

Specialist Speech & Language Therapist – Respiratory and Critical Care

A summary of the role responsibilities & person specification



University Hospitals
Bristol and Weston
NHS Foundation Trust

Why Our Trust?

Terms and conditions

Post - Specialist Speech & Language Therapist (SLT) – Respiratory and Critical Care

Division – Diagnostics & Therapies

Department – Speech & Language Therapy

Band – 6

Location – UHBW

Hours of work – 22.5 hours/week

Contract length – Permanent

Annual leave – Up to 33 days dependant on NHS Service

Pension - The NHS Pension Scheme is a defined benefit scheme. Further details and outline of benefits can be found at: www.nhsbsa.nhs.uk/pensions

Job Purpose

The band 6 SLT is a specialist member of the SLT team and is responsible for the delivery of a high quality, comprehensive SLT service for UHBW. This clinical workload is augmented by a variety of teaching and training activities. The post holder will provide support to the Respiratory and Critical care wards (General ICU and Cardiac ICU); delivering SLT assessment, diagnosis and treatment of adults with swallow and communication difficulties following intubation, tracheostomy, cardiac surgery. This includes:

- Expert SLT advice for individually referred inpatients within respiratory and critical care
- The provision of evidence-based information and support relating to communication and swallowing difficulties for patients within respiratory and critical care pathways
- Managing a caseload independently with the support and supervision of clinical leads
- The post holder will work 2 Bank Holidays per year

About us

Our mission is to improve the health of the people we serve by delivering exceptional care, teaching and research every day.

What you'll love about working here

UHBW has been rated by the CQC as 'Good' - our staff are proud to deliver excellent care. As a forward-thinking multi-award winning Trust, our world-leading research and innovations are having a positive local and global impact. Our hospitals are spread across Bristol and Weston-super-Mare, join us and you can enjoy the very best of both worlds; city living within a stone's throw of the countryside or beside the seaside, both with easy access to all that the South West has to offer.

A digital exemplar- Being appointed as a Global Digital Exemplar means we can realise this vision by implementing digital technologies that will help us to transform the way we work and how we relate to our colleagues, patients and partner organizations.

Sustainable healthcare - We have joined the international movement to declare a climate emergency, recognising the impact climate change is having on the world. Climate change is labelled as the greatest threat to health in the 21st century, with a range of conditions related to heat, cold, extreme weather and air pollution predicted to rise. To lead the way in healthcare the Trust has set ambitious goals to become carbon neutral by 2030.

Access to further opportunities with the Trust - Apprenticeships are a great way to learn and earn on the job. UH Bristol and Weston provides a range of apprenticeships to support a huge number of career opportunities in clinical and non-clinical support services with apprenticeships starting at level 2 through to level 7. As an organisation we encourage further development of all employees to progress upward within their chosen field.

Diversity & Inclusion

A core principle of the Trust is to ensure that patients and staff are treated with dignity and respect. Promoting equality, diversity and human rights and challenging any form of inequality, discrimination, harassment or abuse are central to the Trust's Values.

'Committed to inclusion in everything we do' is the ambition set out in the Trust's Workforce Diversity & Inclusion Strategy.

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Main Duties and Responsibilities

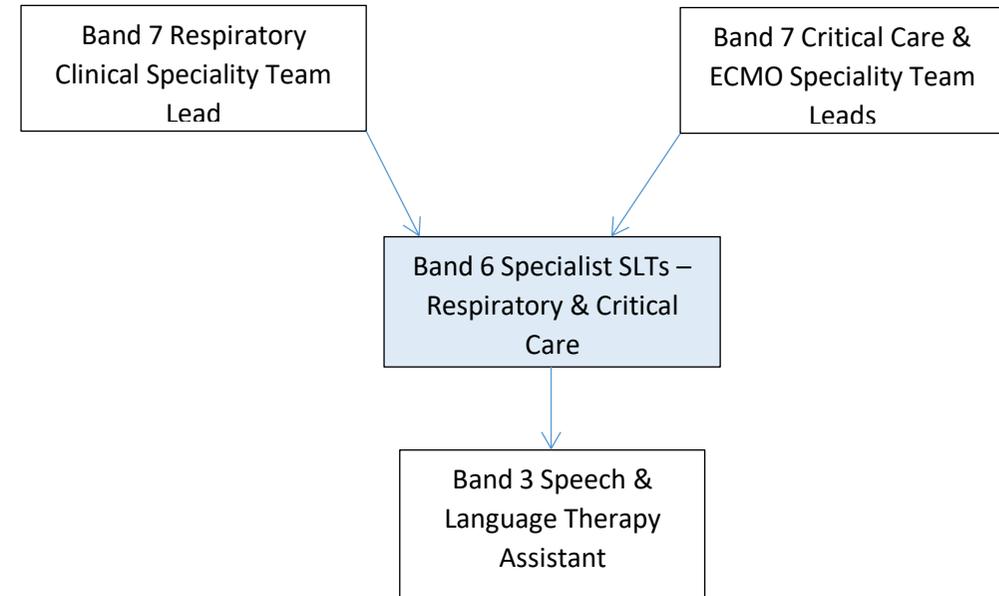
Communication:

- Provide advice to the MDT regarding best practice for the management and care of patients with communication and or swallowing difficulties on the Respiratory and Critical Care wards including following intubation, tracheostomy, cardiac surgery
- Support adults using alternative and augmentative methods of communication (e.g. communication aids, speaking valves, above cuff vocalisation)
- Provide advice and training to carers and professionals with regard to communication and swallowing
- Ensure effective communication at all levels regarding the of individual patients with communication and/or swallowing difficulties
- Impart information to patients in situations which could be distressing / emotional for the patient, therefore requiring use of holistic skills
- As a key member of the multi-professional team, provide expert SLT advice at MDMs, care and discharge planning meetings

Patient Care:

- Demonstrate expertise in Respiratory and Critical care and be responsible for managing a defined caseload including patients with Tracheostomies
- Make appropriate referrals for videofluoroscopy and FEES
- Provide a high quality and comprehensive service for referred inpatients with minimal direct supervision of senior SLTs
- Provide expert input into discussions about management of communication and swallowing difficulties with a developed understanding of advanced SLT care
- Independently assesses patients' swallowing and communication, making clinical decisions and appropriate treatment plans without supervision
- Use appropriate strategies to manage daily exposure to distressing and emotional circumstances. Provide supervision / support for other staff that are similarly exposed
- Act as a source of expert, evidence-based information and support for SLT colleagues, healthcare professionals, staff and carers about the SLT issues of patients

Organisational Structure



Key Relationships

Operational Lead for Nutrition & Dietetics / Speech & Language Therapy Services

Clinical lead for Adult SLT

Band 7 Speciality Clinical Leads for Respiratory & Critical Care

Band 6 & Band 5 SLTs, SLT Assistants

Wider MDTs

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Main Duties and Responsibilities continued

Organisation and Planning:

- Work within Trust/local clinical governance framework and other national frameworks/guidelines to ensure quality of practice is in accordance with national and local standards
- Support the Respiratory and Critical care leads in implementing national and local policies and protocols, proactively keeping up to date with local and national strategies
- Organise and manage an identified clinical workload which can be intense, varied, and unpredictable requiring concurrent concentration
- Manage time effectively in order to meet the requirements of the SLT service
- Plan and co-ordinate the content and delivery of education /training sessions to healthcare professionals

Service Development and Research:

- In conjunction with the Respiratory and Critical care leads, to implement changes in practise to support the patient experience in all settings
- Implement changes, service guidelines, and improvements in working practice and service
- Ensure integration of evidence based practice within the Respiratory and Critical care Pathways
- Evaluate critically any developments in practice and brings these to the attention of Leads
- Maintain dynamic and positive working relationship with other healthcare professionals and/or specialist staff
- Undertake practice-based audits and projects into the clinical effectiveness of all aspects of SLT and share these at local level
- Research, evaluate and produce clinical guidelines / protocols on a collaborative basis with Clinical Leads relating to patients with swallowing and communication difficulties in respiratory and Critical care pathways
- Build and maintain relationships with other specialist SLTs to develop and share service development issues
- Contribute to the development of the UHBW SLT Service and to the advancement of the profession

Finance and Resources:

- There are no budgetary responsibilities associated with this post
- Ensure the use of resources in a manner consistent with organisational objectives and policies, making the efficient & effective use of resources

Leadership and Management:

- Fully participate in training programmes in Respiratory and Critical care pathways
- Develop and monitor specialist programmes of care to be carried out by SLT Assistants
- Support staff to develop their clinical expertise and practise, this will include student SLT placements
- Manage clinical risk within own caseload and ensure incidents are recorded and communicated appropriately
- Provide specialist advice, teaching and training to other SLTs and members of the MDT
- Develop and maintain skills and competencies required to practice as a Specialist Speech & Language Therapist
- Deliver training using a wide range of robust teaching strategies appropriate to the student or participants' needs
- Review & evaluate the outcome of teaching sessions in consultation with the attendees and their supervisors
- Take the lead in managing team clinically in the absence of senior SLTs, discussing allocation of overall caseload

Information Resources:

- Contribute to the collection of appropriate data and statistics
- Maintain identified levels of service provision including the development of appropriate resource materials
- Collect data to conform to national and local requirements, requiring the use of electronic databases

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Main Duties and Responsibilities continued

Other:

- Support junior member of the SLT team across the service where required
- Maintain up to date Health Professions Council and Royal College of Speech and Language Therapists registration
- Ensure all personal mandatory training is completed and updated as required in line with Trust policy
- Maintain confidentiality and discretion and comply with the terms of the Data Protection Act and local Trust policies at all times
- Assume some delegated responsibilities from the Respiratory and Critical care leads
- Act as an ambassador for the SLT profession on all occasions
- Raise the SLT profile within the Trust by contributing to organisational initiatives & reporting SLT successes and achievements from within the Critical Care pathway
- Undertake any other duties as deemed necessary
- Adhere to the Standards of Conduct, Performance and Ethics identified by the Health Professions Council as pre-requisites for autonomous practice.
- Recognise professional limitations and seek assistance/ second opinion on a timely basis
- Attends and contributes to regular clinical supervision & CPD meetings held within the department
- Participate in the individual appraisal review process to identify progress and future professional needs
- Participate in providing cover for other members of staff (non-clinical and clinical) during periods of leave

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Personal Profile - (E) = Essential (D) = Desirable

Knowledge and Experience

- **E1** Recent experience of working with adults within Respiratory & Critical care (**D**)
- **E2** Specialised knowledge & experience of a wide range of therapeutic models of working with communication disorders & dysphagia within Respiratory and Critical Care pathways (**D**)
- **E3** Knowledge &/or Experience of managing tracheostomy and ventilator dependent patients (**D**)
- **E4** Experience of working as core member of MDT (**E**)
- **E5** Experiencing supervising junior staff/students (**E**)
- **E6** Knowledge & experience of working with augmentative & assisted communication (**E**)
- **E7** Experience using & interpreting videofluoroscopy / FEES & implementing findings into practice (**D**)
- **E8** Experience of planning & implementing training to others & / or giving presentations (**E**)
- **E9** Recent experience of working in Adult acute inpatient settings (**E**)

Skills and Abilities

- **S1** Ability to review & reflect on own skills & knowledge, and to lead own CPD in conjunction with supervisors & peers (**E**)
- **S2** Advanced dysphagia skills: Independent working with patients with complex dysphagia in a range of acute settings/ with multiple aetiologies including management of patients with Tracheostomies (**E**)
- **S3** Demonstrates highly developed auditory & perceptual skills in the assessment, diagnosis & treatment of adult patients (**E**)
- **S4** Ability to recognise own professional boundaries & accept support/ seek advice as appropriate (**E**)
- **S5** Knowledge of clinical governance & audit (**E**)
- **S6** Competent Information Technology Skills, including use of MS office tools, Outlook, Word, Excel (**E**)
- **S7** Ability to work independently (**E**)
- **S8** Ability to challenge & influence members of MDT (**E**)

Aptitudes

- **A1** Ability to communicate effectively & sensitively with a wide range of people (**E**)
- **A2** Ability to manage own time appropriately & to prioritise tasks (**E**)
- **A3** Excellent organisational skills (**E**)
- **A4** Ability to meet deadlines & work under pressure (**E**)

Qualifications and Training

- **Q1** Educated to degree or equivalent – SLT (**E**)
- **Q2** HCPC registered/RCSLT Member (**E**)
- **Q3** Post-graduate dysphagia qualification/experience (**E**)
- **Q4** Recent evidence of CPD in communication & swallowing problems in Respiratory & Critical Care (**E**)

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Transforming Care

Delivering sustainable healthcare services to our patients, which are effective, efficient and driven by excellence, is at the heart of our organisation. Transforming Care is the Trust's overarching programme of transformational change. It enables staff to use a structured approach to continuously improve and innovates their services, strengthen our capability, and deliver our Trust's mission to improve the health of the people we serve by delivering exceptional care, teaching and research, every day.

Our Quality Improvement Academy is open to all staff and leaders across the Trust, and provides training to lead or take part in improvement and transformation activities in their departments and across the Trust. We will support staff to develop the skills and tools to improve services to deliver the best care to our patients and public.

Information Governance

It is the responsibility of all staff to respect the confidentiality of patients and staff, as specified in the Caldicott Principles, Data Protection Act 2018 and the Human Rights Act. It is the duty of every employee to:

- Only access person identifiable information as required in the execution of their duties.
- Disclose information appropriately, in line with the Data Protection Act 2018.
- To ensure good quality data by recording, promptly and accurately, clinical and non-clinical information within agreed timescales to PAS, the health record or the appropriate clinical or non-clinical information system
- Always trace patient notes on the Patient Administration System

Maintain the confidentiality of their passwords / usernames and if in possession of a 'Smartcard' abiding by the terms and conditions of its use.

Workplace health and wellbeing

The Trust Workplace Health and Wellbeing Framework applies to all employees, students and volunteers who are encouraged to take responsibility for their individual health and wellbeing and to promote the wellbeing of colleagues. Line managers must recognise the importance of health and wellbeing and take it into account when planning tasks and designing jobs.

Safeguarding Children and Vulnerable Adults

The Trust is committed to safeguarding and promoting the welfare of all children, young people and vulnerable adults, and as such expects all staff and volunteers to share this commitment.

Quality and Clinical Governance

Quality in the NHS has three core dimensions: Patient Safety, Patient Experience and Clinical Effectiveness. Clinical Governance is about the systems, processes and behaviours to ensure that high quality services are provided to patients. Every member of staff has a role to play in striving for excellence: it is important that everyone is aware of and follows policies and procedures that govern their work; and if something goes wrong, everyone has an obligation to report it so lessons can be learned from mistakes, incidents and complaints. If any member of staff has concerns on any clinical governance matters, they should raise them with their line manager, professional adviser, or a more senior member of management. Reference should be made to the Trust's guidance on Raising Concerns about provision of patient care.

Health and Safety

Under the provisions contained in the Health and Safety at Work Act 1974, it is the duty of every employee to:

- Take reasonable care of themselves and for others at work
- To co-operate with the Trust as far as is necessary to enable them to carry out their legal duty
- Not to intentionally or recklessly interfere with anything provided including personal protective equipment for Health and Safety or welfare at work.

Everyone has a responsibility for contributing to the reduction of infections.

Senior Management is responsible for the implementation throughout the Trust of suitable arrangements to ensure the health, safety and welfare of all employees at work and the health and safety of other persons who may be affected by their activities. Where health and safety matters cannot be resolved at Senior Management level the appropriate Executive Director must be notified.

Line Managers are responsible for the health and safety management of all activities, areas and staff under their control. This includes responsibility for ensuring risk assessments are completed and implementation of suitable and sufficient control measures put in place. Health and safety issues are dealt with at the lowest level of management practicable. Where health and safety matters cannot be resolved at a particular management level the appropriate Senior Manager must be notified.

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