

# RECRUITMENT INFORMATION PACK



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Highly Specialist Neonatal SLT  
Newham Hospital (0.5)



## Job particulars

<b>Job Title</b>	Highly Specialist Neonatal Speech and Language Therapist
<b>Pay Band</b>	Band 7 (0.5)
<b>Location</b>	Newham Hospital
<b>Reports to</b>	Clinical Lead Neonatal Speech and Language Therapist
<b>Responsible to</b>	Head of Acute Children's Therapy and Play

## Job purpose

Working within the Acute Children's Therapies and Play service across Barts Health, the post holder will work as an autonomous Neonatal speech and language therapy practitioner with advanced infant feeding and dysphagia skills to provide universal, targeted and specialist care as part of an Neonatal MDT to infants on the neonatal unit at Newham. The post holder will be embedded on the neonatal unit working collaboratively with the family and neonatal MDT team ( medical, nursing Dietitian, OT, Physios, infant feeding leads) to ensure best practice. They will contribute to Baby Friendly initiatives and Family integrated care as part of the core Neonatal MDT. They will receive peer support within the neonatal therapies team and neonatal network and clinical supervision from the Clinical Neonatal Lead for SLT. They will be expected to independently have oversight of the neonatal caseload with support and second opinions from the neonatal Clinical Lead and working relationships

## Summary

- To demonstrate highly specialist clinical skills in the field of Neonatal Speech and Language Therapy
- To work closely with the B8a Clinical Lead Neonatal Speech and Language Therapist at Barts health to set up/create/shape an embedded Neonatal Speech and Language Therapy service.
- To work collaboratively as part of the Neonatal multi-disciplinary team to ensure a high quality, effective and efficient service to support the infant's feeding and early communication journey
- To support and advocate best practice models of neonatal care such as Unicef's Baby Friendly Initiative, Family Integrated Care and Developmental Care as part of the wider multi-disciplinary team.
- To deliver therapeutic input based on advanced theoretical and practical knowledge including appropriate clinical specialist skills.
- To actively contribute to service development within the Neonatal Speech and Language Therapy service at whips cross Hospital

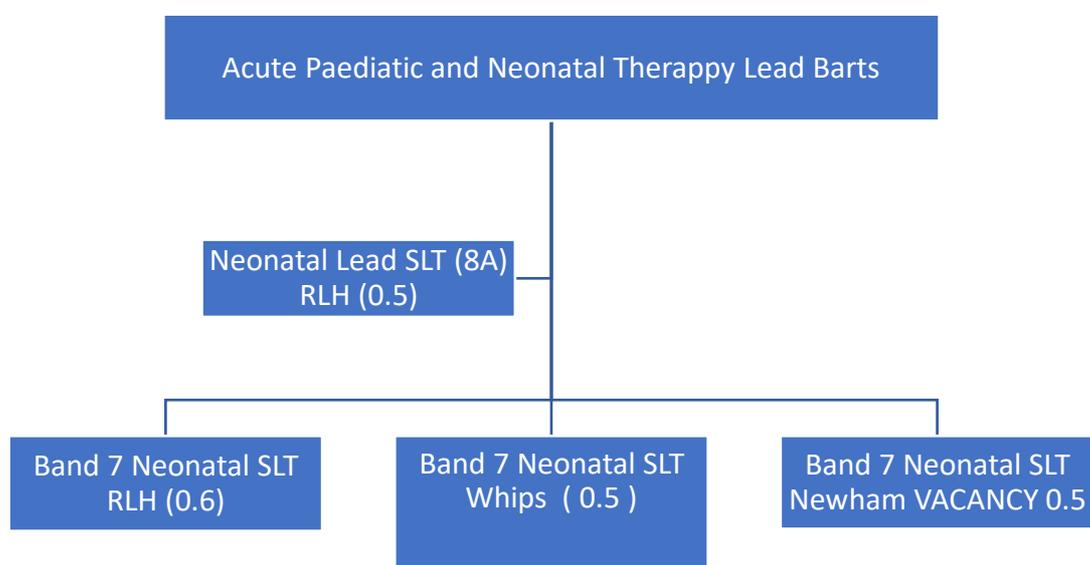


- To contribute to Baby Friendly initiatives with the neonatal unit in collaboration with the multi-disciplinary team.
- To participate in the curriculum specific to Neonatal Speech and Language Therapy as part of the Family Integrated Care parent education programme.
- To contribute as necessary to the Bliss Baby Charter as part of the wider multi-disciplinary team
- To ensure all infants receive developmental care as part of their neonatal pathway

## Key Relationships

Internal	External
Neonatologists	Patients
Neonatal Ward Matrons	Relatives
Neonatal Nurses	Carers
Neonatal Junior Doctors	GPs
Specialist Paediatric Consultants	Patient Services
Neonatal Therapy Team	Health Visitors
Breastfeeding and other CNS's	Community Teams
Patient Validation Teams	
Other members of the Directorate	
Acute Children's Therapy and Play Team	
Ward Clerk	

## Structure chart



## Main duties, responsibilities, and results areas

CLINICAL:
To manage and provide highly specialist assessment, differential diagnosis and therapeutic management of infants with dysphagia or developmental feeding and communication difficulties on the neonatal unit.
To manage a designated caseload of neonatal inpatients producing a high standard of case notes and reports reflecting specialist neonatal knowledge.
To have acquired specialist skills in the areas of: <ul style="list-style-type: none"> <li>- Complex neonatal dysphagia management</li> <li>- High risk infants</li> <li>- Support of lactation and breastfeeding including knowledge of the Unicef Baby Friendly Initiative</li> <li>- Development of feeding and swallowing</li> <li>- Early communication and interaction</li> <li>- Family Integrated Care</li> <li>- Developmental care</li> </ul> *
To work collaboratively as part of the neonatal multidisciplinary team to plan and facilitate appropriate care plans for the baby and family.
To attend ward rounds, clinical meetings, and clinical care conferences as appropriate as part of an Integrated MDT
To maintain knowledge of current evidence base within Neonatology and Neonatal Speech and Language Therapy to support clinical management of caseload
To recognize own professional boundaries in complex clinical situations and actively seek second opinions or advice from Clinical SLT lead and other MDT colleagues as appropriate.
To operate within ethical, legal and moral frameworks and to be accountable for own professional actions
To make appropriate referrals to other services and clinicians based on assessment and investigation findings, and by having an in-depth understanding of the role of others in the multidisciplinary team.
To ensure seamless discharge planning and transition for infants on the neonatal caseload, demonstrating awareness of local community services and clear communication pathways with acute or community MDT colleagues as appropriate
COMMUNICATION AND INFORMATION
To demonstrate advanced skills in communicating effectively with families/carers and colleagues.



To demonstrate sensitivity and empathy with patients, carers, families and colleagues, particularly when discussing potentially distressing information regarding patient care or where barriers to communication exist

To clearly communicate highly complex theoretical knowledge relevant to Neonatal Speech and Language Therapy to parents/carers and neonatal colleagues.

To maintain close links and liaison with the Neonatal multidisciplinary team at Whips cross. To be able to communicate specialist information to members of the MDT, families/carers.

To deal with complaints as they arise sensitively, avoiding escalation where possible.

To represent the Trust as part of the neonatal SLT team at local, national and international events or meetings e.g. CEN.

**MANAGERIAL AND ADMINISTRATIVE: (Including service development/information management)**

To maintain comprehensive, accurate and timely patient notes and records in line with RCSLT, and to ensure safekeeping and confidentiality of those records.

To gather and report activity data accurately and regularly to monitor and evaluate the Neonatal Speech and Language Therapy service, ensuring the provision of such information promptly within local Trust guidelines.

To contribute to MDT discharge reports in line with local, trust and national guidelines.

To contribute to Neonatal department policies and procedures and participate in agreed developments and projects related to the Neonatal speech and language therapy working collaboratively as needed.

Work to the value base and principles that underpin SLT and the shared governance of the Trust. The post holder will convey this within their area of practice.

To monitor stock levels in own service area and request new equipment as appropriate  
To be responsible for the security, care and maintenance of neonatal slt equipment ensuring standards of infection control and safety are maintained – including equipment loaned to clients – within the area of neonatal speciality

To work alongside the Clinical Lead SLT to work collaboratively with the neonatal MDT to formulate protocols and specialist in-patient care pathways for the assessment and management of infants in line with national best practice in Neonatal Speech and Language Therapy.

To deal with initial complaints sensitively, avoiding escalation where possible

To be responsible for the daily co-ordination of the neonatal speech and language therapy caseload and service with support from the Neonatal clinical Lead SLT

Assist in the supervision and co-ordination of more junior staff, assistant staff and students as required.

Have complete responsibility for the organization and planning and prioritisation of own diary and workload to meet service and patient priorities, being flexible enough to be able to cover absences planned and unplanned of colleagues, so effective patient management is maintained

To effectively manage own time in such a way that all activities, projects and duties are done in a timely and efficient manner.



To be effective in administration and clerical tasks such as booking patient appointments, photocopying, answering phones and message taking, organizing interpreters, filing and recalling patient notes and x-rays, and any other routine administrative tasks that need doing on a daily basis.

### TRAINING/ EDUCATION AND SUPERVISION

To maintain own continuing professional development (CPD) and career pathway by attending various postgraduate training course (clinical and leadership) and by actively facilitating and supporting the needs of other SLT staff, undergraduate students, MSc students and respective MDT members.

To contribute to the design and delivery of specialist neonatal in-service and multi-disciplinary teaching programmes to nursing and medical staff on the neonatal unit.

To participate in the planning, management and allocation of student placements within Neonatal Speech and Language Therapy.

### RESEARCH AND AUDIT

To actively contribute to the reporting of both national and SLT specific neonatal key performance indicators to demonstrate the effectiveness of the service, alongside the Clinical Lead SLT.

To actively contribute to Neonatal speech and language therapy team and MDT clinical audits based on the Neonatal Unit and Trust wide objectives, and to report on all audit activity as per trust guidelines.

To contribute to the evaluation current practices in the Neonatal Speech and Language Therapy team, based on research findings, evidence-based projects, audits and the use of recognised outcome measures, to ensure that quality standards and effectiveness of patient care are continually monitored and improved.

### Risk and Management

To report any incident in a timely manner, completing all relevant paperwork and discussing with qualified staff.

To be aware of all health and safety laws, resuscitation protocols, manual handling techniques and safeguarding children protocols by adhering with mandatory training.

To comply with organisational, departmental and professional policies, procedures and guidelines. To be aware of and respect the right to patient choice and dignity and promote the Trust's equal opportunities policy.

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## Working conditions

Criteria	Description
<b>Physical Skills and Effort</b>	<ul style="list-style-type: none"> <li>To be responsible for any equipment used in the course of treatment and assessment of patients, so that it is safe to use by self, other staff and/or patients/carers.</li> <li>Advanced communication skills.</li> <li>Advanced keyboard skills</li> <li>Carry out assessments and treatments of a variety of conditions with mild physical effort throughout the day.</li> <li>To comply with the Trust manual handling policy and local therapeutic handling guidance at all times, including using hoists, positioning and transferring patients and using manual techniques for a wide variety of conditions.</li> <li>To use manual handling techniques effectively in the lifting and handling of patients and awkward loads such as walking aids and hoists.</li> </ul>
<b>Emotional Effort</b>	<ul style="list-style-type: none"> <li>To deal sensitively with patients who have high levels of anxiety, fear and aggression caused by pain, dementia, limited mobility or may be terminally ill. These patients may use verbal or physical aggression and subject therapists to varying levels of physical or verbal abuse.</li> <li>To maintain a calm and professional manner when dealing with service users who may behave inappropriately, be aggressive or emotionally disturbed and whilst being subject to multiple often conflicting demands</li> </ul>
<b>Working Conditions</b>	<ul style="list-style-type: none"> <li>To be exposed to bodily fluids on a frequent basis, such as urine, faeces, vomit and sputum, and often to be exposed to noxious smells. To help patients with toileting, washing and dressing when appropriate</li> <li>To occasionally be alone with patients in the working environment and to comply with the lone worker policy to minimise risks to personal safety.</li> <li>To work in environments such as different wards, outpatient settings and patients' homes as necessary</li> <li>Work alone in environment, assessing and managing risk.</li> </ul>
<b>Mental Effort</b>	<ul style="list-style-type: none"> <li>To use a high level of mental effort frequently during the day when using clinical reasoning, analytical skills, teaching peers and students, using high level technical equipment such as Intensive care equipment, and whilst using IT.</li> <li>To be able to cope with frequent interruptions during clinical and non-clinical work, while demonstrating the ability to multi-task on a frequent basis.</li> <li>To help other members of the MDT in their duties as appropriate to the care of patients under Occupational Therapy treatment, this may include helping to change beds, incontinence pads and wash patients as necessary</li> </ul>



## Code of Conduct for NHS Managers

As an NHS Manager, you are expected to follow the Code of Conduct for NHS Managers (October 2002). [www.nhsemployers.org/](http://www.nhsemployers.org/). This supports us to develop a sustainable workforce and bring the very best out in people.

## Safeguarding adults and children

Employees must be aware of their responsibility to maintain the wellbeing and protection of vulnerable children and adults. If employees have reason for concern that a patient is 'at risk' they should escalate this to an appropriate person i.e. line manager, safeguarding children's lead, matron, ward sister/change nurse, site manager or consultant (October 2002). [www.nmc-uk.org/](http://www.nmc-uk.org/)

## Person specification

Domain	Essential Criteria	Desirable Criteria
<b>Qualifications and knowledge</b>	<ul style="list-style-type: none"> <li>Degree/Equivalent in Speech and Language Therapy</li> <li>HCPC Registration</li> <li>Evidence of continuing professional development</li> <li>Evidence of post graduate paediatric/neonatal dysphagia training/short course</li> </ul>	<ul style="list-style-type: none"> <li>Member RCSLT</li> <li>Member of relevant special clinical interest groups</li> <li>Supervision training</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>At least 3 years post-qualification experience working within paediatric dysphagia (including infant feeding)</li> <li>Evidence of relevant post graduate courses in paediatric/infant feeding</li> <li>Experience of working within a multidisciplinary team</li> <li>Experience of working within an acute hospital setting</li> </ul>	<ul style="list-style-type: none"> <li>Experience of working within the acute paediatric hospital</li> </ul>
<b>Skills</b>	<ul style="list-style-type: none"> <li>The ability to prioritise, organise and delegate</li> <li>To be able to understand the legal responsibilities of the profession</li> <li>Excellent interpersonal skills – including observation, listening and empathy skills.</li> <li>Skills for problem solving</li> <li>The ability to keep accurate and legible patient notes</li> <li>To have competent IT skills</li> </ul>	<ul style="list-style-type: none"> <li>To have effective presentation skills</li> <li>To have participated in audit or research</li> </ul>



	<ul style="list-style-type: none"> <li>• Good auditory discrimination skills and ability to transcribe speech phonetically.</li> </ul>	
<b>Personal and people development</b>	<ul style="list-style-type: none"> <li>• Experience of teaching or supervising junior staff, teachers or assistants</li> <li>• Self-motivation</li> <li>• Working with clients from multi-cultural/multi-lingual backgrounds and working with interpreters</li> </ul>	
<b>Communication</b>	<ul style="list-style-type: none"> <li>• Excellent verbal and written communication skills</li> <li>• Previous experience writing reports on therapy intervention</li> <li>• Understanding of challenges of working with non-English speaking service users and those from diverse cultures</li> </ul>	

Brenda Carty  
 Clinical Lead Neonatal SLT Barts Health (based at RLH) December 2023

