

Job Title	Speech and Language Therapist – Band 5
Department	AHP
Reports to	Therapy Manager
Direct reports	Speech and Language Therapy Lead
<p>Purpose of the Job:</p> <ul style="list-style-type: none"> • To provide a specialist SLT service to adults with neurological injury using evidence based/client centred principles to assess, plan, implement and evaluate interventions • To demonstrate a high level of competence in the management of acquired disorders of communication and swallowing and an in-depth knowledge of the physical, psychological and emotional consequences of disability • To manage and prioritise a complex clinical caseload with support • To provide advice and support to SLT Therapy Assistants, and to the wider staff team • To work within established protocols for all aspects of SLT in line with RCSLT Communicating Quality Guidelines 	
<p>Clinical / Professional</p> <ul style="list-style-type: none"> • To manage a designated complex caseload and make appropriate decisions relevant to that caseload • To administer communication and swallowing assessments appropriate to brain injury, analyse data, and use results to determine impairments and the impact on function • To make specialist clinical decisions following assessments, including due regard for cognitive and behavioural issues • To participate in the standard practices of the multi-disciplinary team (e.g. goal planning, reviews etc) and contribute specialty knowledge as part of a greater holistic understanding of Service Users • To develop and implement targeted therapy to address identified needs, including both individual and group intervention within a cognitive rehabilitation framework • To develop and maintain effective working relationships with other members of the inter-disciplinary team • To form productive relationships with clients and families who may be under stress and/or have challenging communication difficulties • To assist in development and undertaking of therapeutic groups to meet the cognitive/communication needs of service users in conjunction with the interdisciplinary team • To provide specialist advice and training to Service Users, carers, team managers and others regarding the management and care of individuals with communication and/or swallowing difficulties • To demonstrate good negotiation skills in management of complex cases, and in the management of potential conflict, across a range of situations • To develop and maintain relationships with external agencies and professionals to promote the good name of Glenside. • To carry out delegated tasks as requested by your line manager, including participation in clinical working groups • To provide a service which takes account of the needs of Service Users from a range of ethnic and linguistic backgrounds and a variety of disabilities • To carry out other duties as will, from time to time, be directed 	

Communication /Documentation/ Information Resources

- To produce high quality written and/or verbal reports for Service Users when requested by home managers or the Lead SLT
- To maintain accurate records relating to the treatment and management of Service Users in accordance with RCSLT and Glenside standards.

Supervision/ Appraisal/ Training

- To participate in regular supervision and annual appraisal
- To review, reflect and change own practice through effective use of professional and operational supervision and appraisal
- To complete competency based framework for newly qualified practitioners (if this has not yet been achieved)
- To participate in the induction and supervision of Therapy Assistants
- To support participants in the Affiliate program along with the SLT team
- To attend any mandatory training according to Glenside guidelines

Clinical Governance/ Service Development

- To be aware of, adhere to and implement SLT Glenside plans and policies
- To participate in the planning and development of SLT services and wider allied health professionals practices
- To contribute to the development of interdisciplinary working
- To attend and contribute to SLT and AHP meetings
- To advise line manager on issues of service delivery, including shortfalls and service pressures or future service development needs
- To report any adverse incidents regarding Service Users to the relevant home manager, whether directly or indirectly relating to their Speech and Language Therapy, and to complete formal incident reports as required
- To report and defects, damage, theft, breakages or hazards

Professional Ethics and Development

- To work within established protocols for all aspects of SLT in line with RCSLT Communicating Quality Guidelines and HCPC guidelines
- To respect the confidentiality and individuality of service users
- To demonstrate ongoing personal development through participation in external and internal development opportunities, recording learning outcomes through maintaining a professional CPD log

Review

No job description can give a complete account of all aspects of a post. From time to time demands of the organisation will require adjustments in the responsibilities of the post.

Health & Safety

It is the responsibility of all employees to ensure that the requirements of the Health and Safety at Work Act are complied with, safe working practices are adhere to and that any hazards are reported to the appropriate officer immediately. Attendance at Health and Safety Training Days as organised from time to time is mandatory

Person Specification
Speech and Language Therapist – Band 5

Requirements	Essential	Desirable
Education, Training and Qualifications		
Degree in Speech and Language Therapy	✓	
Current HCPC registration	✓	
Current membership of the RCSLT	✓	
Evidence of CPD maintained in a portfolio	✓	
Evidence of successful completion of post graduate study relevant to neuro-rehabilitation		✓
Evidence of successful completion of post qualification dysphagia training		✓
Relevant Special Interest Group membership (eg. SWBICEN)		✓
Experience and Knowledge		
Ability to recognise, assess, diagnose and treat disorders of communication, with supervisory support dependant on experience	✓	
Ability to recognise, assess, diagnose and manage dysphagia, with supervisory support dependant on experience and training		✓
Experience in a neurorehabilitation or neurobehavioural setting		✓
Knowledge of a broad base of neurological conditions and the management of patients with complex needs		✓
Experience of both inpatient and community neuro rehabilitation		✓
Experience of working successfully within a multidisciplinary team	✓	
Experience of liaising and working with external agencies and professionals		✓
Knowledge of current models of practice in neurological SLT	✓	
Computer literacy	✓	
Understanding of outcome measures	✓	
Ability to reflect and critically appraise own performance.	✓	
Awareness of governing body regulations and guidelines (eg, NICE guidelines, CQC requirements, and RCSLT guidelines)	✓	
Experience of a specialist range of assessment tools and procedures to evaluate swallowing disorders, cognitive/ communication difficulties and speech and language skills in adults with neurological conditions.		✓
Experience of a specialist range of therapeutic interventions relevant to adults with neurological conditions, demonstrating the evidence base for these approaches.		✓
Good understanding of principles of Clinical Governance (eg audit, clinical effectiveness, risk management, and patient involvement)	✓	
Demonstrates knowledge of appropriate legislation affecting working practice (eg. Safeguarding, Mental Capacity Act)	✓	
Demonstrates knowledge of and commitment to relevant policies, eg infection control and health and safety guidelines	✓	

Skills and Abilities		
Demonstrating compassion with excellent interpersonal skills including observation, listening and empathy.	✓	
Ability to communicate effectively with patients, families and staff.	✓	
Excellent written and verbal presentation skills, including ability to write clear and concise reports	✓	
The ability to communicate complex, sensitive information	✓	
Good negotiation and problem solving skills	✓	
Excellent organization, including time management and planning	✓	
Able to keep legible and accurate patient records in English	✓	
Car driver/owner		✓
Evidence of the ability to work both autonomously and as part of a multi-disciplinary team	✓	
Keeps accurate records of supervision and professional development	✓	
Personal Qualities		
Excellent communication skills, including ability to adjust style dependent on listener	✓	
Responsible and reliable attitude to work	✓	
Excellent analytical and reflection skills	✓	
Able to react in a flexible manner to change in demands in service	✓	
Commitment to lifelong learning	✓	
To demonstrate a commitment to the department and organization	✓	
To form positive working relationships demonstrating integrity and transparency	✓	
Professional, organised and able to work to deadlines	✓	
Ability to treat all people with respect and dignity	✓	
Ability to work well under pressure or stress, including a degree of emotional resilience required within this caseload	✓	
Ability to accurately and respectfully represent the views and wishes of the other members of the team	✓	
Effective time management and the ability to prioritise own workload	✓	