

AFC Reference:	CORP/0563
Job Title:	Adult Speech and Language Therapist
Band:	5
Division/ Service:	Corporate
Accountable to:	Specialist / Highly Specialist Speech and Language Therapist
Responsible to:	Specialist / Highly Specialist Speech and Language Therapist

JOB OUTCOMES

As a result of the post-holder being effective in their role, The Trust would expect to see the following outcomes for the Trust, service users and the wider community:

1. Mersey Care NHS Foundation Trust as a leading provider of community services, mental health care, physical health, addiction services and learning disability care.
2. Service users receiving a high-quality service and one which is free from stigma, discrimination and harm.
3. Staff engaged with the delivery, innovation and continuous improvement of services to benefit service users.
4. Visible and responsive leadership, setting the standard for others and role-modelled throughout the division for all managers.
5. The Trust values of Continuous Improvement, Accountability, Respectfulness, Enthusiasm and Support will be embedded across the division for all staff and evident to service users.

JOB PURPOSE

To provide evidence-based speech and language therapy assessment, treatment and intervention to service users who have communication and/ or eating and drinking difficulties, as a consequence of a range of physical and mental health conditions such as: Learning Disability, Motor Neuron Disease, Parkinson's Disease, Dementia, Mental illness. To apply competences in core speech and language therapy skills to the role. The caseload may cover the whole spectrum of communication disorders e.g., non-verbal communication, dysfluency, high level language/social use of language/mental health and autistic spectrum condition as applicable to the service. The role will be Integrated within the therapy Team and will work with the team to develop person centred care plans. Supervision and line management will be provided by the Specialist/ Highly Specialist Speech and Language Therapist.

PRINCIPAL RESPONSIBILITIES

Operational Function

Under the direct or indirect clinical supervision of the specialist speech and language therapist you will undertake the following duties:

1. Work as part of the speech and language therapy team and be responsible for assessment and management of a clinical caseload of patients with speech and language therapy needs. For newly qualified SLTs this will be within their competency level.
2. Undertake comprehensive speech and language therapy assessment of patients using investigative and analytical skills, to formulate an appropriate hypothesis and to determine a diagnosis and to determine a therapy management plan. (With support from senior/experienced SLTs).
3. Work with the individual and their care team to develop Communication Care plan, Dysphagia care plans and risk assessments within competency level identified within supervision.
4. Develop communication profiles with individuals and their care teams to support them to improve access to therapy.
5. Promote health and reduce inequalities for all patients accessing the speech and language therapy service, so that they may be able to maximise their potential in terms of health education and social well-being.
6. Contribute to training and development programmes as appropriate to the knowledge and skills of the individual, delivering to other professionals and service users.
7. Participate in the Mersey Care NHS Foundation Trust (MCFT) PACE review process ensuring business priority objectives are met and a personal development plan is maintained and evaluated. Cascade the PACE process to departmental staff as appropriate.
8. Be responsible for own continuing professional development and maintaining own professional registration and meet HPC registration requirements, maintain a professional portfolio and demonstrating evidence of reflective practice.
9. Undertake mandatory training as in line with MCFT policy and attend updates and study days as appropriate to the post.
10. Adhere to all MCFT Policies and Procedures and contribute to their development as appropriate.
11. Have in depth knowledge of HPC standards and guidance, understand implications for and be able to apply to practice, e.g., HPC Standards of Conduct, Performance and Ethics/HPC Standards of Proficiency.

Communications

1. Establish sound therapeutic relationships and gain positive engagement with clients in undertaking interventions, who have complex communication needs.
2. Seek to establish and maintain useful communication with relevant carers/family/ professionals negotiating appropriate levels of involvement through agreement with the client and remaining sensitive to the particular needs of the individual and his/her carer/s within the Mental Capacity Act framework.
3. Communicate and facilitate the communication of sensitive information to the client and their family / carers, regarding the client's complex condition, diagnosis / prognosis and the intervention required.
4. Present complex and sensitive clinical information in an informative and professional manner, with other workers involved in an individual's care and respecting the need for confidentiality.
5. Support Integrated Therapy Team approach to provide effective interventions and support clients to achieve identified outcomes.

6. Use non-confrontational and respectful communication styles at all times and employ de-escalation skills as appropriate to ensure maintenance of therapeutic relationships and safety of self, client and others.
7. Establish effective communication networks as appropriate in the wider multi-disciplinary team, social services, third and private sector agencies.
8. Ensure that up-to-date written and electronic records, and activity data are maintained in accordance with Professional and Trust standards, and that sensitive information is held securely.
9. Provide timely professional reports demonstrating an analysis of assessment findings, plans for interventions, clients' progress, and recommendations and/or advice for other workers.
10. Use effective and professional presentation skills to convey information to carers and other core professionals in relation to client care.

Security

1. Ensure security is maintained at the level required for the safety of service users, staff and the general public.
2. At all times the post holder will ensure the safe keeping of their keys, 'Blick' alarm and safety of their personal identification badge as appropriate within the service.
3. The post holder will be aware of own and others health, safety and security in and outside the workplace.
4. To regularly carry out and ensure that all staff perform recorded checks to include equipment and ensure the maintenance of a safe working environment and to report promptly any problems so as to ensure a prompt response.
5. To participate in the review of security needed for individual service users.
6. The post holder will have a good working knowledge of the correct procedure and protocol for the management of service user leave, visits to service users, taking delivery of orders/goods to include a detailed knowledge of what constitutes contraband and how this is managed in a medium/low/enhanced/step-down secure environment (if working in a secure environment).
7. The post holder will regularly review with the staff team the Relational Security Checklist and ensure this informs good practice (if working in a secure environment).

Quality

1. To uphold the Trusts commitment to 'Quality in Everything' and to contribute to the achievement of this.
2. Will be responsible for maintaining high standards of care, treatment and hygiene within their area.
3. Ensure that written and electronic standards are achieved.
4. Research new ideas in order to develop the service with specific reference to working with people with learning disabilities within a secure environment and promote excellence in all clinical practice.

Personal/Professional Development

1. To undergo an annual appraisal of performance in accordance with the Trust policy and undertake further training and education as identified by a Personal Development Profile.
2. To participate in formal appraisal and clinical and management supervision.
3. To be responsible for the update and maintenance of a Personal Development Portfolio.
4. Maintain staff morale by means of team building and encouraging initiative and leading by example.
5. To be fully involved in training initiatives and be able to plan and implement in specific training to other staff when required.

Analytical and Judgmental Skills

1. Provide a comprehensive assessment of service user's speech, language and communication needs and strengths in order to inform their care and treatment.
2. To possess the professional skills and range of clinical knowledge to work as an autonomous practitioner.
3. Provide a comprehensive assessment and management plan of service user's clinical risk.
4. Develop and exercise high levels of judgment and decision making in the care and treatment of service users.
5. To interpret and analyse clinical and non-clinical facts to develop specialised packages of care for patients, families and carers incorporating individual treatment plans and goals based upon clinical reasoning skills.

Planning and Organisational Skills

1. The post holder will be responsible for embedding the quality strategy within the service and specific development projects.
2. Participate in projects that enable service users and carers to be involved in the development of services.
3. Support the development of patient related outcome measures.
4. Ensure that services provided are delivered in accordance with service specifications, agreed care pathways and best practice guidelines.
5. To assist in the investigation of clinical complaints, where appropriate, in line with MCFT policy and procedure.
6. To participate in delegated projects as required.
7. To actively participate in achieving Trust business plans including CQUIN etc., as identified by the Trust.
8. To ensure that risk prevention and risk management strategies are effectively utilised within the field of practice.

Patient/Client Care

1. To assume responsibility and accountability for a caseload of patients with speech and language therapy needs holding the duty of care and prioritising and managing the caseload independently based on the principles of risk and clinical risk, liaising with and referring to senior clinicians and relevant agencies as appropriate.
2. Ensure that the needs of service users and carers are meaningfully considered during the process of care and treatment some of which may be of a complex and sensitive nature.
3. To undertake a range of assessment techniques to contribute to the formulating of hypotheses on the basis of the evidence from assessments and experiential and specialist knowledge to arrive at a clinical diagnosis.
4. To provide advice (spontaneous and planned) and patient education to patients, carers and other relevant professionals in health and social care to develop understanding of the impact of Speech, Language and Communication needs.
5. Ensure service users and, if appropriate, families and carers are consulted in his/her care and treatment.

6. Take a proactive role in the implementation of the safeguarding agenda, adhering to MCFT Safeguarding policies and procedures.

Responsibilities for Policy and Service Development

1. Promote to the multi-disciplinary team, an awareness of the contribution speech and language therapy can make within learning disability field, and in delivering the service's and MCFT's objectives.
2. Add to the development of the Trust's speech and language therapy service by contributing to a culture of professional enquiry and innovative practice, sharing insights and clinical experience with colleagues.
3. Contribute to projects for the speech and language therapy service within the Trust.
4. Participate in the planning, evaluation and audit of practice, clinical pathways and protocols as requested by manager(s).
5. To work with colleagues in the delivery of the quality agenda within the MDT.
6. To ensure awareness of contemporary and innovative practice and develop skills in line with this as appropriate for job role.
7. To ensure that the service is delivered in line with all relevant legislation and statutory requirements. Contribute to CQC requirements.
8. Participate in clinical audit.

GENERIC RESPONSIBILITIES FOR ALL STAFF

All post holders will agree to:

- Commit to the vision of supporting Mersey Care in becoming a leading organisation in the provision of community services, mental health care, addiction services and learning disability care, and in doing so fully utilise their skills and experience to support the objectives of the Trust.
- Role model the values of the Trust – Continuous Improvement, Accountability, Respectfulness, Enthusiasm and Support– in all activities and interactions with employees, service users and other stakeholders.
- Challenge the stigma associated with mental health and learning difficulties.
- Comply with the Duty of Candour, defined by Francis as: 'The volunteering of all relevant information to persons who have or may have been harmed by the provision of services, whether or not the information has been requested and whether or not a complaint or a report about that provision has been made.'
- Work across professional and organisational boundaries to improve services for all.
- Maintain their specific knowledge base and develop new skills.
- Value the contribution of the patient/ service user voice.
- Operate within any organisational codes of practice or those from a relevant professional body.
- Respect equality and diversity across all areas of working practice and communications with staff, service users and other stakeholders.
- Take responsibility for the accurate and timely collection and recording of data and ensuring all personally identifiable information is protected and used only for the purposes for which it was intended.
- Comply with all health and safety legislation and local policies and procedures.

- Adhere to all organisational policies.
- Have knowledge and understanding of technology in the workplace which is sufficient to maintain their efficiency and also how technology can empower service users in a digital environment.
- Comply with the NHS Constitution in relation to the staff responsibilities that it sets out for NHS employees.
- Attend a one day Just and Learning & Civility and Respect training workshop.
- Be an ambassador for Just & Learning and Civility & Respect following the training.
- Positively advocate the just and learning culture within your team.
- Be a confident supporter and implementer of the Trust CARES Values including Civility & Respect within your team.
- Support their team/ services to create a positive environment for Just and Learning Culture.
- Participate in Just and Learning Culture events.
- Bring Just and Learning Culture updates/ information to the attention of team members and other MCT colleagues they work with.
- Support and encourage the sharing of concerns about the safety and quality of care with senior leaders with the aim of improving safety and quality.
- Actively participate in creating an open culture within your team so that concerns and difficulties can be discussed safely and respectfully.
- Speaking up in the event that they are exposed to incivility between colleagues in the workplace #iwillspeakup.
- Listening and understanding others who have concerns and taking a collaborative approach to work towards a solution to improve civility and respect.

This job description is intended as an outline indicator of general areas of activity and will be reviewed in light of the changing needs of the Trust in consultation with the postholder.

PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
QUALIFICATIONS:	<ul style="list-style-type: none"> Degree level qualification in Speech and Language Therapy Registration with Health and Care Professional Council (HCPC) or in the process of obtaining registration if newly qualified 	<ul style="list-style-type: none"> Member of the Royal College of Speech and Language Therapists (RCSLT)
KNOWLEDGE/ EXPERIENCE:	<ul style="list-style-type: none"> Experience of assessing and diagnosing speech, language and communication difficulties Knowledge of Speech and Language Therapy assessments and appropriate experience of using assessments Evidence of good IT skills including the use of a range of software (including symbol software packages) Excellent interpersonal, communication and presentation skills both written and verbal Knowledge of current key RCSLT and national developments and policies driving current practice 	<ul style="list-style-type: none"> Experience of managing a Speech and Language Therapy caseload (with supervision) Experience of working with children/adults as applicable to the role Experience of working with dysphagia Experience of delivering/developing training to staff/carers Experience of using iPads and other forms of technology Experience of facilitating groups
VALUES:	<ul style="list-style-type: none"> Continuous Improvement Accountability Respectfulness Enthusiasm Support High professional standards Responsive to service users Engaging leadership style Strong customer service belief Transparency and honesty Discreet Change oriented 	
SKILLS:	<ul style="list-style-type: none"> Ability to work with service users who exhibit behaviours that may be considered challenging appropriate training Engaging leadership style Strong customer service belief Transparency and honesty 	