

JOB DESCRIPTION

JOB TITLE:	Clinical Specialist Speech and Language Therapist (Specialist Community Stroke Rehabilitation Team)
LOCATION:	Specialist Community Stroke Rehabilitation Team at Eagle Bridge Health Centre, Crewe
REPORTS TO:	Responsible to Team Manager

This role is defined as regulated activity as set out in Schedule 4 of the Safeguarding Vulnerable Groups Act 2006, as amended by the Protection of Freedoms Act 2012.

JOB PURPOSE

To work as an autonomous practitioner and provide a high standard specialist Speech and Language therapy assessment, with the use of analytical and clinical reasoning skills to identify patient problems, ensuring the provision of an effective and specialist treatment plan.

To collaborate closely with the patient and members of the multidisciplinary and multi-agency team to ensure the appropriate setting of individualised treatment goals and therefore best possible outcomes for patients within the Stroke.

To continuously contribute to service development and innovation, whilst providing clinical leadership and support to delegated staff.

SERVICE DELIVERY

Clinical

- To work autonomously, managing a defined complex patient caseload whilst working as part of a multidisciplinary team.
- To contribute to the delivery of the service in a variety of defined clinical settings, which may include out-patient and community clinics and the patient's home.
- To respect the individuality, values, cultural and religious diversity of patients, contributing to the provision of a service sensitive to these needs.
- To utilise advanced communication skills to ensure clinical advice and treatment programmes are delivered sensitively, taking into consideration the needs of carers.
- To gain consent for treatment and motivate patients to comply with treatment programmes, overcoming barriers such as dementia, cognitive impairment, hearing, visual or speech impairment.
- To comply with the Mental Capacity Act to gain valid and informed consent to specific treatment and intervention for patients who lack capacity to consent themselves.
- To undertake specialist clinical assessment, taking into account all relevant information and clinical reasoning to formulate evidence based individualised treatment plans in agreement with the patient.
- To implement specialist individual and/or group interventions for patients with diverse presentations and complex needs.

- To monitor progress and review treatment plans and interventions to facilitate the achievement of goals.
- To provide appropriate oral and written information for patients and carers where relevant.
- To develop and maintain good working relationships with other healthcare professions, social care and other appropriate agencies, to ensure integrated and high quality patient outcomes.
- To work as a member of the multidisciplinary team, contributing to decisions with regard to patient care programmes through attendance at ward rounds, case conferences and other multidisciplinary meetings.
- To maintain accurate documentation in line with professional standards, and local policies and procedures.
- To provide accurate and timely written information and reports to referring agents and other agencies where appropriate.
- To record and submit clinical activity data as required by the Trust in an accurate and timely manner.
- To ensure the safe and timely discharge of patients from the caseload, liaising with other agencies as required.
- To be responsible for safe and competent use of equipment including the provision of support, education and training to other staff, patients and carers as required.
- To identify appropriate equipment and adaptation needs, liaising with equipment providers, completing paperwork and complying with any tracking, stock control and maintenance systems as required.
- To be an active member of an evening and weekend on-call rota or rostered service, dependant on service need.
- To prescribe borderline substances as agreed with the medicines management committee, dependant on service need.

Audit and Research

- To initiate and implement departmental clinical audit and contribute to the development of clinical practice and treatment outcomes within a specialist area.
- To demonstrate the ability to identify appropriate sources of current research, participating in service-led activities to evaluate and implement relevant findings.
- To support and advise junior staff and students who are involved in audit and research within the service.

GOVERNANCE

- Ensure compliance with Trust policies, procedures and guidelines for self and others, by taking action/alerting senior management team if practice appears to contravene policy, or if concerned about any aspect of patient care.
- To maintain professional practice within the context of the Health & Care Professions Council. This includes standards of proficiency, conduct and performance, ethics and continuing professional development.
- To comply with all relevant professional, Trust and departmental standards, policies, procedures and guidelines.
- To maintain competency to practice through CPD activities, producing a personal portfolio which reflects professional development.
- To evaluate and reflect on professional performance, identifying implications for practice.
- To participate in the Trust's appraisal system, undertaking any identified training and development relating to the post.
- To gain appropriate support from senior colleagues and participate in supervision/peer review to enhance clinical practice.
- To fulfil all mandatory training requirements of the Trust, assisting others within the department to fulfil theirs.
- To develop expert knowledge in a relevant clinical speciality, utilising up to date research and evidence based practice.
- To act as a professional source of knowledge, offering specialist clinical advice and support to other healthcare professionals and agencies across organisational boundaries.
- To develop and implement clinical pathways, guidelines and patient resources within the area of clinical speciality.
- To be a member of a relevant professional association, attending regional and national meetings/conferences as required.
- To promote the safety, wellbeing and interests of patients, staff and visitors to the department.

MANAGERIAL/LEADERSHIP

- To ensure a healthy, safe and secure working environment, ensuring compliance with legal and regulatory requirements, maintaining accurate documentation and reporting any concerns.
- To manage a specialist case load, demonstrating appropriate time management and organisation skills.
- To contribute to effective day to day organisation and provision of service, including the coordination of junior staff and assistants to meet service priorities.

- To provide clinical leadership and support to junior staff and assistants, through case supervision, and the development and monitoring of competencies.
- To undertake the appraisal of junior staff and assistants as appropriate.
- To contribute to the recruitment of new junior and assistant staff including the planning and delivery of the induction programme.
- To actively contribute innovative ideas to enable the development and implementation of service improvements.
- To contribute to the development and delivery of service objectives and designated projects.
- To represent the department and contribute to relevant working parties and meetings.

EDUCATION/LEARNING

- Take responsibility for own learning and development by recognising and taking advantage of all opportunities to learn, including full participation in KSF/appraisal, supervision, action learning and by maintaining a professional/personal portfolio of learning.
- To plan, deliver and evaluate formal and informal training to other health care professional staff groups, patients and carers, across a range of settings.
- To supervise junior staff and assistants, including the implementation of induction and competency training programmes to develop clinical skills.
- To plan and deliver designated induction and training programmes to meet the requirements of the Trust and student placements.
- To supervise, educate and assess the performance of the students, providing timely verbal and written feedback.
- To undertake health promotion activities across organisational boundaries.
- To contribute to in-service training and peer review meetings as required.

This job description is an outline of the role and function. It is not intended to describe all specific tasks.

All staff at MCHFT have a responsibility to:

- Maintain active registration status
- Always act in accordance with professional Codes of Conduct and guiding documents
- Where applicable, always act in accordance with the Code of Conduct for NHS Managers,
- Maintain up to date skills and knowledge
- Maintain an awareness of patient led service issues
- Maintain a professional/personal portfolio

- Adhere to all Trust policy, procedures and guidelines.
- Adhere to Trust standards of behaviour and expected performance
- Comply with Infection Prevention and Control (IP&C) policies and procedures as appropriate to their role and responsibilities in their individual work setting. Staff are required to be personally accountable for their actions and be responsible for their own compliance in relation to IP&C policies, protocols or advice.
- Ensure they work in accordance with local procedures and report any issues which they consider to be a risk to the health and safety of themselves and/or others.
- Act in accordance with the Trusts values and behaviours
- Where applicable to participate in and provide data on the efficacy of treatment and specialties

Mid Cheshire Hospitals NHS Foundation Trust is looking to ensure that we provide equity of services across seven days of the week with a vision to achieve this goal by 2017. This post may be reviewed in line with this plan and in some cases an element of weekend working may be required



PERSON SPECIFICATION – JOB TITLE

	ESSENTIAL	DESIRABLE	ASSESS BY
QUALIFICATIONS KNOWLEDGE/ PREVIOUS EXPERIENCE	<ul style="list-style-type: none"> • HCPC registration • Relevant professional degree / diploma • Demonstrable evidence that the applicants shows a specific interest in the chosen clinical area • Knowledge of recent NHS legislation, recommendations. • Awareness of the national and local priorities and changing trends in specialist area. • Proven post registration experience, some of which is in a relevant setting / associated area. • Experience of completing and contributing to audit / research. • Experience of contributing to the teaching and mentoring of staff & members of the MDT. 	<ul style="list-style-type: none"> • Communication skills training • Membership of a relevant professional body • Knowledge of the service / trust values & objectives • Clinical educators training • Attendance at degree level post graduate courses relevant to the specialist area or working towards this or be prepared to study at this level • Post registration knowledge which is relevant to the specialist area and evidenced by CPD 	A/I/R
SKILLS	<ul style="list-style-type: none"> • Proven post registration experience of working with patients with a range of neurological and long term conditions. • Knowledge and experience of administering and interpreting a range of standardised and non-standardised assessments and individualised interventions relevant to the client group • Post basic qualifications in dysphagia or equivalent knowledge and experience • Proven ability to manage complex acute and rehabilitation issues and ensure safe and timely management and discharge of patients • Ability to lead junior colleagues • Advanced communication and listening skills • Ability to make appropriate decisions at all levels • Car driver / ability to demonstrate travel to other settings including domiciliary settings • Student supervision skills • Ability to contribute to the weekend working rotas • Audit skills • Basic IT skills • Must have the ability to work under 	<ul style="list-style-type: none"> • Videofluoroscopy assessment skills 	A/I/R

	<p>pressure</p> <ul style="list-style-type: none"> • Must have the ability to work autonomously and as part of the team • Ability to prioritise workload, achieving a balance between clinical and other aspects of the role. 		
VALUES	<p>A commitment to quality and safety. A recognition of the importance of showing respect, dignity and compassion to patients and colleagues. A listening, learning and leading approach. A commitment to work together to create the best outcomes. Must demonstrate the Trust's values around both raising concerns at work, and how to treat others who raise concerns.</p>		A/I/R
BEHAVIOURS	<p>Must be willing to act as a role model. Must be willing to take personal responsibility. Must have the courage to speak up. Must value and appreciate the worth of others and be a supportive team member. Must be a proactive member of the team who takes their own initiative</p>		I/R
<p>PHYSICAL REQUIREMENTS (Reasonable adjustments will be made under the Disability Discrimination Act)</p>	<p>Good attendance record</p> <p>Ability to perform a wide range of duties according to the Job Description</p>		A

KEY: Application form = A Interview = I References = R Skills test = S