

Specialist Speech & Language Therapist

Candidate Pack



Job Summary

***This summary has been generated using AI to provide a clear and accessible overview of the role. It is intended to support candidates who may find the full job description harder to read. Our goal is to make the application process more accessible and inclusive for everyone. ***

- This role involves working with patients who have complex health needs, assessing them and creating treatment plans.
- You will use your specialist knowledge and skills to help patients get better and leave hospital safely.
- You will work closely with other therapists and healthcare teams to make sure care is well organised and of a high standard.
- You will help train and support other team members and students.
- You will give expert advice to others and take part in improving the service.
- You will need to communicate clearly with patients, families and staff, and be able to work under pressure in a busy environment.

Job Description

Job title:	Specialist Speech and Language Therapist
Grade:	6
Site:	The Royal Shrewsbury Hospital
Accountable to:	Therapy Manager and Head of Profession
DBS required:	Yes - Enhanced

Job Purpose

- To assess, diagnose/interpret and manage own specialist caseload of complex patients as an autonomous practitioner in accordance with Professional Code of Conduct and Health and Care Professions Council Regulations.
- To have developed, through experience and postgraduate training, the specialist knowledge and clinical skills required for the post to work with acquired communication and swallowing impairments.
- The post holder will work in close co-operation with colleagues within all Care Groups to deliver a cohesive service that is user led ensuring a consistently high standard of patient care, optimal patient flow and safe timely discharge.
- To work closely with team co-ordinators and senior therapists to ensure a robust structure of training, supervision and appraisal is delivered to all members within the team.
- To work closely with team co-ordinators and senior therapists to ensure the delivery of an efficient operational service.

- To act as a source of Specialist advice and support within the Therapy Centre and across the Trust and the wider health economy.
- To have highly effective communication skills and demonstrate these on a continual basis with patients, carers, colleagues and the wider Multi-disciplinary Team (MDT).
- To undertake audit as a part of the role.
- To work flexibly as part of the cover arrangements within the Therapy Centre as required. The post holder will only be asked to work within their competencies and should be aware that notification of the need to move to a different clinical area may be communicated with little notice to ensure the safety of the service.
- To use the Trust values at all times as a framework for own behaviour and encourage others to do likewise, ensuring the values underpin all that is done by the Therapy teams.

Main Duties

CLINICAL

- The post holder will work as a specialist autonomous practitioner to perform assessment of complex patients with diverse presentations. To use specialist clinical reasoning to diagnose/interpret and then develop, deliver, and adapt individualized treatment plan for patients within a specialist clinical area.
- To participate as appropriate in own professional clinical area out of hours / weekend and the Therapy collective major incident response rota providing high quality patient care and specialist advice to medical and nursing staff.
- To work closely with all appropriate multidisciplinary teams (MDT) and agencies to maximise safe and timely patient flow.
- To assess patients understanding of treatment offered, gain consent and have the ability to work within a legal framework with patients who lack capacity to consent to treatment as outlined in the Trust's Consent guidelines.
- To ensure that contemporaneous treatment records, discharge summaries and activity data are maintained in accordance with Trust and Professional standards.
- To be responsible for organising and planning own caseload and where appropriate other members of the team, to ensure the needs of the service are met, readjusting plans as situations and priorities change.
- To maintain a professional portfolio for continuing professional development to demonstrate specialist clinical competencies and compliance with Trust policies and Professional code of conduct.
- To work with the wider team to ensure a culture that supports lifelong learning through the provision of specialist pre and post registration training.
- To provide induction, supervision, assessment, and training to students on clinical placement, liaising with the student coordinators as appropriate and

providing evaluation and feedback to the Higher Education Institutes (HEI) as appropriate.

- To undertake and evaluate audit activity as part of the therapy centre audit plan.
- To demonstrate a knowledge and understanding of, national guidelines and legislation and ensure this knowledge is disseminated to the Therapy Manager and Professional Head and the wider MDT.

MANAGEMENT AND LEADERSHIP

- To manage own caseload and time effectively and efficiently responding appropriately to frequent changing demands, and unexpected urgent priority changes
- To adhere to Trust and Professional policies and procedures regarding own specialist role and contribute to their ongoing development and review.
- To ensure all aspects of clinical governance are dealt with effectively and efficiently e.g., Datix reports are completed when required, patient complaints are processed in a timely manner and all mandatory training is completed when required.
- To propose changes for own service area, developing protocols and guidelines where appropriate and liaising with other disciplines when these impact on other clinical areas and professions.
- To work collaboratively with the Therapy Manager and Therapy Quality Improvement Lead (TQIL) to evaluate activity, outcomes, and effectiveness to ensure the service delivery is of the highest standard possible.
- To participate in the recruitment and selection process when required by the Therapy Manager and Coordinator.
- To work collaboratively with the Centre Management team to deliver service improvement.
- The post holder will work as an autonomous practitioner using analysis and judgement to make independent complex decisions during the assessment process to diagnose and plan a treatment programme.
- To be professionally accountable and aware of professional boundaries. To be responsible for the delegation of work to the unqualified members of the team.
- To report to the Team coordinator and participate in annual appraisal.
- To participate in supervision in accordance with Care Group / Trust policy and undertake appraisals.
- To maintain a professional portfolio (or electronic equivalent) for continuing professional development to demonstrate specialist clinical competencies and compliance with Trust policies and Professional code of conduct.
- To advise Therapy Centre, Trust and external colleagues on clinical issues, assisting them in complex decision making regarding clinical and operational decisions.
- To be pro-active in developing and implementing policies, procedures and guidelines.

COMMUNICATIONS AND RELATIONSHIPS

- To communicate complex information to users of the service and their Carers, regarding their condition and treatment options at times conveying contentious or sensitive information where there are barriers to understanding/ communication
- To compile specialist reports regarding various aspects of the service.
- To be a positive representative for all the therapy professions within the Centre and maintain an appropriate network of external contacts.
- To develop and maintain effective communication, feedback and engagement with colleagues including those within the wider healthcare economy.
- To communicate effectively when on Board rounds and in MDT meetings ensuring the accuracy of information given and received.
- To work with the Coordinator or TQIL to manage any complaints regarding the service ensuring that they are dealt with in a prompt and professional manner.
- To develop and maintain adequate IT skills to support communication requirements.

SYSTEMS AND EQUIPMENT

- To use appropriate equipment within the remit of the post adhering to agreed instructions and /or manufacturer guidelines.
- To undertake annual Trust and professional statutory training to maintain competency in the safe use of all equipment and to keep records of attendance.
- To be responsible for the safe and competent use of all equipment used by self and encouraging all staff to attain the required competency levels through attendance at induction and training sessions.
- To keep up to date with new developments in equipment and technology to maintain own and the team's competency levels to advise others.
- To demonstrate the safe use of equipment loaned to patients, ensuring documentation is complete and instructions given.
- To acquire a robust understanding of the Trust Cardiac arrest and emergency procedures and to understand the Therapy role.

WORKING CONDITIONS, PHYSICAL, MENTAL AND EMOTIONAL DEMANDS

- To perform tasks involving the handling of patients or loads on a frequent and repetitive basis as applicable to the role.
- The workload is frequently complex and challenging and is usually delivered under significant time constraints.
- The post holder will be imparting unwelcome or sensitive news on a frequent basis, regarding treatment outcomes, rehabilitation prospects or condition deterioration.

- To develop and maintain an ability to cope with and prioritise many unexpected works demands and deadlines.
- To develop competencies in handling complex issues relating to the management of people who are exhibiting distressed or unpredictable behaviour.
- Frequent periods of concentration are required e.g., to record accurate patient information or to analyse patient data.
- The post holder will frequently encounter unpleasant working conditions.

Person Specification

	Essential	Desirable
Qualifications	• As required for entry into university for professional training • Degree or equivalent in Speech & Language Therapy. • Registered with Health and Care Professions Council • Evidence of specialist clinical training in relevant areas	
Experience	• Evidence of broad range of pre and post qualification experience • Evidence of experience in relevant area of clinical practice, including dysphagia, and exposure/competencies in video fluoroscopy and tracheostomy • Evidence of teaching/student experience • Experience in audit and research • Evidence of CPD (portfolio) detailing clinical experience relevant to the post • Knowledge of current NHS strategy and plans	

	Knowledge and understanding of Clinical Governance • Evidence of Specialist level of clinical reasoning • Knowledge of current Evidence Based Practice relevant to post	
Knowledge and skills	• Excellent written and verbal communication skills Evidence of leadership ability • Ability to motivate and inspire patients and colleagues • Analytical and problem-solving skills • Organisation, planning, prioritisation, and decision making skills • Ability to work under pressure and meet deadlines • Ability to cope with working in a stressful environment • Clinical supervision, teaching skills and appraisal skills • Ability to use own initiative appropriately • Empathy and understanding • IT skills relevant to the role development; and challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy)	

General conditions

As they undertake their duties, all our people are required to uphold and demonstrate the Trust's core values of: Partnering, Ambitious, Caring and Trusted. Collaboration and partnership are also central to our approach in delivering our fundamental activities of patient care, teaching, and research.

Health and safety

As an employee of the Trust, you have a responsibility to:

- take reasonable care of your own Health and Safety and that of any other person who may be affected by your acts or omissions at work; and
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to; and
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety

Infection prevention and control (IPC)

The prevention and management of acquired infection is a key priority for the Trust. As an employee of the Trust, you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself; and
- be aware of infection prevention and control policies, practices, and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and colleagues; and
- maintain an up-to-date knowledge of infection prevention and control, policies, practices, and procedures through attendance at annual mandatory updates and ongoing continuing professional development; and
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy)

Information governance

The Trust is committed to compliance with Information Governance standards to ensure that all information is handled legally, securely, efficiently, and effectively. You are required to comply with the Trust's Information Governance policies and standards.

Confidentiality and Security - Your attention is drawn to the confidential nature of information collected within the NHS. Whilst you are employed by the Trust you will come into contact with confidential information and data relating to the work of the Trust, its patients or employees. You are bound by your conditions of service to respect the confidentiality of any information you may come into contact with which identifies patients, employees or other Trust personnel, or business information of

the Trust. You also have a duty to ensure that all confidential information is held securely at all times, both on and off site.

Disclosure of Information - To ensure that information is only shared with the appropriate people in appropriate circumstances, care must be taken to check the recipient has a legal basis for access to the information before releasing it. Upon leaving the Trust's employment and at any time thereafter you must not take advantage of or disclose confidential information that you learnt in the course of your employment, to protect yourself and the Trust from any possible legal action.

Information Quality and Records Management - You must ensure that all information handled by you is accurate and kept up-to-date and you must comply with the Trust's recording, monitoring, validation and improvement schemes and processes.

Professional standards and performance review

As an employee of the Trust, you have a responsibility to:

- participate in continuous personal development including, statutory and mandatory training as appropriate for the post; and
- maintain consistently high personal and professional standards and act in accordance with the relevant professional code of conduct; and
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates

Safeguarding children and vulnerable adults

We all have a personal and a professional responsibility within the Trust to identify and report abuse. This may be known, suspected, witnessed or have raised concerns. Early recognition is vital to ensuring the patient is safeguarded; other people (children and vulnerable adults) may be at risk. The Trust's procedures must be implemented, working in partnership with the relevant authorities. The Sharing of Information no matter how small is of prime importance in safeguarding children, young people and vulnerable adults.

- As an employee of the Trust you have a responsibility to ensure that:
 - you are familiar with and adhere to the Trusts Safeguarding Children procedures and guidelines.
 - you attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role.

Social responsibility

The Trust is committed to behaving responsibly in the way we manage transport, procurement, our facilities, employment, skills, and our engagement with the local community so that we can make a positive contribution to society. As an employee of the Trust, you have a responsibility to take measures to support our contribution and to reduce the environmental impact of our activities relating to energy and water usage, transport and waste.

Continuous improvement

The Shrewsbury and Telford Hospital NHS Trust is committed to creating a culture that puts Continuous Improvement at the forefront of our transformational journey and our aim is to empower colleagues at all levels have the confidence, capability, passion, and knowledge, to test changes and make improvements at SaTH and in the communities we serve.

Following a successful five-year partnership with the Virginia Mason Institute in the USA, SaTH

continues to further develop and embed the Trust's approach to Continuous Improvement at all levels of the organisation. You will be supported by an Improvement Hub, which will provide the necessary expertise to support you make improvements, while also providing training at various stages of your time at SaTH, as part of your continuing professional development.

Equal opportunities and diversity

The Shrewsbury and Telford Hospital NHS Trust is striving towards being an equal opportunities employer. No job applicant or colleague will be discriminated against on the grounds of race, colour, nationality, ethnic or national origin, religion or belief, age, sex, marital status or on the grounds of disability or sexual preference.

Selection for training and development and promotion will be on the basis of an individual's ability to meet the requirements of the job.

The Shrewsbury and Telford Hospital NHS Trust the post-holder will have personal responsibility to ensure they do not discriminate, harass, bully, or contribute to the discrimination, harassment or bullying of a colleague or colleagues, or condone discrimination, harassment or bullying by others.

The post-holder is also required to co-operate with measures introduced to ensure equality of opportunity

