

Job Title	Highly Specialist Speech and Language Therapist – Band 7
Department	AHP
Reports to	Therapy Manager
Direct reports	Speech and Language Therapists and Therapy Assistants
<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 supervision and support to SLT colleagues, 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 independently manage a complex caseload including impairments of swallow, speech, language and cognitive communication. • To administer appropriate communication and swallowing assessments, analyse data, and use results to determine impairments and the impact on function • To make highly specialist clinical decisions following assessment of swallow and communication difficulties including due regard for cognitive and behavioural issues • To develop and implement targeted therapy to address identified needs, including both individual and group intervention within a cognitive rehabilitation framework • 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 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 undertake assessments of potential service users if requested by Lead AHP. • 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, and information governance policies
- 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

Supervision/ Appraisal/ Training

- To undertake the supervision and appraisal of junior SLT, and to provide support to colleagues as required
- 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
- To identify own development needs, and pursue training as required

Clinical Governance/ Service Development

- To be aware of, adhere to and implement SLT Glenside plans and policies
- To participate in clinical audits and service development projects
- 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

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

Highly Specialist Speech and Language Therapist – Band 7

Requirements	Essential	Desirable
Education, Training and Qualifications		
Degree in Speech and Language Therapy	✓	
Current HCPC registration	✓	
Registered member of Royal College of Speech and Language Therapists	✓	
Evidence of CPD maintained in a portfolio	✓	
Evidence of successful completion of post qualification dysphagia training	✓	
Evidence of successful completion of specialist post graduate study up to MSc level or equivalent relevant to neuro-rehabilitation		✓
Training in providing supervision		✓
Clinical Educator training		✓
Relevant Special Interest Group membership (eg. SWBICEN)		✓
Experience and Knowledge		
Minimum 3 years' experience in a relevant field post registration, including 1 year at a specialist level	✓	
Experience working with adults with complex difficulties following acquired neurological injury	✓	
Experience of working within a multidisciplinary team	✓	
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.	✓	
Knowledge of a broad base of neurological conditions and the management of patients with complex needs	✓	
Experience and understanding of cognitive communication disorders	✓	
Experience of developing, planning and delivering training to MDT, families and other relevant agencies	✓	
Experience of supervising less experienced staff and students	✓	
Experience of specialist range of therapeutic interventions relevant to adults with neurological conditions, demonstrating their evidence base.	✓	
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)	✓	
Good understanding of principles of Clinical Governance (eg audit, clinical effectiveness, risk management, patient and public involvement)	✓	
Knowledge and experience of augmentative and assistive communication systems appropriate to this caseload		✓
Experience and competencies in tracheostomy care		✓

Skills and Abilities		
Communication skills:		
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	✓	
Computer literacy	✓	
Quality and Service Improvement		
Evidence of successful collaborative working across professional and organizational boundaries	✓	
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	✓	
Ability to take the lead on projects or working parties		✓
Personal Qualities		
Organised with good time management and ability to prioritise own workload	✓	
Ability to work both autonomously and as part of a multi-disciplinary team	✓	
Ability to demonstrate team building 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	✓	
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	✓	
Car driver/owner		✓