



LauraLynn

IRELAND'S CHILDREN'S HOSPICE

PERSON SPECIFICATION

&

JOB DESCRIPTION

Community Senior Music Therapist – Specified Purpose Contract (Munster Region)

LAURALYNN

LauraLynn, Ireland's Children's Hospice was formed in 2011 following the merging of the long-standing Children's Sunshine Home and the LauraLynn Foundation, and now comprises LauraLynn Hospice Service and The Children's Sunshine Home Disability Services. Our Disability Services are based on our campus in Leopardstown, Dublin 18 and our Hospice Services operate from our campus in Dublin and LauraLynn in the Community based in Mallow, Cork which opened in 2022.

LauraLynn Hospice provides specialist palliative and supportive care services to meet the needs of children with life limiting conditions and their families. Our Model of Care is centred around five pillars - direct care, family support, symptom management, end of life care and bereavement support.

Our Disability Services comprises Willow View – a residential care service that is home to six adults with intellectual disabilities and Hazel House - a respite service for children with complex intellectual and physical disabilities.

While our disability services are funded by the Health Services Executive (HSE) our hospice service is mainly funded through fundraised income and private donations, supplemented with some statutory funding.

VISION

To make every day better for those in our care

MISSION

To provide a Community of Care that delivers:

- Evidence-based, personalised services to children with palliative care needs, complex care needs & complex disabilities and
- Related family support services and
- A home to our residents where quality of life is paramount

VALUES

- Compassion
- Collaboration
- Excellence

Benefits

- Strong sense of purpose and meaning
- Flexible working options
- Learning & development opportunities
- Pension Scheme
- Comprehensive induction programme
- Extensive in-house person-centred training programme for nursing, clinical and care staff
- Generous annual leave
- Active wellbeing supports including an inhouse occupational health service and a free 24/7/365 employee assistance programme (EAP) for staff and their immediate family members
- Free car parking
- VHI group scheme
- Membership to HSSU Credit Union
- Bike to work scheme

PERSON SPECIFICATION

JOB TITLE:	COMMUNITY SENIOR MUSIC THERAPIST – SPECIFIED PURPOSE CONTRACT FOR MATERNITY LEAVE
GRADE:	SENIOR THERAPIST
REPORT TO:	COMMUNITY TEAM LEAD /FAMILY SUPPORT TEAM MANAGER

FACTOR	ESSENTIAL	DESIRABLE
EDUCATION & EXPERIENCE	<ul style="list-style-type: none"> • Qualification in Music Therapy • An approved college Music Therapy curriculum. • Minimum of 3 years post graduate experience in Music Therapy roles. • Experience of working with children and families with life limiting conditions and complex needs in both professional and community children’s setting. • Experience in palliative care and experience of working with bereaved families. • Evidence of working effectively within an Interdisciplinary team. • Experience of service development, assessment, and evaluation. • Knowledge of current legislation relating to children and young people including best practice in safeguarding children. 	<ul style="list-style-type: none"> • Experience of providing community care services. • Experience of working with volunteers.
SKILLS/ABILITIES	<ul style="list-style-type: none"> • Ability to work under own initiative, but within an interdisciplinary team. • Effective organisation and time management skills. • Ability to manage case load autonomously, with the ability to make decisions and prioritise effectively. • Ability to report on monthly Key Performance Indicators as part of the service performance evaluation to 	<ul style="list-style-type: none"> • Recognised supervision or mentoring training.

	<p>quality assure service delivery in line with international best practice.</p> <ul style="list-style-type: none"> • Ability to deliver music therapy service provision within the community setting. • Ability to support care team members in the therapeutic use of music. • Evidence of high standards of written and oral communication skills including the ability to liaise with parents, relatives, carers and professionals. • Enthusiastic and confident approach to work maintaining judgement under pressure. • Ability to demonstrate a flexible attitude/approach to the changing work environment. • Ability to adapt working patterns to provide the flexibility of service, innovation and adaptable to change. • Ability and willingness to work within a palliative care environment. • Ability to adopt a mature approach to personal and professional boundary setting with children and their families. • Full clean drivers licence valid in Ireland. 	
<p>KNOWLEDGE & UNDERSTANDING</p>	<ul style="list-style-type: none"> • Knowledge of Children First National Guidelines for the Protection and Welfare of Children 2017 • Demonstrate understanding of models of MT that can be flexibly applied in the family and community contexts. • General knowledge of the various roles and skills of Nursing and Allied Health Professionals in a paediatric setting. • Knowledge of interdisciplinary team working 	
<p>VALUES & BEHAVIOUR</p>	<ul style="list-style-type: none"> • Must possess the LauraLynn values of compassion, collaboration and excellence and demonstrate these in the course of their employment. • Be a LauraLynn ambassador at all times, in and out of work by representing the organisation in a positive and professional manner. • Support and collaborate with marketing, communication and fundraising teams to raise awareness of the services that LauraLynn provide. 	

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GRADE:	SENIOR THERAPIST
REPORT TO:	COMMUNITY TEAM LEAD/ FAMILY SUPPORT TEAM MANAGER

SUMMARY

To provide a music therapy service to children and families using LauraLynn in the Community services as part of an integrated nursing and therapy care team. To develop and implement this service at LauraLynn in the community based in Mallow, Cork, serving children & families in the Munster region.

DUTIES AND RESPONSIBILITIES

- To promote an awareness of the fundamental need and benefit of providing music therapy services as a part of enhancing an individual's quality of life.
- To plan, initiate, organise and supervise music-based intervention for children and families as part of a holistic care package based on their needs, in conjunction with parents and care team.
- To provide additional support to families including sibling, parental music therapy supports/Interdisciplinary supports.
- To assess the sensory, social, developmental, and emotional needs of individual child/adolescent.
- To coordinate music as part of individual or group programmes of activity for the child, appropriate to their identified needs often in conjunction with other members of the LauraLynn family support team and the child's broader care team.
- To evaluate all programmes in the context of the child's response and amending as necessary in conjunction with parents and child's care team.
- To support and advise parents as appropriate.
- To be actively involved in the central LauraLynn family support team and work with existing music therapists to continue developing a clear service and model of care, including planning,

organising and the implementation of family supports. This position will hold a specific focus on the needs of families in Munster. However, it will involve occasional travel to Dublin to work on wider Family support team projects.

- To work in partnership with the other Health and Social Care Professionals to ensure appropriate activities are accessible for the children using the service.
- To liaise with other members of the interdisciplinary team in the support of the child and their family in the community and hospice.
- To work closely with fellow music therapy colleagues to ensure that music therapy intervention is developed, expanded and offer peer support to each other.
- To promote and maintain good teamwork and take personal responsibility to contribute to the team's healthy functioning.
- To maintain accurate records of all music therapy sessions, updating, as necessary and providing reports and statistics where appropriate whilst maintaining confidentiality.
- To utilise standardised outcome measures as appropriate to assess and document outcomes of intervention.
- To have the ability to write clear and accurate reports for families and members of staff when required.
- To ensure all such records are kept secure and out of reach of unauthorised persons and that confidentiality is maintained, used only in conjunction with given details and not disclosed.
- To monitor musical equipment and resources and inform the Community Team Lead when equipment is unfit for purpose or running low.
- To follow LauraLynn policy regarding the management of safeguarding concerns.
- To undertake any additional roles/activities required under the direction of the Community Team Lead / Family Support Team Manager.

FLEXIBLE WORKING

LauraLynn offers flexible working options to staff depending on the role and needs of the service and in line with the Flexible Working policy. Staff wishing to apply for flexible working should discuss their request with their manager in the first instance.

PROFESSIONAL DEVELOPMENT AND MANDATORY TRAINING

Maintaining the necessary skills and knowledge is important in this role. This being the case the postholder must ensure their continuous development including abiding by any professional code of practice or ethical code applicable to the role. It is also incumbent on the postholder to ensure all mandatory training deemed necessary is up to date.

HEALTH AND SAFETY

In respect of Health and Safety these duties must be performed in accordance with LauraLynn's health and safety policy. In carrying out these duties the employee must ensure that effective safety procedures are in place to comply with the Health, Safety and Welfare at Work Act. Staff must carry out their duties in a safe and responsible manner in line with LauraLynn policy as set out in the safety statement, which must be read and complied with.

QUALITY, RISK AND SAFETY RESPONSIBILITIES

It is the responsibility of all staff to:

- Participate and cooperate with legislative and regulatory requirements with regard to Quality, Risk and Safety.
- Participate and cooperate with LauraLynn quality, risk and safety initiatives as required.
- Participate and cooperate with internal and external evaluations of the organisation's structures, services and processes as required, including but not limited to, the national hygiene audit, national decontamination audit, health and safety audits and other audits specified by the HSE or other regulatory authorities.
- To initiate, support and implement quality improvement initiatives in their area which are in keeping with LauraLynn quality, risk and safety requirements.
- Maintain a clean and healthy environment for our service users, families, visitors and staff.
- Maintain a high standard of hygiene including personal hygiene as part of their role within the organisation.
- Attend infection control training yearly.

FLEXIBILITY:

This post requires a high level of flexibility to ensure the delivery of an effective and efficient service. Therefore the post holder will be required to demonstrate flexibility on occasion as and when required by their manager.

DIGNITY AND WELFARE OF SERVICE USERS:

As a health care provider all staff are expected to behave towards service users and their families in a caring, professional and responsible manner. In line with Children's First legislation it is the duty and responsibility of all employees of LauraLynn, including this post holder, to report any concerns for the safety and welfare of service users to their line manager or head of department or to the Designated Liaison Person, which applicable.

DIGNITY AT WORK:

All members of staff at LauraLynn have a right to be treated with dignity and respect and to work in a safe environment which is free from all forms of bullying, sexual harassment and harassment. Thus, all staff, including this post holder, have a responsibility to help maintain such a working environment. All employees must comply

with the national/LauraLynn Dignity at Work policy and ensure that their behaviour does not cause offence to fellow workers or any person with whom they come into contact during the course of their work.

CONFIDENTIALITY:

In the course of his/her employment, the person appointed may have access to or hear information concerning the medical or personal affairs of service users or staff or other health service business. Such records or information are strictly confidential and unless acting on instructions of an authorised officer on no account must information be divulged or discussed except in the performance of normal duty. In addition records must never be left in such a manner that unauthorised persons can obtain access to them and must be kept in safe custody/destroyed in accordance with policy when no longer required.

DRESS CODE / UNIFORM:

Attire and personal appearance must, at all times, conform to a standard LauraLynn considers appropriate. Staff attached to certain departments may be required to wear a uniform or other protective clothing. Where applicable any such requirements as detailed by the immediate supervisor must be adhered to at all times.

QUALITY:

To ensure the provision of the highest possible quality of service to our patients, all employees at LauraLynn have a responsibility to ensure adherence to and participation in internal and external quality control and assurance programmes on an ongoing basis.

Note: This job description is an outline of current broad areas of responsibility and accountability and should not be regarded as a comprehensive listing. As the role develops in the organisation this job description may be reviewed in light of possible new structures and/or changing needs of the organisation.

TERMS AND CONDITIONS

TENURE:

This is a Specified Purpose contract of employment to cover Maternity Leave.

REMUNERATION:

Senior Therapy Grade €60,816 - €71,609 as of 1st January 2024

Please note that whilst this position is not HSE/public funded the salary is linked to the national HSE pay scales.

Payment is made on a monthly basis (last Thursday) by credit transfer.

HOURS:

35 hours per week, exclusive of unpaid rest breaks.

ANNUAL LEAVE:

30 days/210 working hours per annum.

PENSION SCHEME:

Membership of superannuation (pension) scheme is compulsory. Superannuation contributions at the appropriate rate will be payable in accordance with the provisions of the determined pension scheme. Further information will be issued upon appointment to the role.

RETIREMENT AGE:

Retirement age will be determined by the superannuation scheme a new employee is aligned to. Further information will be issued upon appointment to the role.

HEALTH:

A candidate 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.

GARDA VETTING:

Arrangements have been introduced, on a national level, for the provision of Garda Clearance in respect of candidates for employment in areas of the Health Services, where it is envisaged that potential employees would have substantial access to children or vulnerable individuals. The successful candidate will be required to complete a Garda Vetting form prior to starting with LauraLynn.

Compassion, Collaboration, Excellence