

Agenda for Change Job Description



Dear Candidate,

Thank you for your interest in this post and for taking the time to read this information pack. We hope that this exciting and rewarding opportunity catches your imagination and you are encouraged to apply.

North Tees and Hartlepool NHS Foundation Trust (NTHFT) is an ambitious organisation with a focus on excellent patient care. Our teams operate across two acute hospital sites, a community hospital in Peterlee and a number of other community-based hubs employing 5,500 staff who provide integrated hospital and community based services.

We have an income of around £360m and serve a population of c.400,000 living within Hartlepool, Stockton-on-Tees, East Durham and surrounding areas including Sedgefield, Easington and Peterlee and wider population for our NHS England commissioned services on bowel, breast and cervical cancer.

Our population experiences significant health inequalities and one of our prime aims is to not only provide the best health care but to raise the health aspirations of the communities we serve. Treating illness is only part of our work.

Patient safety is our absolute, number one priority and is reflected in everything we do. We expect every colleague, clinical or non-clinical, to always put our patients first.

We are an aspiring organisation with a focus on innovation in healthcare, reflecting the ambitions of the NHS Long Term Plan. Working to facilitate care closer to home, with a drive for prevention and control over own health – the Trust is dedicated to collaborative ways of working to drive aspirational outcomes for patients and the wider community at large.

We work in close partnership with a range of local and national organisations for the benefit of our patients. Currently we are developing a hugely ambitious [Clinical Diagnostic Centre](#) in Stockton town centre in partnership with Stockton-on-Tees Borough Council, North East and North Cumbria Integrated Care System and South Tees Hospitals NHS Foundation Trust.

Staff members enjoy significant benefits such as access to unique NHS discount services (including retail, insurance and travel) and we pride ourselves on our commitment to the health and wellbeing of our colleagues.

We are seen as a valued local health 'voice' and a vocal advocate for our community. Our colleagues are often featured in local and national news stories and, on occasions, even international reporters have shown an interest in our work.

The Trust operates a progressive pathway management model, with the establishment of three care groups focused on: Healthy Lives, Responsive Care and Collaborative Care.

Our vision is to be a consistently high performing and financially sustainable Trust. We are well on the way to achieving this and by joining us now, you can contribute to our continued journey.

We are looking for people to join us at NTHFT who are aligned with our values: Collaborative Aspirational, Respectful, Empathetic.

You can learn more about our work on our website <https://www.nth.nhs.uk/> and on our active social media accounts.

Thank you on behalf of the Trust Board for your interest in working for North Tees and Hartlepool NHS Foundation Trust and wish you every success in your application.



Prof Derek Bell
Chair



Mr Neil Atkinson
Managing Director

Job Description

Job Title: Specialist Speech and Language Therapist – Developmental Communication Disorders

Division: Women's and Children's

Care Group: Healthy Lives

Contracted Hours: 37.5

Base: Speech and Language Therapy Department

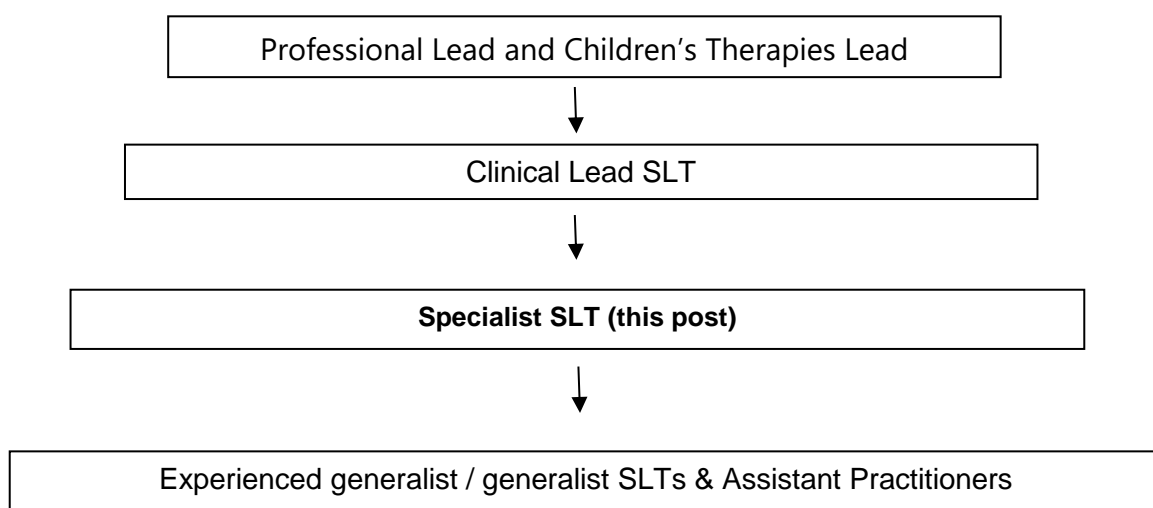
Pay Band: 6

Main Purpose of the Job

To contribute to the coordination, development and provision of a specialist clinical service to children with a complex and diverse range of social communication and/or language difficulties including autism.

To contribute to the coordination and provision of enhanced speech and language therapy services within the Trust.

Organisational Chart



Communications and Relationships

Within the Trust:

- Speech and language therapy clinicians

- All other professionals involved in the care of the client group
- Audit department

Outside the Trust:

- Staff in the Local Authority (LA), wider NHS, voluntary and private sectors involved in the care of the client group
- Carers/relatives and volunteers involved in supporting the clients
- Speech and language therapy clinicians regionally and nationally to facilitate personal and professional development
- A range of individuals and agencies involved in the clinical area, locally, regionally and nationally
- Royal College of Speech and Language Therapists

Analytical and Judgement Skills

Independently manage and negotiate the management of complex cases with others e.g. onward referral to highly specialist clinicians or other specialist support agencies e.g. consultants, Educational Psychologists

Evaluate the effects of the communication difficulty on the psychological health of the client.

Planning and Organisational Skills

Contribute to the planning, implementation and evaluation of teaching and training in the specialist area to parents, carers, volunteers and professionals involved in the care of the client group with support from the lead clinician.

Physical Skills

To have the ability to travel between venues in a short timescale.

Patient/Client Care

Generate appropriate strategies to manage an individual specialist caseload including the assessment, diagnosis, treatment and discharge of a diverse range of clients with complex communication difficulties with support and supervision from lead clinician.

To develop and implement specialist care protocols and programmes of care and treatment, to meet the needs of clients in conjunction with their parents, carers, education staff and other members of the appropriate multi-disciplinary team (MDT) with support and supervision from lead clinician.

To provide specialist advice to the Autism Diagnostic Teams to contribute to the diagnosis of children with social communication difficulties.

To ensure clients/families are involved in the planning and prioritisation of their care plans wherever possible.

To adapt practice to meet individual patient circumstances including regard for cultural and linguistic differences.

To provide specialist advice and second opinions to less experienced colleagues.

To continually evaluate the effectiveness of care protocols and packages of care, audit and implement changes as appropriate in conjunction with Lead Clinician / line manager.

To maintain contemporaneous client records, gather data, provide reports, share information and give advice and recommendations to the client/carers and other involved professionals and the Local Authority (LA), about the clients' abilities and needs in line with professional standards, local trust policies and data protection guidelines.

Policy and Service Development

Work with the lead clinician to develop and coordinate service provision and policy development for the client group.

Financial and Physical Resources

To be responsible for caring for and maintaining equipment; ensuring that standards of infection control and safety are maintained, including equipment that is loaned to clients.

To monitor stock levels and arrange for new stock to be ordered as appropriate.

Management and Leadership

Provide specialist education, training and supervision to speech and language therapy assistant practitioners and to speech and language therapists with less experience in the management of the client group, with appropriate supervision from the clinical lead.

Contribute to the development of students by providing educational supervision and training to speech and language therapy students, up to and including final year, in the specialist clinical area, and observation sessions for other appropriate students and professionals.

Information Resources

To gather activity data and produce statistical information as required.

Research and Development

Contribute to research/ clinical governance/audit projects within the specialist area.

Freedom to Act

To be accountable for own professional actions and recognise own professional boundaries, seeking advice as appropriate.

Personal

To access support and supervision from more senior clinicians in relation to clinical duties and responsibilities

Access supervision in accordance with trust policy and the departmental support and supervision protocol.

Maintain personal and professional development to meet the changing demands of the job, participate in appropriate training activities.

Participate in review of own performance regularly and development of personal development plan at least every 12 months.

Take responsibility for own actions.

Recognise own personal strengths and weaknesses and identify appropriate strategies to enhance the strengths and overcome or minimise the weaknesses.

Apply personal effectiveness skills in terms of time management, prioritisation, resource management, self-motivation and team work.

General Requirements:

Demonstrate commitment to IWL principles and flexible working patterns, to meet the needs of the service and staff

Tackle discrimination and harassment, and promote equality and diversity in the workplace

Reduce sickness absence; work place accidents; and promote zero tolerance on violence against staff

Take responsibility for personal development and education and the development of a Personal Development Plan.

1. Communications and Working Relations

The post-holder must treat colleagues in a manner that conveys respect for the abilities of each other and a willingness to work as a team.

Support the Making Every Contact Count approach to behaviour change in the promotion of health and wellbeing of individuals and communities <https://www.meccgateway.co.uk/nenc>

2. Policies and Procedures

All duties and responsibilities must be undertaken in compliance with the Trust's Policies and Procedures. The post-holder must familiarise the ways in which to raise a concern to the Trust e.g. Speaking Up Policy (RM 36) in order that these can be brought to the Trust's attention immediately.

3. Health and Safety

The post-holder must be aware of the responsibilities placed upon themselves under the Health & Safety at Work Act (1974), subsequent legislation and Trust Policies; to maintain safe working practice and safe working environments for themselves, colleagues and service users.

4. Equal Opportunities

The Trust has a clear commitment to its equal opportunities policy and it is the duty of every employee to comply with the detail and spirit of the policy.

5. Risk Management

All staff have a responsibility to report all clinical and non-clinical accidents or incidents promptly and, when requested, to co-operate with any investigation undertaken.

6. No Smoking

This Trust acknowledges its responsibility to provide a safe, smoke free environment, for its employees, service users and visitors. All Health Service premises are considered as non-smoking zones; the post-holder must familiarise themselves with the Trust's Smoke Free Policy (EF12)

7. Confidentiality

All personnel working for, on behalf of or within the NHS are bound by a legal duty of confidentiality (Common Law Duty of Confidentiality). The post-holder must not disclose either during or after the termination of their contract, any information of a confidential nature relating to the Trust, its staff, its patients or third party, which may have been obtained in the course of their employment.

8. Equal Opportunities

The Trust believes that equality of opportunity and diversity is vital to its success and an essential prerequisite to the achievement of its goals in delivering seamless, high quality, safe healthcare for all, which is appropriate and responsive to meeting the diverse needs of individuals. In working towards achieving our goals, it is important that staff and users of our service are treated equitably, with dignity and respect, and are involved and considered in every aspect of practice and changes affecting their employment or health care within the Trust.

9. Conflict of Interest

The Trust is responsible for ensuring that the service provided to patients in its care meets the highest standard. Equally it is responsible for ensuring that staff do not abuse their official position for personal gain or to benefit their family or friends. The Trust's standing orders require any officer to declare any interest, direct or indirect, with contracts involving the Trust. Staff are not allowed to further their private interests in the course of their NHS duties

10. Infection Control

The post-holder will ensure that (s)he follows the Trust's hospital infection prevention and control (HIC) policies and procedures to protect patients, staff and visitors from healthcare-associated infections. He or she will ensure that (s)he performs the correct hand hygiene procedures (as described in HIC 14), when carrying out clinical duties. He or she will use aseptic technique and personal protective equipment in accordance with Trust policies. All staff must challenge non-compliance with infection, prevention and control policies immediately and feedback through the appropriate line managers if required.

Be aware of, and comply with, all Trust infection prevention and control policies, to include hand hygiene, personal hygiene, environmental and food hygiene. To undertake annual training/updates in infection prevention and control.

To be accountable for implementation of The Health and Social Care Act 2008 Code of Practice on the prevention and control of infections and related guidance (2015) within own department/area of responsibility.

Prepare for and undertake the protective interventions that he/she is responsible for in a manner that is consistent with evidence based practice and maintaining patient safety.

11. Safeguarding Children and Adults

The Trust takes its statutory responsibilities to safeguard and promote the welfare of children and adults very seriously. The Board of Directors expects all staff will identify with their manager their own responsibilities appropriate to their role in line with statute and guidance. This will include accessing safeguarding training and may include seeking advice, support and supervision from the trust safeguarding children or safeguarding adult teams. Where individuals and managers are unclear of those responsibilities they are expected to seek advice from the safeguarding teams.

12. Disclosure and Barring Service

The appropriate level of DBS check will be undertaken for this role. Further information on the Disclosure Service is available from www.disclosure.gov.uk.

13. Other Duties

To undertake other duties to meet the changing needs and priorities of the Trust, the service and the clients, as determined by your manager and in accordance with the grade of the post.

PERSON SPECIFICATION

Job Title: Specialist SLT in Developmental Communication Disorders

Pay band: 6

Department: Children's Speech and Language Therapy

Care Group: Healthy Lives

Attribute	Essential	Desirable	Assessment
Qualifications & Training	Degree or equivalent qualification in SLT Certificate to practise as a Speech and Language Therapist Registered member of the Health Professions Council	Counselling qualification Evidence of leadership training EarlyBird and/or EarlyBird+ training	AF/I
Experience	Experience of working as a SLT, one of which must have included working with clients with social communication difficulties Working in partnership with children and parents	Experience of working as a member of a multi-agency team Experience of planning and delivering teaching and training	AF/I
Knowledge	Knowledge of NHS and Education policies Knowledge of clinical guidelines relating to social communication difficulties and Autism		AF/I/P
Skills and attributes	High level problem solving skills. Planning, organisation and evaluation skills Flexibility in approach Ability to work under pressure	Skills in making formal presentations Use of Microsoft word processing packages for producing programmes and reports	AF/I/P
Management/Supervision	Able to motivate others	Leadership skills	AF/I/P
Communication	Excellent communication and interpersonal skills Computer literate High level written communication skills.		AF/I/P
Other	Ability to travel between venues in a short timescale		

I confirm that this Person Specification has been discussed and agreed with me.

Name:

Signature:

Date:/...../.....

Profile Supplement:

This Role Involves:	Yes	No	Rare	Occasional	Frequent	Examples
Lifting weights/objects between 6-15 kilos			x			
Lifting weights/objectives above 15 kilos		x				
Using equipment to lift, push or pull patients/objects		x				
Lifting heavy containers or equipment		x				
Running in an emergency		x				
Driving alone/with passengers/with goods	x					
Invasive surgical procedures		x				
Working at height or in a confined space		x				
Concentration to assess patients/analyse information	x					

Response to emergency situations		x				
To change plans and appointments/meetings depending on the needs of this role	x					
Clinical interventions	x					
Informing patients/family/carers of unwelcome news				x		
Caring for terminally ill patients		x				
Dealing with difficult family situations	x					
Caring for/working with patients with severely challenging behaviour			x			
Typing up of formal minutes/case conferences	x					
Clinical/hands on patient/client care	x					
Contacts with uncontained blood/bodily fluids			x			
Exposure to verbal aggression			x			

Exposure to physical aggression			x			
Exposure to unpleasant working conditions dust/dirt/fleas			x			
Exposure to harmful chemicals/radiation		x				
Attending the scene of an emergency		x				
Food preparation and handling		x				
Working on a computer for majority of work		x				
Use of road transport		x				