all relevant information to bear • Uses logical analysis to break complex problems into their component parts. • Promote and consistently support the demonstration and development of evidence-based service delivery. • Promote and be involved in research and evaluation of clinical practice • Be aware of responsibilities under relevant policies and legal frameworks such as Health and Safety at work Act, Children First and CRC Child Protection Policy, Lone Working Policy.

Administrative Duties:

- To keep accurate and contemporaneous clinical records through clinical reporting systems, case file notes and reports as applicable
- To effectively prioritise and manage a clinical caseload
- To participate in administrative and maintenance activities necessary to enable the team to reflect its work and to be effective.
- To be adequately aware of policy, legislative and professional requirements to ensure appropriate standards in their area of responsibility.
- To ensure strict compliance with health and safety standards and adhere to operational guidelines ensuring equipment is checked and working correctly in accordance with safety standards.

Teamwork

- To demonstrate good communication skills
- To demonstrate a commitment and ability to work as part of a team within the department, between the various departments within the organisation and with colleagues in external agencies.

Training/ CPD

- Develop and maintain professional expertise through appropriate in-service training and external training courses and through membership of professional bodies and special interest groups.
- To work with the CDNМ and with the identified Clinical Supervisor to identify learning needs and to continually develop clinical knowledge and skills.
- Attend and/or provide in-service training to staff at local and regional level where appropriate; in consultation with the CDNМ and the identified Clinical Supervisor.
- Keep abreast of developments in national policies and strategies, international best practice and impending legislation and its perceived impact
- Keep up to date with organizational developments within the Irish health and social services
- To share clinical and other skills with other colleagues as appropriate
- Engage in student training as appropriate

Note:

	<p><i>The transformation programme outlined for the Health Services may impact on this role and as structures change the job description may be reviewed.</i></p> <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> <p><i>Please note this job description may be subject to change</i></p>
<p>Skills, competencies and/or knowledge</p>	<p>The candidate must demonstrate:</p> <ul style="list-style-type: none"> • Communication and Interpersonal Skills • Demonstrate sufficient command of the English language to effectively carry out the duties and responsibilities of the role • Display awareness and appreciation of the service user and the ability to empathise with and treat service users / others with dignity and respect • Teamwork • Demonstrate effective team skills • Demonstrate flexibility and openness to change • Display effective communication and interpersonal skills including the ability to collaborate with families, carers, schools etc. • Professional Knowledge • Demonstrate sufficient clinical knowledge and knowledge of evidence based practice to carry out duties and responsibilities of the role • Demonstrate an ability to apply knowledge to evidence based practice • Demonstrate a commitment to assuring high standards and strive for a user centred service • Planning • Demonstrate the ability to plan and deliver care in an effective and resourceful manner and the ability to manage self in a busy working environment • Decision Making and Judgement • Display the ability to evaluate information and make effective decisions especially with regard to service user care

	<ul style="list-style-type: none">• Ability to Reflect & Learn• Demonstrate ability to utilise supervision effectively• Technical Expertise• Demonstrate a willingness to develop IT skills relevant to the role• Have a full clean drivers licence and access to own car.