

Job Title:	Specialist Speech and Language Therapist
Band:	6
Hours:	37.5 - 1.0 WTE, with 0.6 Lishman Unit Brain Injury Pathway and 0.4 Trust wide
Department:	Lishman Unit
Location:	Lishman Unit is currently at Bethlem Royal Hospital, but is due to be relocated to Maudsley Hospital site later in the year
Reports to:	Lishman Unit Ward Manager
Professionally accountable to:	Head of Speech and Language Therapy

Job Purpose:

At South London and Maudsley NHS Foundation Trust, we believe in providing excellent care which is delivered with pride and compassion. Everything we do is to improve the lives of the people and communities we serve and to promote mental health and wellbeing for all.

This post provides speech and language therapy (SLT) to both neuropsychiatry services and Trust wide. In neuropsychiatry, the post holder will work as part of a multidisciplinary team (MDT), providing specialist communication and dysphagia assessments and interventions to patients on the Brain Injury stream of 7 patients on the Lishman Unit. The other part of the role will be working as part of a small speech and language team responding to referrals from other units across SLAM in the boroughs of Lambeth, Southwark, Lewisham and Croydon relating to the assessment and management of communication and eating/swallowing difficulties presented by adults with mental health difficulties.

The post is based in the Psychological Medicine and Older Adults Directorate.

The post holder will contribute to the development of the SLT service and the provision of multi-professional training in communication, feeding and swallowing disorders in adults for the Trust.

Our values and commitments:



Key Responsibilities:

Lishman Unit

- To autonomously manage a caseload of 7 service users in the neuropsychiatry brain injury service and carry out assessments, interventions and give advice regarding the daily management of service users to the MDT.
- To work as part of the MDT in the management and care delivery of service users and to participate in MDT and ward reviews.
- To work with the MDT to triage referrals to the service.
- To participate in the delivery of dysphagia and communication training to staff.
- To identify training needs and assist in developing new resources accordingly.
- To develop and run groups for people with brain injury.
- To participate in the clinical training of SLT students.

Trust wide SLT Service

- To support the development of the Trust wide Speech and Language Therapy service, working across different wards, including working age adults, forensics and the National Psychosis Unit.
- To support the Head of Service in prioritising and managing a complex and varied caseload.
- To work with service users requiring communication or dysphagia support for adult inpatient services across the Trust.

General

- To demonstrate comprehensive understanding of the issues associated with clinical governance and their application to professional practice. This will include compliance with / adherence to and implementation of service and service area policies, national and local guidelines and RCSLT professional and clinical guidelines.
 - To maintain and record an active programme of continuing professional development, including feeding back to colleagues on any courses or conferences attended.
 - To participate regularly in the evaluation of the effectiveness of intervention and models of service delivery, maintaining up to date knowledge of relevant clinical practice and research
 - To undertake specific departmental audit projects and contribute to departmental research where appropriate.
 - To ensure that users and user groups are involved with projects and service developments wherever appropriate.
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Personal Specification:

Qualifications	
Essential Requirements	Desirable Requirements
BSc or recognised post graduate MSc or diploma in Speech and Language Therapy (A)	Registration with RCSLT (A)
Registration with the Health Professions Council (A)	Attending relevant training regarding cognitive communication difficulties (A)
Postgraduate training in dysphagia – formal course or in-house (A)	
Experience	
Essential Requirements	Desirable Requirements
Experience of working as an SLT with adult acquired neurological disorders in communication and dysphagia (A).	Working with people with cognitive communication difficulties (A&I)
Delivering training to other staff groups in dysphagia and / or communication (A&I).	Supervision of students (A&I).
Working as part of MDT (A&I).	Developing training packages and resources (A&I).
	Active membership of relevant Clinical Excellence Networks or other SLT groups (A&I).
	Contribution to service development (A&I).
Knowledge / Skills	
Essential Requirements	Desirable Requirements
Knowledge of associated eating/swallowing & communication difficulties presented by people with brain injury (A&I).	Knowledge of associated eating/swallowing & communication difficulties presented by people with mental health difficulties (A&I).
Ability to undertake complex assessment and use to create and adapt person-centred care plans (A&I).	

Excellent written and spoken communication skills and ability to communicate sensitive and complex and emotive information where there are barriers to understanding (A&I).	
Good presentation and teaching skills, adapted according to the audience (I).	

About South London and Maudsley:

South London and Maudsley NHS Foundation Trust provide the widest range of NHS mental health services in the UK as well as substance misuse services for people who are addicted to drugs and alcohol. We work closely with the Institute of Psychiatry, Psychology and Neuroscience (IoPPN), King's College London and are part of King's Health Partners Academic Health Sciences Centre. There are very few organisations in the world that have such wide-ranging capabilities working with mental illness. Our scope is unique because it is built on three major foundations: care and treatment, science and research, and training.

The Trust employ around 5000 staff and serve a local population of 1.1 million people. We have more than 230 services including inpatient wards, outpatient and community services. Currently, provide inpatient care for approximately 5,300 people each year and treat more than 45,000 patients in the community in Croydon, Lambeth, Lewisham and Southwark; as well as substance misuse services for residents of Bexley, Bromley and Greenwich.

By coming to work at our Trust, you will gain experience of being part of an organisation with a rich history and international reputation in mental health care. You will have access to professional development and learning opportunities and have the chance to work alongside people who are world leaders in their field. The Trust delivered more than 14,000 training experiences in 2014; providing an extensive range of learning opportunities for staff at all levels. In addition, our working relationship with King's Health Partners allows those working at the Trust to get involved in academic research.

Trust Policy and Procedures:

Confidentiality:

Confidentiality/data protection regarding all personal information and Trust activity must be maintained at all times (both in and out of working hours) in accordance with professional codes of conduct and relevant legislation such as the Data Protection Act. The post holder should ensure that they are familiar with and adhere to all Trust Information governance policies and procedures. Any breach of confidentiality will be taken seriously and appropriate disciplinary action may be taken.

Equal Opportunities:

Promote the concepts of equality of opportunity and managing diversity Trust wide.

Health and Safety:

Employees must be aware of the responsibilities placed upon them under the Health and Safety at

Work Act 1974, paying due regard to health and safety in the workplace and management of risk to maintain a safe working environment for service users, visitors and employees.

Infection Prevention and Control:

Employees must be aware of their responsibilities to protect service users, visitors and employees against the risks of acquiring health care associated infections, in accordance with Trust policy.

Professional standards and performance review:

Maintain consistently high professional standards and act in accordance with the relevant professional code of conduct. Employees are expected to participate in the performance review process.

Service/Department standards:

Support the development of performance standards within the Service/Department to ensure the service is responsive to and meeting the needs of its customers.

Finance:

All Trust staff will comply with the financial processes and procedures.

Safeguarding Children & Vulnerable Adults:

Employees must be aware of the responsibilities placed on them under the Children Act 1989, 2004 and the trusts safe guarding vulnerable adults policy.

Code of Conduct:

The post holder is required to adhere to the standards of conduct expected of all NHS managers set out in the Code of Conduct for NHS managers.

This job description will be subject to regular review and adjustment.

SUMMARY:

This job description is an outline of the key tasks and responsibilities of the post and the post holder may be required to undertake additional duties appropriate to the pay band. The post may change over time to reflect the developing needs of the Trust and its services, as well as the personal development of the post holder.

Written by: Hannah Luff, Head of Speech and Language Therapy

Date: 08.03.2024