



JOB DESCRIPTION

Post Title	Specialist Speech and Language Therapist
Band	Band 6
Base	The Princess Royal Hospital, Telford, with a trust requirement to work cross site.
Hours	Full time 37.5 hours
Responsible to:	Therapy Manager & Professional Head
Line Managed by:	Team Coordinator

1. Post Purpose

- 1.1 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.
- 1.2 To have developed, through experience and postgraduate training, the specialist knowledge and clinical skills required for the post.
- 1.3 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.
- 1.4 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.
- 1.5 To work closely with team co-ordinators and senior therapists to ensure the delivery of an efficient operational service.
- 1.6 To act as a source of Specialist advice and support within the Therapy Centre and across the Trust and the wider health economy.
- 1.7 To have highly effective communication skills and demonstrate these on a continual basis with patients, carers, colleagues and the wider Multi-disciplinary Team (MDT).
- 1.8 To undertake audit as a part of the role.
- 1.9 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.
- 1.10 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.

2. Organisational Position – See attached chart

3. Competency Framework - This Job description should be read in conjunction with the Competency Framework for the post.

4. Main Responsibilities

Clinical

4.1 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.

4.2 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.

4.3 To work closely with all appropriate multidisciplinary teams (MDT) and agencies to maximise safe and timely patient flow.

4.4 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.

4.5 To ensure that contemporaneous treatment records, discharge summaries and activity data are maintained in accordance with Trust and Professional standards.

4.6 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.

4.7 To maintain a professional portfolio for continuing professional development to demonstrate specialist clinical competencies and compliance with Trust policies and Professional code of conduct.

4.8 To work with the wider team to ensure a culture that supports lifelong learning through the provision of specialist pre and post registration training.

4.9 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.

4.10 To undertake and evaluate audit activity as part of the therapy centre audit plan.

4.11 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

4.12 To provide a dysphagia assessment and management across all ward settings, including developing competencies in videofluoroscopy and/or tracheostomy management and the critical care setting.

5. Management / Leadership

5.1 To manage own caseload and time effectively and efficiently responding appropriately to frequent changing demands, and unexpected urgent priority changes

5.2 To adhere to Trust and Professional policies and procedures regarding own specialist role and contribute to their ongoing development and review.

5.3 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

5.4 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.

5.5 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.

5.6 To participate in the recruitment and selection process when required by the Therapy Manager and Coordinator.

5.7 To work collaboratively with the Centre Management team to deliver service improvement.

6. Decisions, Judgements and Freedom to Act

6.1 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.

6.2 To be professionally accountable and aware of professional boundaries. To be responsible for the delegation of work to the unqualified members of the team.

6.3 To report to the Team coordinator and participate in annual appraisal.

6.4 To participate in supervision in accordance with Care Group / Trust policy and undertake appraisals.

6.5 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.

6.6 To advise Therapy Centre, Trust and external colleagues on clinical issues, assisting them in complex decision making regarding clinical and operational decisions.

6.7 To be pro-active in developing and implementing policies, procedures and guidelines.

7. Communication and Relationships

7.1 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.

7.2 To compile specialist reports regarding various aspects of the service.

7.3 To be a positive representative for all of the therapy professions within the Centre and maintain an appropriate network of external contacts.

7.4 To develop and maintain effective communication, feedback and engagement with colleagues including those within the wider healthcare economy.

7.5 To communicate effectively when on Board rounds and in MDT meetings ensuring the accuracy of information given and received.

7.6 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.

7.7 To develop and maintain adequate IT skills to support communication requirements

8. Systems and Equipment

8.1 To use appropriate equipment within the remit of the post, adhering to agreed instructions / manufacturers guidelines.

8.2 To undertake annual Trust and professional statutory training to maintain competency in the safe use of all equipment and to keep records of attendance.

8.3 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.

8.4 To keep up to date with new developments in equipment and technology in order to maintain own and the team's competency levels in order to advise others.

8.5 To demonstrate the safe use of equipment loaned to patients, ensuring documentation is complete and instructions given.

8.6 To acquire a robust understanding of the Trust Cardiac arrest and emergency procedures and to understand the Therapy role.

9. Working Conditions and Physical, Mental and Emotional Demands

9.1 To perform tasks involving the handling of patients or loads on a frequent, sometimes unavoidable and repetitive basis as applicable to the role (refer to the clinical section).

9.2 The workload is frequently very complex and challenging, and is usually delivered under significant time constraints.

9.3 The post holder will be imparting unwelcome or sensitive news on a frequent basis, regarding treatment outcomes, rehabilitation prospects or condition deterioration.

9.4 To develop and maintain an ability to cope with and prioritise many unexpected work demands and deadlines.

9.5 To develop own competencies in handling the complexity of issues relating to the management of people and frequently be required to deal with distressed or unpredictable behaviour from patients, their carers and staff members, for example, when dealing with complaints and patients / carers.

9.6 To maintain frequent concentration for prolonged periods.

9.7 The post holder will frequently encounter unpleasant working conditions.

SaTH Trust Values

Proud to Care	<ul style="list-style-type: none"> • I will strive to provide a quality service at every stage of the patient journey • I will deliver the service and care I would expect to receive myself
Make it Happen	<ul style="list-style-type: none"> • I will take responsibility for making positive and proactive changes that will benefit patients and staff • I will keep an open mind to new ideas, make the most of opportunities and accept when change is necessary
We Value Respect	<ul style="list-style-type: none"> • I will listen carefully to what patients tell me, I will act on it and I will keep the patient informed • I will respect the role of everyone and their contribution to the Trust
Together we achieve	<ul style="list-style-type: none"> • I will continually look for ways to improve how we work and the services we deliver and assist in making improvements happen • I will use feedback to identify improvement opportunities

Health & 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

The prevention and management of acquired infection is a key priority for the Trust. Any breach of infection control policies is a serious matter which may result in disciplinary action. 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 staff; 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. Failure to do so may result in action being taken in accordance with the Trust's Disciplinary Procedure.

- **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** - The unauthorised use or disclosure of information relating to the Trust's activities or affairs, the treatment of patients or the personal details of an employee, will normally be considered a serious disciplinary offence which could result in dismissal. 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. Unauthorised disclosure of any of this information may be deemed as a criminal offence. If you are found to have permitted the unauthorised disclosure of any such information, you and the Trust may face 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 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; and
- participate in the Trust's appraisal processes including identifying performance standards for the post, personal objective setting and the creation of a personal development plan in line with the KSF outline for the post.

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 Trust is committed to creating a culture that puts Continuous Improvement at the forefront of our transformational journey and our aim is to empower staff at all levels to have the confidence, capability, passion and knowledge, to test changes and make improvements at the Trust and the communities we serve. Following a successful five-year partnership with the Virginia Mason Institute in the USA, the Trust 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 to make improvements, whilst also providing training at various stages of your time at the organisation, as part of your continuing professional development.

The post holder may be required to perform other duties on an occasional basis, which are commensurate with the grade and agreed by the postholder and the line manager.

This job description can only be altered with the approval of the postholder and line manager.

Job description agreement

Manager	Postholder
Name:	Name:
Signature:	Signature:
Date:	Date:

Organisational Position

