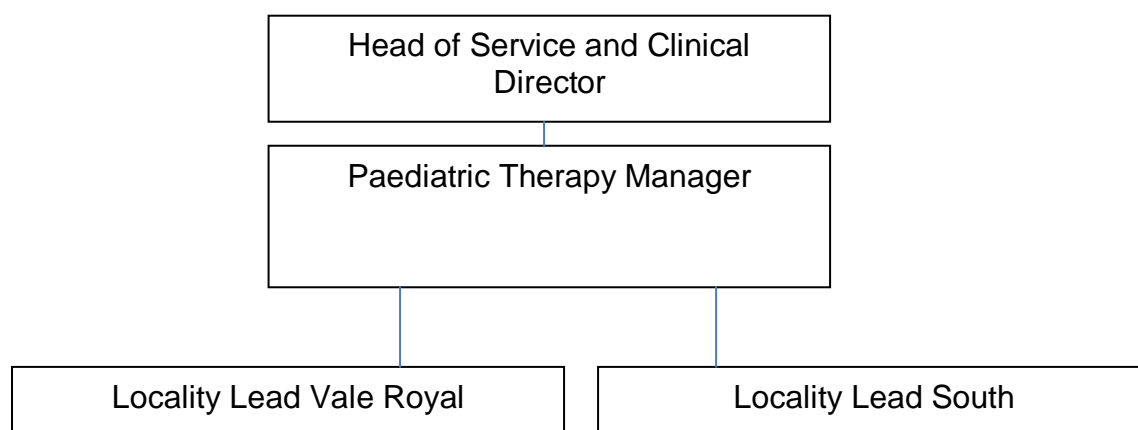


JOB DESCRIPTION

JOB TITLE	Paediatric Speech and Language Therapist
PAY BAND	Band 5
DIVISION	Paediatric Therapies CCICP
DEPARTMENT	Paediatric Speech and Language Therapy
LOCATION/BASE	South Cheshire Locality / Eaglebridge
RESPONSIBLE FOR	
ACCOUNTABLE TO	Paediatric Therapy and Special Schools and Nursing Manager

Organisational Chart



In September 2016 Central Cheshire Integrated Care Partnership (CCICP) came into being as an innovative health partnership between Mid Cheshire Hospitals NHS Foundation Trust, Cheshire and Wirral Partnership and South Cheshire and Vale Royal GP Alliance, contracted to provide community health services for people across South Cheshire and Vale Royal. The aim of the partnership is to transform, develop and deliver services located within the community. This is a partnership which demands we recruit original thinkers committed to providing high quality, safe care in the right place at the right time.

JOB SUMMARY

To provide appropriate assessment, intervention and management for referred children to the service. To liaise effectively with Education, Social Services and other members of the multi-disciplinary team. To work in both community settings and mainstream school settings, with children who may potentially have an identified Speech and Language Therapy need on their Education Health and Care Plan

Clinical

- To work autonomously to manage a defined 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
- To respect the individuality, values, cultural and religious diversity of patients, contributing to the provision of a service sensitive to these needs.

- To utilise effective 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 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 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 individual and/or group interventions for patients.
- 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.

Education and training

- To deliver and evaluate formal and informal training to other health care professional staff groups, patients and carers, across a range of settings.
- To contribute to the day-to-day supervision of junior staff and assistants, including the implementation of induction and competency training programmes to develop clinical skills.

- To contribute to the delivery of designated induction and training programmes to meet the requirements of the Trust and student placements.
- To contribute to the supervision, education and assessment of the performance of students, providing timely verbal and written feedback as required.
- To contribute to health promotion activities across organisational boundaries.

Leadership

- To manage a defined case load, demonstrating appropriate time management and organisation skills.
- To contribute innovative ideas to enable the development and implementation of service improvements.
- To contribute to the delivery of service objectives and designated projects.
- To contribute to relevant working parties/meetings.

Audit and Research

- To contribute to departmental clinical audit
- To demonstrate the ability to critically evaluate current research, applying it to practice and disseminating the relevant findings.
- To support and advise students who are involved in audit within the service.

Professional

- 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 contribute to the development and implementation of clinical pathways, guidelines and patient resources.

- To promote the safety, wellbeing and interests of patients, staff and visitors to the department.

GOVERNANCE

1. The systems and processes/legal framework attached to the job. Standard statements apply e.g. as below
2. 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.

MANAGERIAL/LEADERSHIP

3. Ensure a healthy, safe and secure working environment, ensuring compliance with legal and regulatory requirements, maintaining accurate documentation and reporting any concerns.

EDUCATION/LEARNING

4. All learning and development responsibilities including supporting the training of others standard statement as below to be included
5. 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.

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 – Speech and Language Therapist Band 5

	ESSENTIAL	DESIRABLE	ASSESS BY
QUALIFICATIONS KNOWLEDGE/ PREVIOUS EXPERIENCE	<ul style="list-style-type: none"> • Relevant professional degree / diploma • HCPC registration • Membership of a relevant professional body • Postgraduate experience working in community settings e.g. schools / clinics • Knowledge of a range of assessment tools & interventions relevant to a broad range of patients • Awareness of recent NHS legislation, recommendations • Awareness of the national and local priorities and changing trends • Experience of implementing individual & group interventions for a variety of patients in a variety of settings 	<ul style="list-style-type: none"> • Experience of contributing to audit / research. 	
SKILLS	<ul style="list-style-type: none"> • Good communication skills. • Computer literate. • Effective communication and listening skills • Ability to make appropriate decisions • Ability to prioritise workload • Ability to work autonomously and as part of team • Proactive, takes own initiative • Supportive team member • Full UK driving Licence and access to a vehicle 	<ul style="list-style-type: none"> • Ability to solve problems & make decisions under pressure. 	
VALUES	<ul style="list-style-type: none"> • 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. 		

	<ul style="list-style-type: none"> • Must demonstrate the Trust's values around both raising concerns at work, and how to treat others who raise concerns. 		
BEHAVIOURS	<ul style="list-style-type: none"> • 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. 		
PHYSICAL REQUIREMENTS <i>(Reasonable adjustments will be made under the Disability Discrimination Act)</i>	<ul style="list-style-type: none"> • Good attendance record • Ability to perform a wide range of duties according to the Job Description 		

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