



Job Description

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| Job: | Speech and Language Therapist (Basic Grade) |
| Location: | CDNT based at Curraheen, Cork |
| Contract Hours: | Full time 35 hours per week |
| Contract Type: | Permanent |
| Reporting to: | Children's Disability Network Manager |

Overall Purpose of the Post:

Enable Ireland delivers children's services under the national Progressing Disabilities Services (PDS) model for children and young people with complex needs arising from a disability. As a Lead Agency within this model, Enable Ireland has responsibility for the delivery of services to children assigned to Children's Disability Network Teams (CDNT) within designated network areas. Services are provided in accordance with legislative and service delivery frameworks and requirements, within the resources allocated. As a member of the interdisciplinary team, the post holder will provide Speech and Language Therapy services, including assessment and intervention to children and adolescents enrolled on the CDNT. Services will be provided across a variety of settings including the clinic, schools, preschools and special schools, children's homes and community settings.

Duties

Planning and Organising

- Services may be delivered across a range of settings including but not limited to clinic, home, education (including special educational placements) and community settings. Under the tiered model, this may include direct and indirect support to families as well as key contact and other duties.
- To participate in relevant clinical and team meetings as deemed appropriate by CDNM.
- To maintain appropriate Service User records and statistics in accordance with Enable Ireland requirements and local guidelines, Freedom of Information Act, Data Protection Acts and other relevant legislation.

Professional Development and Quality Assurance

- To prioritise and manage a caseload to ensure effective and efficient service delivery in collaboration with a Senior.
- To participate fully in the PDS Supervision policy and that of Enable Ireland.
- To engage in the education of colleagues and student Speech and Language Therapists.
- Show a commitment to ongoing CPD. Identify learning needs and develop clinical skills and knowledge on an ongoing basis.
- To adhere to the CORU Code of Conduct and Ethics at all times and work within one's scope of practice, linking with line manager and/or head of discipline/clinical supervisor for support as required. To contribute towards the ongoing development of the service, including participation in the evaluation of service delivery and in research initiatives.
- To comply with mandatory training requirements and to lead and participate in Speech and Language Therapy and interdisciplinary training initiatives.
- To work in a safe manner with due care and attention to the safety of self and others and

to adhere to local and national Risk Management policies including reporting of incidents, accidents and near misses.

- To comply with policies and procedures of PDS and Enable Ireland as the Lead Agency.
- To promote and deliver services within the ethos and philosophy of Enable Ireland.

Judgement & Evaluation

- To hold an appropriate and effective set of professional values and beliefs and behave in line with professional standards as set down by Progressing Disability Services for Children & Young People governance framework, by Enable Ireland and by relevant professional bodies (e.g. CORU,).
- To demonstrate a sound understanding of administrative practice and protocol in decision making.
- To make informed decisions in a timely manner, taking all relevant information into consideration.
- To anticipate potential consequences of decisions being taken, and to consider precedence in order to ensure consistency.
- To recognise when it is appropriate to refer decisions to a higher level of authority or to include other colleagues in the decision.
- To use logical analysis to break down complex problems into their component parts.
- To promote and consistently support the demonstration and development of evidence based service delivery.

Team Working:

- To work as part of the interdisciplinary team providing a needs-based service to children and their families enrolled on the CDNT. This may also involve working collaboratively with other agencies and services.
- Understands concepts of interdisciplinary team working
- To contribute an SLT perspective to case planning and multi-agency case working in line with national PDS policies and local CHO4 policies. Attend and actively contribute to relevant clinical and professional and service meetings. To perform any other duties appropriate to the position over time.

Leadership

- To build credibility and portray the profession/service in a positive light by being professional and well informed.
- To show enthusiasm and a high level of motivation in team projects and service planning.
- To demonstrate determination and initiative to achieve results and improve the service.
- To clearly accept accountability for standards of performance in relevant area of responsibility.
- To inspire others to work to high standards and maximise their potential by being enthusiastic about the profession and the service.
- To maintain ethical and personal standards at all times.

To minimise exposure to breaches of GDPR, strict compliance is required in the course of carrying out the duties of this job and working with others. This will include but is not limited to compliance with Enable Ireland's suite of GDPR Policies & Procedures, attending all GDPR Training sessions and ensuring personal responsibility for implementing safeguards and measures as directed.

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| Responsible to: | Children's Disability Network Manager |
| Probation: | A probationary period of 6 months applies, wherein three probationary meetings will take place to review your performance and suitability for appointment. The probationary period may be extended or terminated for any reason at Enable Ireland's discretion. |
| Salary: | The current salary scale for this post is €39,993 to €53,279 pro rata per annum. |
| Annual leave: | Annual leave entitlement is 32 days pro rata per annum and proportionately less for less than 12 months service. |
| Pension scheme: | Enable Ireland operates a contributory pension scheme which all staff may join on earlier of 1st July or 1st January following start date |
| Medical: | The successful candidate will be required to undergo a medical assessment. |
| Garda Clearance/ Police Clearance: | These will be required for all prospective staff who undertake relevant work or activities relating to children or vulnerable persons. |
| Sick Pay: (If applicable) | All periods of sickness exceeding two days must be medically certified. Weekly medical certificates are required thereafter. The Company reserves the right to have you examined by its own Doctor after 3 months continuous sick leave. Upon completion of 6 months continuous service with the Company sick pay will be as follows: Full pay less social welfare for the first 13 weeks of sickness in any 12 month rolling period and half pay less social welfare for a further (13) weeks of sickness absence in the same 12 month rolling period |
| Redeployment: | In exceptional circumstances the organisation reserves the right to redeploy you to an alternative role that is suitable to your skills and experience. |