

Job Title	Speech and Language Therapist – Band 6
Department	AHP
Reports to	Therapy Manager
Direct reports	SLT Lead
<p>Purpose of the Job:</p> <ul style="list-style-type: none"> • To provide a specialist SLT service to Service Users 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 independently • To provide advice and support to junior SLT colleagues and 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 independently and make appropriate decisions relevant to that caseload • To administer appropriate communication and swallowing assessments, 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, including advising on how cognitive communication impairments will impact other areas of function • 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 others • To form productive relationships with clients and families who may be under stress and/or have challenging communication difficulties • To assist in the development and delivery of therapeutic groups to meet the cognitive/ communication needs of service users • To provide highly 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 case management of complex cases and in the management of 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 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 when requested
- To maintain accurate records relating to Service Users in accordance with RCSLT and Glenside standards.

Supervision/ Appraisal/ Training

- To undertake the supervision and appraisal of junior SLT
- To review, reflect and change own practice through effective use of professional and operational supervision and appraisal
- 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 whether directly or indirectly relating to SLT, and to complete formal incident reports as required
- To report any defects, damage, theft, breakages, hazards or concerns regarding risk

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 6

Requirements	Essential	Desirable
Education, Training and Qualifications		
Degree in Speech and Language Therapy	✓	
Current HCPC registration	✓	
Evidence of CPD maintained in a portfolio	✓	
Evidence of successful completion of specialist post graduate study up to MSc level or equivalent relevant to neuro-rehabilitation		✓
Evidence of successful completion of post qualification dysphagia training		✓
Supervision training, including clinical supervision of Therapy Assistants		✓
Experience of supervising qualified staff		✓
Relevant Special Interest Group membership (eg. SWBICEN)		✓
Experience and Knowledge		
Experience and understanding of cognitive communication disorders	✓	
Knowledge of a broad base of neurological conditions and the management of patients with complex needs	✓	
Minimum of 1 years working with adults with a neurological condition	✓	
Experience of a specialist range of assessment tools and procedures to evaluate swallowing disorders, speech, language and cognitive communication difficulties in adults with neurological conditions.	✓	
Experience of working successfully within a multidisciplinary team	✓	
Experience of liaising and working with external agencies and professionals	✓	
Knowledge of current models of practice and evidence of interest in developing best practice guidelines	✓	
Understanding of outcome measures	✓	
Ability to reflect and critically appraise own performance.	✓	
Awareness of relevant regulations and guidelines (eg, NICE guidelines, CQC requirements and NSF relevant to neuro rehab, BSRM and RCSLT guidelines)	✓	
Experience of both inpatient and community neuro rehabilitation		✓
Experience of specialist range of therapeutic interventions relevant to adults with neurological conditions, demonstrating their evidence base.	✓	
Good understanding of principles of Clinical Governance (eg audit, clinical effectiveness, risk management, patient and public 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		
Excellent interpersonal skills including observation, listening and empathy.	✓	
Excellent written and verbal skills with patients, carers and members of multi-disciplinary team.	✓	
Excellent written and verbal presentation skills, including ability to write clear and concise reports, and keep legible and accurate patient records	✓	
The ability to communicate complex, sensitive information	✓	
Good negotiation and problem solving skills	✓	
Evidence of successful collaborative working across professional and organizational boundaries	✓	
Skills of organization	✓	
Ability to take the lead on projects or working parties		✓
Ability to demonstrate team building qualities	✓	
Car driver/owner		✓
Ability to work both autonomously and as part of a multi-disciplinary team	✓	
Ability to keep accurate records/logs of supervision and CPD	✓	
Computer literacy	✓	
Personal Qualities		
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	✓	
Form positive working relationships demonstrating integrity and transparency	✓	
Professional, organised and able to work to deadlines	✓	
Treats all people with respect and dignity	✓	
Ability to work well under pressure or stress	✓	
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	✓	