**Speech & Language Therapist, Senior CAMHS**

 **Teiripeoir Urlabhra & Teanga Sinsearach**

**HSE Mid-West - Campaign Reference: HSEMW 25.057**

**Job Specification & Terms and Conditions**

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| **Job Title and Grade** |

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| **Speech & Language Therapist, Senior Child and Adolescent Mental Health Services - Teiripeoir Urlabhra & Teanga, Sinsearach***(Grade Code: 3379)*  |

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| **Remuneration** | **The salary scale for the post (as at 0103/2025) is:** **€63,279, €64,629, €66,021, €67,399, €68,779, €70,231, €71,760, €73,285, €74,509****(Pro Rata)**Salary scales are updated periodically and the most up to date versions can be found here**:** <https://www.gov.ie/en/publication/7d87b-department-of-health-circular-102022-and-consolidated-pay-scales/> |
| **Campaign Reference** | HSEMW 25.057 |
| **Closing Date** | **13th of August 2025 @ 12 (noon)** |
| **Proposed Interview Date(s)** | To be confirmed. Please note that interviews may be held at short notice due to the urgency of filling the post. |
| **Taking up Appointment** | Proposed interview dates will be indicated at a later stage. Please note that interviews may be held at short notice due to the urgency of filling the posts. |
| **Location of Post** | Child & Adolescent Mental Health Services, HSE Mid West, Rosbrien Road, Limerick. V94 XW57Seirbhísí Meabhairshláinte do Leanaí agus d’ Ógánaigh, FSS an Iarthar Lair, Bóthar Ros Uí Bhriain, Luimneach. V94 XW57 |
| **Informal Enquiries**  | **Paula Cregg**Speech & Language Therapist Manager InChargeIII087 9546669Paulac.cregg@hse.ie**Róisín Burke**Speech & Language Therapist ManagerRoisint.burke@hse.ie0871945313 |
| **Details of Service**  | The Mid West Community Healthcare Speech & Language Therapy Service in Limerick, Clare and North Tipperary are large, busy and dynamic teams encompassing Primary Care including Paediatric and Adult Services, Child and Adolescent Mental Health Services, the Midwest Community Neuro rehabilitation Team and Older Persons including ICPOP and Inpatient rehabilitation and residential services. These services are delivered through the HSE and its funded agencies to people in local communities, as close as possible to people’s homes. Full details of the services provided can be found at: <http://www.hse.ie/eng/services/publications/corporate/CHOReport.html>The Sláintecare Report (2017) and Sláintecare Implementation Strategy (2018) signal a new direction for the delivery of health and social care services in Ireland. The opportunity that will come with implementation cannot be overestimated, as it has the potential to create a far more sustainable, equitable, cost effective system and one that delivers better value for patients and service users. It creates a more sustainable opportunity to transform the health and wellbeing of the population and how and where they access services. Sláintecare sets out the need for the shift from the provision of care from acute to community settings, supporting the prevention and management of chronic disease at a community level. The strategic direction outlined in Sláintecare and the current provision of community services is underpinned by a number of strategies including Community Healthcare Organisations – Report and Recommendations of the Integrated Service Area Review Group, Healthy Ireland, Transforming Lives, The Irish National Dementia Strategy, Sharing the Vision, Connecting for Life – Ireland’s National Strategy to Reduce Suicide 2015-2020 and The National Carers’ Strategy – Recognised, Supported, Empowered.Sláintecare positions Community Healthcare Networks (CHNs) as the ‘fundamental unit of organisation for the delivery of services’ in the community. CHNs are geographically based units delivering services to an average population of 50,000. The implementation of CHNs will see a co-ordinated multi-disciplinary approach to care provision, providing better outcomes for people requiring services and supports both within and across networks.The **People Strategy 2019–2024** is focused on our core purpose: to deliver value as defined by the public and by our staff and to deliver the **talent, capabilities and leadership** that will enable the system to deliver better outcomes – safer better healthcare for people living in our communities. We exist to deliver a HR service through practices that are relevant and innovative, enabled by high quality relationships and collaboration across the whole system. As HR professionals, we need to empower our staff who are working at the frontline and help them to deal with the pressures of constant change. We know the health and social care workforce is exceptional and resilient, with highly sought-after skills – we need to engage a newer generation and support existing staff to keep pace with current and future requirements. Our workforce must be enabled by an increased focus on employee experience across the full life cycle with an emphasis on wellbeing, work–life balance and increased opportunities for staff to be involved in decision-making. Our contribution to society and engagement with the wider community is a strength to be built upon by reconnecting with our core ethos as public servants and using the power of user experience to shape a better future. As a service we are committed to reorienting our practices to focus on positive HR outcomes – we can do this by attending to the following:* Service
* People
* Integration
* Creating Value
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| **Reporting Relationship** | Your professional and operational reporting relationship will be to the Speech and Language Therapy Manager.  |
| **Purpose of the Post**  | * 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 work with the Speech and Language Therapist Manager in ensuring the co-ordination, development and delivery of a quality, client centred Speech & Language Therapy service across and between networks in the geographical area.
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| **Principal Duties and Responsibilities**  | *The Speech and Language Therapist, Senior will:* **Professional / Clinical** * 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 programmes in appropriate settings (e.g. clinic, home, school, day centre) 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.
* Provide clinical leadership in the day-to-day running of the service by supporting and supervising staff, prioritising and allocating work and promoting positive staff morale.
* Be responsible for maintenance of standards of practice of self and designated staff.
* 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.
* In conjunction with the Speech and Language Therapist Manager, contribute to the development and implementation of procedures, policies and guidelines while adhering to existing standards and protocols.
* Seek advice and assistance from the Speech and Language Therapist 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.
* 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.
* Carry out other duties as assigned by the Speech & Language Therapist Manager including deputise in their absence.

**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. as agreed by the Speech and Language Therapist Manager.
* Engage in professional clinical supervision with the Speech and Language Therapist Manager.
* Engage in peer support with Senior Speech and Language Therapist colleagues.
* Participate in performance review with the Speech and Language Therapist 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.
* Participate in newly qualified therapists’ induction and clinical supervision and assist in implementing annual staff development and performance review.

**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 HSE protocols for implementing and maintaining these standards as appropriate to the role.
* Support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service.

**Administrative** * 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 the Speech and Language Therapist Manager and 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 Speech and Language Therapist Manager and relevant others.
* Develop and implement service / business plans, quality initiatives, audits etc. and report on outcomes in collaboration with the Speech and Language Therapist 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 the Speech and Language Therapist 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 in conjunction with the Speech and Language Therapist Manager.
* 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.

**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.**   |
| **Eligibility Criteria****Qualifications and/or Experience** |  Candidates must have at the latest date of application: **1. Statutory Registration, Professional Qualifications, Experience, etc.** **(a) Candidates for appointment must:** **(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/) **And****(ii)** Have 3 years’ full time (or an aggregate of 3 years’ full time) post qualification Clinical experience**.** **And****(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. Relevant experience does not need to have been gained specifically in a CAMHS setting; applicants with experience supporting complex presentations in other contexts are encouraged to apply.**And****(iv)** Provide proof of Statutory Registration on the Speech & Language Therapist Register maintained by the Speech & Language Therapists Registration Board at CORU **before a contract of employment can be issued.** **2. Annual registration** **(i)** On appointment practitioners must maintain annual registration on the Speech & Language Therapists Register maintained by the Speech & Language Therapists Registration Board at CORU. **And****(ii)** Practitioners must confirm annual registration with CORU to the HSE by way of the annual Patient Safety Assurance Certificate (PSAC). **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. **4. Character** Candidates for and any person holding the office must be of good character |
| **Post Specific Requirements** | **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 chosen below.** * Area 4 – Child and Adolescent Mental Health
* In-depth knowledge of a wide range of paediatric communication disorders including developmental speech and language disorders and delays as well as communication disorders arising from DLD, physical disability, hearing impairment, cleft lip and palate, fluency disorders, voice disorders, ASD, ADHD and ID particularly in relation to co-morbid health disorders.
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| **Other Requirements Specific to the Post** | **Access to own transport**  |
| **Skills, Competencies and/or Knowledge** | **Professional Knowledge & Experience** *For example:* * 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.

**Planning and Managing Resources** *For example:* * 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.

**Managing and Developing (Self and Others)** *For example:* * 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.

**Commitment to providing a Quality Service** *For example:* * 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.
* 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.

**Evaluating Information and Judging Situations** *For example:* * 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.

**Communications and Interpersonal Skills** *For example:* * 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.
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| **Campaign Specific Selection Process Ranking/ Shortlisting/ Interview** | 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. Failure to include information regarding these requirements may result in you not being called forward to the next stage of the selection process. 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. The HSE is an equal opportunities employer.  |
| **Code of Practice** | The Health Service Executive 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. Additional information on the HSE’s review process is available in the document posted with each vacancy entitled ‘Code of Practice, Information for Candidates’.Codes of practice are published by the CPSA and are available on [www.hse.ie/eng/staff/jobs](http://www.hse.ie/eng/staff/jobs) in the document posted with each vacancy entitled ‘Code of Practice, Information for Candidates’ or on [www.cpsa.ie](http://www.cpsa.ie). |
| The reform programme outlined for the Health Services may impact on this role and as structures change the job description may be reviewed.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. |

**Speech & Language Therapist, Senior**

**Teiripeoir Urlabhra & Teanga Sinsearach**

 **HSE Mid-West - Campaign Reference: HSEMW 25.057**

**Terms and Conditions of Employment**

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| **Tenure**  | The current vacancies available are permanent whole time.The posts are pensionable. A supplementary panel may be formed as a result of this campaign from which current and future, permanent and specified purpose vacancies of full or part-time duration may be filled. Appointment as an employee of the Health Service Executive is governed by the Health Act 2004 and the Public Service Management (Recruitment and Appointments) Act 2004 and Public Service Management (Recruitment and Appointments) Amendment Act 2013. |
| **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 16th, 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 job offer stage. |
| **Superannuation** | This is a pensionable position with the HSE. 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 01st January 2005 pursuant to Section 60 of the Health Act 2004 are entitled to superannuation benefit terms under the HSE Scheme which are no less favourable to those which they were entitled to at 31st December 2004. |
| **Age** | The Public Service Superannuation (Age of Retirement) Act, 2018\* set 70 years as the compulsory retirement age for public servants.***\* Public Servants not affected by this legislation:***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** | Every appointment of a person who is not already a permanent officer of the Health Service Executive or of a Local Authority shall be subject to a probationary period of 12 months as stipulated in the Department of Health Circular No.10/71. |
| **Protection of Children Guidance and legislation** | The welfare and protection of children is the responsibility of all HSE staff. You must be aware of and understand your specific responsibilities under the Children First Act 2015, the Protections for Persons Reporting Child Abuse Act 1998 in accordance with Section 2, Children First National Guidance and other relevant child safeguarding legislation and policies. Some staff have additional responsibilities such as Line Managers, Designated Officers and Mandated Persons. You should check if you are a Designated Officer and / or a Mandated Person and be familiar with the related roles and legal responsibilities.For further information, guidance and resources please visit: [HSE Children First webpage](https://www.hse.ie/eng/services/list/2/primarycare/childrenfirst/resources/). |
| **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 HSE protocols for implementing and maintaining these standards as appropriate to the role. |
| **Health & Safety** | It is the responsibility of line managers to ensure that the management of safety, health and welfare is successfully integrated into all activities undertaken within their area of responsibility, so far as is reasonably practicable. Line managers are named and roles and responsibilities detailed in the relevant Site Specific Safety Statement (SSSS). Key responsibilities include:* Developing a SSSS for the department/service[[1]](#footnote-1), as applicable, based on the identification of hazards and the assessment of risks, and reviewing/updating same on a regular basis (at least annually) and in the event of any significant change in the work activity or place of work.
* Ensuring that Occupational Safety and Health (OSH) is integrated into day-to-day business, providing Systems Of Work (SOW) that are planned, organised, performed, maintained and revised as appropriate, and ensuring that all safety related records are maintained and available for inspection.
* Consulting and communicating with staff and safety representatives on OSH matters.
* Ensuring training needs assessment (TNA) is undertaken for employees, facilitating their attendance at statutory OSH training, and ensuring records are maintained for each employee.
* Ensuring that all incidents occurring within the relevant department/service are appropriately managed and investigated in accordance with HSE procedures[[2]](#footnote-2).
* Seeking advice from health and safety professionals through the National Health and Safety Function Helpdesk as appropriate.
* Reviewing the health and safety performance of the ward/department/service and staff through, respectively, local audit and performance achievement meetings for example.

**Note**: Detailed roles and responsibilities of Line Managers are outlined in local  SSSS.  |

1. A template SSSS and guidelines are available on the National Health and Safety Function/H&S web-pages [↑](#footnote-ref-1)
2. See link on health and safety web-pages to latest Incident Management Policy. [↑](#footnote-ref-2)