



**IASLT**

*The Irish Association of*  
**Speech + Language Therapists**

# Strategic Plan 2023-2025



## Foreword

Dear Reader,

Welcome to the IASLT's 2023-2025 Strategic Plan which will guide our organisation and its activities over the next three years. Before we look to our future plans and objectives, it is important to reflect back and thank all those involved with our previous strategic plan, for without them our objectives would not have been achieved.

Over the last three years, much has been accomplished by the members of IASLT; the organisation is now in a financially viable position; we have raised our voice at a national level; and as you may know there has been significant changes with the restructuring of the IASLT, which leads us to an exciting time. Our membership is at its highest figures since recording began, with members actively involved within standing committees, committees and working groups, it is clear that together, we can achieve more.

This strategic plan is the result of feedback from members, learnings, and a response to the changes occurring in our profession. We at IASLT look forward to supporting members and working together to achieve our goals over the next three years.

Kind regards,

Clare Meskill

**Interim Chairperson of IASLT**



Irish Association of Speech & Language Therapists

## Strategic Plan 2023-2025

For more information on IASLT Strategic Plan 2023-2025 contact IASLT Chairperson Clare Meskill, [chairperson@iaslt.ie](mailto:chairperson@iaslt.ie)



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# Introduction

The Irish Association of Speech and Language Therapists (IASLT) is the national, professional association representing Speech and Language Therapists in Ireland. This Strategic Plan outlines the ambitions for the organisation over the next three years.

It is informed by our past achievements, members' feedback and future needs.

We continuously strive for excellence, relevance and representativeness.

**Vision:** Everyone will have **the right to live well**, regardless of communication or eating, drinking and swallowing difficulties.

**Mission:** IASLT exists to **support and empower** SLTs through setting standards, informing policy and service delivery, fostering excellence in professional practice, advancing science and advocating for members and those they serve.

**Values:** Respect | Partnership | Empowerment | Representation | Excellence | Impact

These values are aligned with effective **strategic objectives** to ensure we continue to move forward and flourish together. These directly inform our **5 key priority areas to be implemented** in this 3-year period.

## STRATEGIC OBJECTIVES:

1. To advance and promote the profession by:
  - a. leading, supporting and protecting members and enable them to achieve the highest standards of professional care.
  - b. influencing, impacting and instigating practice and policy developments which impact members and those that they service.
2. To foster a vibrant, engaged speech and language therapy community and communicate its role and significance to stakeholders and the general public.
3. To explore inclusion and diversity within the profession, within IASLT and at service user level.





Irish Association of Speech &  
Language Therapists

### Strategic Plan 2023-2025

For more information on IASLT  
Strategic Plan  
2023-2025 contact  
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## Areas of strategic focus 2023- 2025

These are the essential activities IASLT will focus on to drive the organisation over the next three years and to support us in achieving our strategic objective of enhancing the profession for both members and service users.

1. Membership engagement and connectivity.
2. Promote awareness of Speech, Language and Communication Needs and the role and impact of Speech and Language Therapists.
3. Inclusion and Diversity.
4. Advocacy: National and International.
5. Professional Standards and Progression of the Profession.

This document describes the priority areas for Strategic Plan 2023 - 2025.

## Priority area 1: 2023-2025

To embed risk management in IASLT's day-to-day-processes.

IASLT will develop a Risk Management Strategy, Risk Assessment process and a Corporate Risk Register.

IASLT will put safeguards in place to control the likelihood or impact of a potential risk to the Organisation.

The Board will monitor how risks to IASLT change over time which will be used to inform the overall strategy of the IASLT.

## Priority area 2: 2023-2025

To continue to foster a vibrant, engaged speech and language therapy community.

IASLT will ensure that the professional body is accessible, responsive and rewarding to our members.

IASLT will re-focus internal communications to support the sharing of members' knowledge and experiences and build an awareness of the agenda and achievements of the organisation.

IASLT will personalise member engagement ensuring that the member voice is heard by continuing to grow the opportunities for member engagement.

IASLT will work with members and with a renewed focus on strengthening our professional impact, we will build a sustainable connected community that represents a positive and powerful voice for change.

### Priority area 3: 2023-2025

To communicate the role and significance of speech and language therapy to stakeholders and the general public.

IASLT will promote awareness of Speech, Language and Communication Needs and the role and impact of Speech and Language Therapists.

IASLT will raise the profile of the organisation through media campaigns that demonstrate the extensive and essential role and value of speech and language therapy.

### Priority area 4: 2023-2025

To explore inclusion and diversity within the profession, within IASLT and at service user level.

IASLT will explore diversity and inclusion within IASLT.

IASLT will explore diversity and inclusion within the profession.

IASLT will explore ways to support SLT's to ensure that their practice is inclusive and diverse.

IASLT will also review their current communications and plan for the implementation of accessible communication formats.



## Priority area 5: 2023-2025 Advocacy – National and International.

IASLT will enhance the credible and influential voice of the profession.

IASLT will explore what advocacy means to the organisation and what a greater advocacy role would look like.

IASLT will lobby relevant Government offices and agencies on key issues and concentrate advocacy efforts on issues perceived by members to be career limiting.

IASLT will develop an annual pre budget submission.

IASLT will continue to publish position papers and statements annually on current and emerging issues related to the profession.

IASLT will continue to foster interprofessional alliances to drive awareness of the contribution of Health and Social Care Professionals.

IASLT will continue to advocate internationally for those with speech, language, communication and swallowing needs.

## Priority area 6: 2023-2025

### Professional Standards/Progression of the Profession.

IASLT is committed to promoting professionalism and lifelong learning. IASLT aims to promote and nurture excellence in practice.

IASLT will continue **to support and empower SLTs** through developing high quality professional practice and guidelines, fostering excellence in professional practice and supporting members to advocate for those they serve.

IASLT will provide research and learning opportunities from student to specialist levels.

IASLT will support the speech and language therapy profession to develop and expand areas of practice.

IASLT will encourage the recognition of quality research through the development of an IASLT national award scheme for bursaries.

IASLT will encourage and support research capacity and capability with academic partners with the relaunch of the Journal of Clinical Speech and Language Studies and move towards open access.

IASLT will expand and strengthen collaboration with affiliated SIGS, the SLT Managers group in association with IASLT and Communities of Practice.





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