

Specialist Speech & Language Therapist

JOB DESCRIPTION

JOB DETAILS

Directorate	Borough-wide
Service	Adult Speech & Language Therapy
Post Title	Specialist Speech & Language Therapist
Staff Group	Allied Health Professional
Band	7
Reports to	Service Lead, Adult Speech & Language Therapy
Accountable to	Service Lead, Adult Speech & Language Therapy
Number of Direct Reports	n/a
Overall Headcount Responsibility	n/a
Budget Responsibility (£)	n/a

KEY RELATIONSHIPS

Internal:

- Adult SLT colleagues / Team leads
- Healthcare professionals
- MDT
- Rehab service
- Data Analysts
- Quality Team
- IT team
- Volunteers

External:

- Nursing/Care homes in Bromley
- Patients / Carers
- Hospital SLT's
- Healthcare Professionals
- Bromley CCG
- Hospital Consultants / GP's / Primary Care Team
- Medicines management teams
- Specialist groups and MDT's
- Nutrition and thickening companies
- Private meal time providers
- Care agencies
- Students
- Other

JOB SUMMARY

To provide a high quality Specialist Speech and Language Therapy Service to adult acquired patients.

MAIN DUTIES AND RESPONSIBILITIES

CLINICAL

1. To develop and provide a specialist speech and language therapy service to patients referred with acquired communication disorders and adults with swallowing problems.
2. To make a differential diagnosis including complex cases based on evidence from assessment, leading to decisions about intervention/treatment.
3. To make specialist clinical decisions following the assessment of complex cases.
4. To communicate complex condition related information from assessment to patients/clients, carers, families and members of the multi disciplinary team/other professionals.
5. To maintain sensitivity at all times to the emotional needs of patients/clients and their carers in particular when imparting potentially distressing information regarding the nature of the patient/client's difficulties and implications of the same.
6. To initiate and provide a variety of treatment options according to patients needs, including the use of interpreters as appropriate.
7. To negotiate and work closely with clients, carers , other professionals and families agreeing decision- making and prioritisation relevant to the patient/client's management, devising agreed care plans based on best practise, for more complex cases.
8. To use forms of alternative and augmentative communication e.g. signing, symbols, speech synthesisers as indicated from assessment, to maximise the client's communication.
9. To demonstrate empathy with clients, carers and families and colleagues, aiming to achieve effective communication, particularly where barriers to understanding exist.
10. To adapt practice to meet individual patient circumstances including due regard for cultural, linguistic and gender differences.
11. To form productive relationships with clients who may be under stress and/or have challenging communication difficulties.
12. To monitor and review the progress of complex clients within packages of care against the targets set and agreed and to modify targets as appropriate.
13. To provide health education and health promotion as needed related to the patients voice disorder or swallowing problem.
14. To demonstrate clinical effectiveness by use of evidence based practice and outcome measures, including the evaluation of specialist interventions.
15. To maintain up to date and accurate patient's case notes in accordance with RCSLT professional standards and Trust policies, procedures and guidelines.
16. To write reports and care plans as needed reflecting specialist knowledge.
17. To provide written evidence of, and recommendations to meet, client's needs to specialised multi-agency panels
18. To employ counselling skills with patients/clients and carers with highly complex needs.
19. To demonstrate skills in motivating clients and /or carers to engage in the therapeutic process.
20. To demonstrate appropriate physical management of clients with disabilities.
21. To manage patients/clients appropriately who have challenging behaviour.
22. To ensure that clients are referred to other services with their consent as appropriate, ensuring appropriate specialised information is communicated.
23. To develop and maintain a specialist clinical expertise in narrow field or across a broad generalist field, consulting with senior specialist speech and language therapists for exceptional cases.
24. To be aware of legal requirements relating to the provision of a speech and language therapy service.

25. To manage and prioritise a complex community caseload and work load independently.
26. To identify the need for specialist second opinion and access as appropriate.
27. To provide second opinion advice to therapists and other professionals regarding the management and care of patients/clients within specialist area.
28. To demonstrate skills in dealing with complex issues to generate appropriate strategies for caseload management.
29. To lead group clinical supervision sessions on managing complex patients within the community supporting junior colleagues within the Adult SLT service.
30. To demonstrate the ability to recognise potential and real conflict and negotiate solutions across a range of issues and situations.
31. To deal with initial complaints sensitively, avoiding escalation where possible in line with Trust Policy and Procedure Guidelines.
32. To line manage junior colleagues within the service, ensuring the annual appraisal process is completed and objectives are set and monitored throughout this.

EDUCATION & TRAINING

1. To provide training, supervision and assessment of undergraduate and post-graduate student Speech Therapists as part of continuing programme for student training.
2. To respond promptly to any new published research, government initiatives and directives relating to specialist clinical area, identifying any required changes in practice locally and translating complex technical information to communicate at appropriate levels to other professionals and patients.
3. To contribute to the development, implementation, monitoring and evaluation of evidence based policies, guidelines and procedures on matters relating to speech and language therapy which affect own practice and impact on the practice of other health care professionals and patients.

PROFESSIONAL

1. To maintain professional status and competence as a clinical specialist and work within professional codes of conduct and standards in line with requirements of the Health and Care Professionals Council.
2. To accurately record all assessments and interventions, maintain appropriate documentation, data collection and entry in accordance with Bromley Healthcare's and Adult SLT's Service Policies and Procedures and Health and Care Professions Council guidance.
3. To ensure any equipment used is safe for clients and complies with health and safety procedures and Medical Devices Agency directives, and to be responsible for ensuring patients and carers are trained in its safe use.
4. To participate in Bromley Healthcare's Clinical Supervision and Appraisal Scheme and to agree and review a Personal Development Programme for ongoing development, including mandatory training.
5. To be responsible for own CPD and professional and personal development. To maintain a high degree of expertise in nutrition and dietetics and undertake post graduate training as required. To participate fully in Continual Professional Development, through portfolio based assessment, in line with national legislation by the Health and Care Professions Council.
6. To be aware of and work in accordance with the Adult SLT Service and Bromley Healthcare's policies and procedures.
7. To work closely with Adult SLT colleagues within the Adult Speech and Language Therapy Service including participating in relevant team, service and clinical meetings.

OTHER FACTORS

1. The work requires high levels of concentration due to unpredictable work patterns and interruptions within the working environment.
2. To be aware that some clients/carers may demonstrate antisocial or abusive behaviour and to know how to act accordingly.
3. The work requires exposure to distressing or emotional circumstances, e.g. working with terminally ill patients, elderly patients in nursing homes.
4. Driving is an essential component of the post.
5. Comply with the duties placed on employees by Bromley Healthcare's Health and Safety Policy related procedures. Act in accordance with all instruction, information and training required in relation to those duties
6. Any other duties as designated by senior staff and commensurate with the post.

MANDATORY REQUIREMENTS FOR ALL ROLES

The post holder is expected to work within the requirements of the 6 C's – Care, Compassion, Competence, Communication, Courage and Commitment.

The post holder is expected to embody the 4 values:

- Compassion
- Health and Wellbeing
- Continuous Learning and Innovation
- Wellbeing

The post holder is expected to comply with all Bromley Healthcare's relevant policies, procedures and guidelines; including the appropriate code (s) of conduct associated with this post.

The job description reflects the immediate requirements and objectives of the post. This is not an exhaustive list of duties and responsibilities and the post holder may be required to undertake other duties which fall within the grade of the job, as directed by the line manager. This job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the post holder.

Safeguarding

All staff must be familiar with and adhere to Bromley Healthcare's child/adult safeguarding procedures and guidelines, in conjunction with the multi-agency policies and procedures of the relevant borough's Safeguarding Children Partnership and Safeguarding Adults Board.

Staff must be mindful of their responsibility to safeguard children and adults in any activity performed on behalf of Bromley Healthcare in line with the requirements of the Children's Act 1989 and 2004 and the Care Act 2014.

Staff are required to attend child/adult safeguarding training relevant to their position and required for their role.