

A4C Banding No: P2764

Job Description

TITLE:	Speech and Language Therapist
	Learning Disabilities Hub
DEPARTMENT:	
LOCATION:	The Greenfields
PROFESSIONALLY ACCOUNTABLE TO:	Divisional Director of Nursing and Therapies
CLINICALLY ACCOUNTABLE TO:	Team Leader
BAND:	5
HOURS:	37.5

Job Purpose

- Responsible for own cases/workload including assessment, diagnosis and intervention to people with learning disabilities who have communication and eating and drinking difficulties on own or as part of a Speech and Language Therapy team.
- Liaises with a range of others (e.g. health, education, other professionals, carers) from both within and outside of employing Trust.
- Supervises Speech & Language Therapy Assistants, students and volunteers, with the support of Speech and Language Therapists.
- Responsible for ensuring own Continuous Professional Development to become an independent practitioner.

Responsible for

The supervision of speech and language therapy practitioners, speech and language therapy assistants, students and volunteers.

Main Duties

Clinical Responsibilities

- Undertakes assessment of clients' communication and eating and drinking needs and makes appropriate clinical decisions with access to senior colleague when necessary
- Makes a differential diagnosis of simple cases on the assessment evidence
- Structures clear therapy plans based on best practice
- Records and maintains up-to-date clinical case notes in line with professional standards and trust policies.
- Deals with clients whose behaviour may challenge so as to cause harm to self and others, with support.
- Leads clinical group and one-to-one sessions.
- Manages infection control risks including those from bodily fluids.
- Uses keyboard skills and computer knowledge to produce customised treatment plans and materials.
- Personally undertakes a structured, supervised training programme with assessment of competencies to work with clients.
- Carries out invasive procedures such as oromotor examinations, cervical auscultation, intensive interaction, sensory intervention.
- Deals with clients who may be at risk of potential/actual abuse, with support.
- Offers intervention in the environment most appropriate to client needs, eg clinic, home, college, day service, respite.
- Works sessions outside normal working hours as agreed to meet client/service needs, eg training sessions, carers' support meetings, mealtime assessments.
- Writes reports containing highly complex, confidential and sensitive information which may be used in a legal context, eg expert witness statements, tribunal reports.
- Uses highly developed communication skills to explain complex condition related information from assessment/therapy plan to clients/carers and multi disciplinary team members.

Service Evaluation/Development

- Participates in Clinical Governance / audit projects regarding the ongoing development & quality of the service.
- Contributes to local audit of own work.

Training/Support

- Will deliver training as part of the management of the clinical caseload and to support the implementation of therapy programmes, based on professional training.
- Organises the location, hospitality and materials for training, in consultation with others.
- Provides observational experience for the Speech and Language Therapy students.
- Supervises Speech and Language Therapy Assistants and volunteers, with support.
- Participates in non-managerial clinical supervision.
- Identifies and accesses appropriate Continuous Professional Development at least to a level to meet Royal College of Speech and Language Therapists and Health and Care Professions Council requirements and practises reflective learning.

Professional Responsibility

- Registered by the Health and Care Professions Council.
- Registered and abides by the standards of the Royal College of Speech & Language Therapists.
- Undertakes the 'bridging the gap' Royal College of Speech & Language Therapists programme for newly qualified staff.

Research Activities

- Contributes to clinical governance and audits within the Learning Disabilities Team.
- Participates in departmental research and clinical governance/audit projects.
- Collects and provides data for research as required.
- Undertakes reviews of evidence to underpin clinical practice.

Service Management

- Monitors stock levels & requests new equipment as appropriate.
- Provides statistical information on own caseload for service management purposes.
- Provides a culturally and linguistically competent, gender and disability sensitive service which meets the needs of a diverse population across Birmingham.
- Is accountable for own professional actions within defined workload..
- Facilitates decision making relative to client management by ensuring that effective communication is achieved, often where barriers to understanding exist.
- Undertake other duties commensurate with this grade of post in agreement with the relevant line manager.
- To minimise the Trust's environmental impact wherever possible, including recycling, switching off lights, computers, monitors and equipment when not in use. Helping to reduce paper waste by minimising printing/copying and reducing water usage, reporting faults and heating/cooling concerns promptly and minimising travel. Where the role includes the ordering and use of supplies or equipment the post holder will consider the environmental impact of purchases.

Key Relationships

To establish effective working relations with the following:

The Learning Disability Services MDT, patients and their carers/families, other agencies and partners, e.g. day services, private providers, other NHS providers.

Performance Management

All employees have a responsibility to participate in regular appraisal with their manager and to identify performance standards of the post. As part of the appraisal process every employee is responsible for participating in identifying their own training and development need to meet their KSF outline.

Health & Safety at Work

Attention is drawn to the responsibility of all employees to take reasonable care for the health & safety of themselves and other people who may be affected by their actions at work.

Equal Opportunities

Birmingham Community Healthcare NHS Trust is committed to being an equal opportunities employer and welcomes applicants from people irrespective of age, gender, race and disability.

Safeguarding

It is the responsibility of all staff to safeguard and protect children and adults at risk at all times and staff must report any concerns as per Safeguarding Children and Safeguarding Adults policies, which are available on the Trust's intranet. Every member of staff must undertake regular mandatory safeguarding training at a level relevant to the role.

Smoking

The Trust operates a No Smoking policy.

Mobility

Whilst the postholder will be based at The Greenfields this is a Trust wide appointment and travel around the Trust may be required.

Confidentiality

Your attention is drawn to the confidential nature of information collected within the National Health Service. The unauthorised use or disclosures of patient or other personal information is regarded as gross misconduct and will be subject to the Trust's Disciplinary Procedure and, in the case of both computerised and paper-based information, could result in a prosecution for an offence or action for civil damages under the Data Protection Act 1998.

Sustainability

The Trust attaches great importance to sustainability and Corporate Social Responsibility. It is therefore the responsibility of all members of staff to ensure that the Trust's resources are used efficiently with minimum wastage throughout their daily activities.

Dignity in Care

Birmingham Community Healthcare NHS Trust (BCHC) is committed to providing dignity in care for all our patients and service users across the Trust.

All staff, workers, volunteers, students and individuals undertaking work experience/shadowing, irrespective of the role they specifically undertake, are required to adhere to BCHC's vision, values and professional standards. This also involves working with and alongside colleagues and partners, demonstrating a duty of candour (i.e. honesty and straightforwardness), openness and accountability in order to achieve high quality and the best possible care outcomes for our patients, service users and the local community.

Infection Prevention and Control

The Trust is committed to minimising any risks of healthcare associated infection to patients, visitors and staff. All employees must attend Infection Prevention and Control training as required for their post. Employees must be familiar with and comply with Infection Prevention and Control policies available on the Intranet.

Job Description

This job description will be subject to discussion and reviewed on an annual basis within the appraisal process.

POST HOLDER'S SIGNATURE:

DATE:

A4C Banding No: P2764

PERSON SPECIFICATION

Title	Speech and Language Therapist	Band	5
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Example key areas	Job requirements	W	How identified	Candidate score	Comments
Qualifications training / Level of education; Professional qualifications; Vocational training; Post basic qualifications; Training and learning programmes/courses	First degree in SLT and/or Masters post-graduate qualification relevant to SLT.	E	AF		
	HCPC Licence to practise.	E	AF		
	Registered with Royal College of Speech and Language Therapists.	E	AF		
	Prepared to work to Trust competency programme including dysphagia, where appropriate.	E	AF/I		

Example key areas	Job requirements	W	How identified	Candidate score	Comments
Experience Length and type of experience Level at which experience gained	<ul style="list-style-type: none"> Work-based experience at undergraduate/postgraduate level. 	E	AF		
	<ul style="list-style-type: none"> Additional experience outside of SLT relevant to client group eg teaching. 	D	AF		
	<ul style="list-style-type: none"> Observation/experience of cases who have dysphagia. 	E	AF		
Skills/knowledge Range and level of skills Depth and extent of knowledge	Has knowledge of assessment, diagnosis and intervention strategies of a wide range of clinical areas covered by SLT degree.	E	I		
	Has knowledge of the communication and swallowing needs of a diverse population.	E	I		

Example key areas	Job requirements	W	How identified	Candidate score	Comments
	Demonstrates an ability to work with a range of clients and carers under supervision.	E	I		
	Has excellent communication and interpersonal skills and is able to overcome barriers to communication.	E	I		
	Is able to write clear notes and reports to a professional standard.	E	I		
	Is aware of the risks of clinical practice eg personal safety.	E	I		
	Is IT literate and able to use basic software eg Outlook.	E	I		
	Understands the importance of team working.	E	I		

Example key areas	Job requirements	W	How identified	Candidate score	Comments
Personal qualities	Can prioritise own workload and has insight into own coping strategies in stressful situations.	E	I		
	Is able to reflect on own clinical practice and initiate appropriate changes.	E	I		
Other job requirements	Is able and willing to move around the city.	E	I		
	Is able to carry a variety of equipment between locations safely.	D	I		
	Is able to work in various locations according to needs of clients.	E	I		
Overall Candidate score					

W (Weighting) - E = Essential D= Desirable

How identified = Application = AF; Interview = I; Test = T; Presentation = P.