

The CRC delivers a range of services to children and adults with disabilities both nationally and locally through our centres in Dublin, Limerick and Waterford and our Outreach Services. The mission of the CRC is that by working together we make a positive difference to the lives of people with disabilities, their families and carers. Our vision is that people with disabilities achieve their potential and live full lives as equal and valued citizens.



Senior Occupational Therapist working with Children

Permanent Contract Fulltime post with CRC National Specialist Services, based at Dublin, Ireland

- Unique opportunity to be part of a National Specialist Service dedicated to enhancing the lives of children and adults with physical disability in Ireland. www.crc.ie
- Specialist interdisciplinary teams delivering quality, evidenced-based services for children with physical disability
- Child and family centered work with local community-based teams, delivering assessment, intervention and education
- Purpose-built center in Dublin with onsite and virtual consultations, and travel to deliver outreach services with community teams.
- Strong research and education ethos
- Work as part of interdisciplinary teams and become a member of the Occupational Therapy professional network at the CRC, supported with supervision, CPD and education.

The successful candidate must have the following **essential** requirements:

- A recognised Occupational Therapy qualification and current registration with CORU
- Three years relevant post qualification experience working with children with disabilities
- Experience working with children and/or adults with physical disability in one or more of the following areas – Complex Tone; Upper Limb; FEDS (Feeding, Eating, Drinking and Swallowing); Neuromuscular; BPI (Brachial Plexus Injury); Alternative and Augmentative communication and/or Assistive Technology
- Excellent communication, initiative and time management skills
- Flexibility and strong teamwork skills
- Fluency in spoken and written English

Desirable requirements

- Experience delivering education
- Conducting or assisting with relevant research in the area of disability
- Advanced CPD and/ or postgraduate education in relevant areas of physical disability
- Experience in coordinating and leading specialist clinics, working at a consultative level
- Experience in managing databases and conducting audits

Informal enquiries to Rachel Glennane, Occupational Therapy Manager at rglennane@crc.ie.

Department of Health Salary Scale, Senior Occupational Therapist (Salary range €54,677-€64,381 per annum). Applicants must demonstrate in their CV and supporting documentation how they meet the above criteria as short-listing will apply.

*Please forward a letter of application quoting **reference CRC50/22** with full CV to recruit@crc.ie. Applications are being received on a rolling basis till end of October 2022.*

A panel may be created for future posts within CRC National Specialist Support Services.



JOB DESCRIPTION

Job Title and Grade	Senior Occupational Therapist, CRC National Specialist Service
Job Reference	
Location of Post	This post is based at CRC Clontarf. The post holder will have to travel to other sites from time to time in accordance with service needs.
Details of Service	<p>Service Overview</p> <p>In line with the National Policy on Access to Services for Children and Young People with Complex Needs: Specialist supports are required to provide;</p> <ul style="list-style-type: none"> • Training and consultation for Primary Care services and Children’s Disability Network Teams and/or • Direct intervention for children where and when necessary to respond to the exceptional complexity or specialist nature of their needs. <p>The national specialist support service serves as a short term provider of aspects of services and as an important link to other providers of disability services.</p> <p>The Children's Disability Network Team or Primary Care services will remain the service provider for these children with a disability and their families.</p> <p>Disability Network teams can and should as specialist services provide for children with complex needs, but it is recognised that specialist support will be needed at times for a small number of children whose specific needs require a level of expertise which may not be solely met by the local teams.</p> <p><i>(ref Guidance on Specialist Support Services)</i></p> <p>This will ensure coordinated and integrated care between local, regional and national services as defined by the National Policy on Access to Services for Children and Young People with Complex Needs</p> <p>The post holder should consider that the majority of your caseload will be clients with complex disability seen on a consultative basis. There will also be a significant educational remit as well as development of Occupational Therapy specialist services.</p>
Reporting Relationship:	The post holder will report to the Occupational Therapy Manager in CRC.
Key Working Relationships:	<p>The post holder will:</p> <ul style="list-style-type: none"> • Work with other MDT members of the national specialist service. This includes visiting consultants to the CRC speciality clinics. • Work closely with CRC management, CDNT managers, disability managers and primary care managers to ensure coordinated and integrated service provision.

	<ul style="list-style-type: none"> • Liaise with and build good working relationships with therapists from relevant Children’s Disability Network Teams (CDNTs), Primary Care teams (PCTs) and other specialist service teams involved in the care pathway. • Collaborate with other regional and National service providers of care
Qualifications/Experience	<p><u>Essential</u></p> <ul style="list-style-type: none"> • Qualified Occupational Therapist with CORU registration • Minimum of 3 years’ experience working in with children with disability • Experience working in paediatric physical disability in one or more of the following areas – Complex Tone; Upper Limb; FEDS (Feeding, Eating, Drinking and Swallowing); Neuromuscular; BPI (Brachial Plexus Injury); Access to AAC/AT <p><u>Desirable</u></p> <ul style="list-style-type: none"> • Experience of delivering education (in addition to departmental in-services) in paediatric physical disability • Experience developing relevant educational materials for both internal & external course delivery • Conducting or assisting with relevant research for this client group • Advanced CPD and/ or postgraduate education in relevant areas of paediatric physical disability • Experience in service development and practice standards development • Experience in coordinating clinics and leading and working at a consultative level in clinics alongside consultant and other lead therapists • Experience in managing databases and conducting audits
Person Specification	<ul style="list-style-type: none"> • Effective communication (oral and written) and interpersonal skills • Effective caseload management skills • Good time management skills • Ability to work in high pressure, fast paced environments • Ability to work independently with good problem-solving skills • Able for and committed to working in partnership with children/families/other agencies and understanding important transition stages in life for children and families • 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 provide high quality written reports in a timely manner and do follow up admin communicating with local therapist • Be ICT competent having experience in the use of MS Word, Excel and PowerPoint along with other desktop software • Understanding of and ability to implement risk assessment for relevant services such as splinting or equipment provision, as well as non-provision of services • Ability to develop and deliver training to parents, young adults and MDT members • Ability to support, supervise and mentor staff in relevant skills and knowledge

<p>Duties and responsibilities</p>	<p><u>Overall</u></p> <p>Provide comprehensive occupational therapy within the specialist supports framework of PDS for physical disabilities, as outlined in the National Guidance on Specialist Support Services. Please note CRC specialist support services continue for some clients beyond 18 years and as such, the post holder will be expected to deliver specialist support services for adults as well as children and families.</p> <p><u>Professional Knowledge and Skills</u></p> <p><i>The Senior Occupational Therapist will:</i></p> <ul style="list-style-type: none"> • Demonstrate knowledge of typical and atypical development, and specifically the impact of a disability on a child’s motor and functional development with implications for activity and participation. • Have up to date knowledge on children’s disability conditions and relevant assessments and interventions • Be able to comprehensively assess the child’s occupational performance areas with particular reference to physical / motor aspects, demonstrate analysis, clinical reasoning, goal setting and treatment planning in a person centred holistic manner. • Be up to date with evidence-based practice in paediatric occupational therapy and have advanced knowledge and skills in one or more of the following - Complex Tone; Upper Limb; FEEDS (Feeding, Eating, Drinking and Swallowing); Neuromuscular; BPI (Brachial Plexus Injury); Access to AAC/AT <ul style="list-style-type: none"> ○ Knowledge / experience of interventions to facilitate postural control and in the management of complex tone to support function – eg neurodevelopmental facilitation techniques; combined approaches of cognitive, behavioural, compensatory and assistive technologies in tandem (where clinically indicated) with Intrathecal baclofen Pump, oral Baclofen; application of specialised postural equipment ○ Knowledge of prescribing appropriate postural interventions and equipment for children with complex physical needs. ○ Experience in Functional upper limb assessment, interpretation of findings and goal setting ○ Proficient in implementing some or all of the following upper limb intervention modalities; bimanual therapy, constraint induced therapy, strength training programmes. ○ Skills in assessing and manufacture splints and casts and give correct guidance on their use, based on clinical need and individual child and family situation. ○ Skills in assessing for and recommend appropriate splints, second skin, Lycra garments and other off the shelf items which address tone and impact function. ○ Knowledge of interventions to facilitate eating, drinking and swallowing – such as specialised positioning, strategies and compensatory
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	<p>techniques, use of specialised utensils, graded tactile interventions</p> <ul style="list-style-type: none"> ○ Knowledge of appropriate accommodation alterations /accessibility criteria for housing and schools ○ Skills to facilitate access and use of assistive technology / AAC to enhance junction and participation – e.g. Cortical visual impairment treatment strategies, access and switch skills development; eye gaze techniques <ul style="list-style-type: none"> ● Demonstrate knowledge of funding mechanisms and grants systems for provision of supportive equipment and making applications and recommendations ● Current relevant continuous professional development in the provision of clinical assessment and intervention strategies <p><u>Provide a Quality Service</u></p> <ul style="list-style-type: none"> ● Ensure that professional standards are met and that a quality and equitable service is provided at all times across all the specialist areas. ● Appropriate communication with colleagues in network teams as required. ● Participate in and organise continued professional development, including in-service training, attending and presenting at conference/ courses relevant to practice etc, as agreed by your professional line manager. ● Assist in the development, and be responsible for the day-to-day running and evaluation of the specialist service ● Developing and initiating new services and intervention guidelines in collaboration with the MDT and other stakeholders as required. ● Review and allocate resources within the designated area, in collaboration with your line manager and relevant other. ● Promote quality by reviewing and evaluating the service regularly, identifying changing needs and opportunities to improve services, in collaboration with line manager and relevant others ● Develop and implement service plans, quality initiatives, audits etc. and report on outcomes in collaboration with professional 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, and render reports and other information/ statistics as required ● Represent the Service at meetings and conferences as appropriate ● Promote good team working and a culture that values diversity within the Service and relevant teams ● Participate in the management of stock and equipment ● Engage in IT developments within the organisation and the Irish Health Service. ● Implementing and staying up to date with policies and procedures within service area and organisation
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- Promoting and maintaining health and safety in the workplace

Education and development

- Tailoring own CPD to meet service needs requirements
- Provide the necessary educational support for ensuring best practice in developing appropriate pathways into the national specialist service for network teams as required.
- Keep abreast of current best practice and new clinical developments, by attending appropriate post graduate courses/conferences, reviewing published material and carrying out research or clinical audit in the area in order to maintain a high standard of service.
- Be responsible for the education and supervision of professional and ancillary staff as required.
- Identifying training needs of MDT and developing pathways of care and other resources to meet those needs
- Review and updating of best practice treatment guidelines/ pathways for specific conditions – i.e. appropriate frequency of therapy interventions along trajectory relevant to specific condition

Health & Safety

- Promote a safe working environment in accordance with Health and Safety legislation
- 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.
- 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 protocols for implementing and maintaining these standards

These duties and responsibilities are a reflection of the predicted service requirements and may be subject to review and amendment by your line manager to meet the needs of the emerging service. The post holder will be expected to contribute to the development of the post while in office.