

**WALSALL HEALTHCARE NHS TRUST  
JOB DESCRIPTION**

**Post Title Highly Specialist Speech and  
Language Therapist- Adolescents with  
complex needs**

**Grade 7**

**Reports to Head of Speech and Language  
Therapy with responsibility for School-  
aged services**

**Responsible to Speech and Language  
Therapy Service Manager**

**Job Summary**

- To provide highly specialist assessment and intervention to adolescents with complex needs who have speech, language and communication difficulties, in a range of settings.
- To provide appropriate intervention, advice and support to clients and their families in relation to speech, language and communication (SLC) associated with Autism (AS) and Social, Emotional and Mental Health (SEMH). Adapting practice to meet individual client's circumstances, including due regard for cultural and linguistic differences.
- To develop personalised plans which are developed by the child or young person, with their parents or carers, integrated teams staff and teachers. Including, support to the child or young person to develop their own strategies to facilitate communication.
- In conjunction with the SLT team leads, Adolescents with Complex needs Team and Youth Justice Service lead, plan, develop and deliver the Speech and Language services within these teams.
- To measure and evaluate outcomes of intervention with the young person, key carers and settings.
- To work within and contribute to an integrated team (across agencies) for a small cohort of adolescents with complex needs and to children and young people within the youth justice service.
- To produce reports, reflecting highly specialist knowledge, in a format that is easily understood by the child/young person. Reports will include summary of strengths and needs and functional strategies for daily living.
- To contribute to legal documents such as Education, Health and Care Plans and court reports.
- To manage a caseload within departmental standards and integrated team standards.
- To provide advice and support to colleagues from a range of professions
- To deliver training to the integrated team, to the wider workforce and to parents and carers of children and young people.
- To develop accessible information and resources.

## **Role Requirement**

- Recognised Speech and Language Therapy Degree Qualification or equivalent
- Health Professions Council – Licence to Practice
- Registered Member of Royal College of Speech and Language Therapist
- Evidence of successful completion of specialist short courses up to Master's degree equivalent
- Advanced knowledge of autism and social emotional mental health and the impact on communication
- Ability to travel.

## **Key Responsibilities**

### **COMMUNICATION AND RELATIONSHIP SKILLS**

- Communicates complex condition specific information to clients, carers and multi-disciplinary team members.
- Contributes to clinical teams – both multi-disciplinary and uni-disciplinary working across organisations – through the development of appropriate care plans.
- Provides highly specialist advice to clients, carers and multi-disciplinary team members.
- Promotes the role and understanding of the profession within the local community.
- Provides clear and concise written reports in line with departmental standards reflecting highly specialist knowledge.
- Provides advice training and support to others regarding the appropriate management and care of clients, including designated speciality and complex cases.
- May respond initially to complaints reporting to Head of Service on all occasions.
- Promotes multi-disciplinary and inter-agency liaison and collaborative practice.

### **KNOWLEDGE, TRAINING AND EXPERIENCE**

- Understands and adheres to National and Local clinical guidelines.
- Understands legislation as it relates to the highly specialist clinical area.
- Understands and adheres to Trust policies relevant to the service area.
- Identify areas for own personal/professional development including specific objectives relating to the clinical specialism and project area.
- Applies professional knowledge obtained through 1<sup>st</sup> degree level qualifications and any related post graduate training (e.g. training related to Youth Justice Services, up to Masters level equivalent in particular clinical specialist areas).
- Leads the development of local clinical guidelines informed by evidence for clinical specialism and awareness of SEN process and statutory assessment.

### **ANALYTICAL AND JUDGEMENT SKILLS**

- Uses specialist knowledge to inform clinical judgements/decision making for the management of complex cases.
- Defines a differential diagnosis based on assessment findings using specialist clinical skills.
- Refers client on to other services as appropriate.
- Adapts management plans according to individual circumstances.
- Directs and participates in local and national research initiatives within the specialist area.

## PLANNING AND ORGANISATION

- Manages own time and prioritises workload.
- Manages caseload within departmental standards/integrated team standards.
- Defines and manages the work programme for a clinical area and/or designated project area.
- Co-ordinates a range of both uni and multi-disciplinary training and teaching programmes.
- Contributes to the planning and delivery of highly specialist services.

## CLINICAL LEADERSHIP

- Facilitates the development of others' problem solving/negotiation skills within peer review/support context.
- Provides mentoring and support to more junior S&LTs and provides second opinions to colleagues in highly specialist areas/ designated projects.
- Contributes to S&LT student placements.
- Provides Specialist training and presentation in area of clinical expertise.
- Initiates and undertakes research/audit particularly in area of clinical expertise and/or designated project.
- Participates and develops innovations in areas of risk management, quality standards setting and clinical effectiveness.
- Represents team with multi-disciplinary systems of clinical governance within an organisation, in close liaison with line manager.
- Contributes to the identification of training needs within the department with specific responsibility for designated specialist clinical area.
- Contributes to student placements as appropriate.

## RESPONSIBILITY FOR CLIENT CARE

- Assesses, develops and implements specialist SLT programmes.
- Negotiates with carers/clients around individual case management, recognising breakdown/conflict when this occurs and generate potential solutions.
- Maintains timely and accurate client records in line with the Trust and Departmental records management policy.
- Demonstrates clinical effectiveness by the use of evidence-based practice and outcome measures in relation to the specialist area.

## RESPONSIBILITY FOR POLICY OR SERVICE DEVELOPMENT

- Contributes to the development of the Annual report and Service Development Plan with regard to relevant clinical specialisms and/or designated project.
- Facilitates and co-ordinates team objectives and projects as specified in the Service Development Plan.
- Understands and adheres to policies and professional standards.
- Contributes to inter-agency team building and policy development within the integrated team.
- Contributes to the development of local clinical guidelines informed by evidence for clinical specialism.
- Plans and delivers highly specialist training in area of expertise and contributes to the development of core training on a range of subjects.
- Develops policies, protocols and care pathways related to the relevant clinical specialism and/or designated project.

- Interprets and implements national and local policy relevant to the specialist area / designated project.

## **RESPONSIBILITY FOR RESOURCES**

- Monitors stock levels and orders new equipment as appropriate.
- Maintains equipment, ensuring standards of safety are maintained.
- Uses resources efficiently.
- Identifies resources required within specific specialist / project area.

## **FREEDOM TO ACT**

- Leads a specialist area and/or designated project.
- Monitors own and others working practises within the specialist service and reports to line manager on issues of concern, project progress etc.
- Works independently within a highly specialist area, accessing supervision within an IPR framework.
- Accountable for own professional actions.
- Recognises professional boundaries and seeks advice as appropriate.
- Manages complex caseload independently.

## **Other Duties**

The information supplied above is intended to summarise the key responsibilities and duties of the role. The post holder may be required from time to time to carry out other reasonable requests and duties as required, consistent with the responsibilities of their Banding and development as agreed between employee and manager.

## **Confidentiality and Data Protection**

All employees who have access to personal data in relation to patients or employees will be aware of their responsibilities under the General Data Protection Regulation (GDPR) (EU) 2016/679. Any breach of the Regulation could result in disciplinary action being taken and criminal charges being brought against the individual who has breached the Regulation.

## **Health and Safety**

Individual employees of Walsall Healthcare Trust and other NHS employees contracted to work on the organisation's premises have an equal responsibility, along with managers and supervisors, for maintaining safe working practices for the health and safety of themselves and other persons who may be affected by their acts or omissions at work.

All employees must adhere to their duties under the Health and Safety at Work Act 1974 and other associated safety legislation, including all new Health & Safety Regulations. In addition, employees must comply with all the Trust's policies relating to Health & Safety and Risk Management to secure a safe workplace and will draw management's attention to any deficiencies and/or hazards, which might prove detrimental to themselves or others.

There is a general responsibility for employees to act sensibly and reasonably and attend mandatory health and safety training sessions.

## **Clinical Governance**

All employees are required to actively contribute towards the organisation's clinical governance systems, taking responsibility as appropriate for quality standards and work towards the continuous improvement in clinical and service quality.

## **Safeguarding**

Children Walsall Healthcare NHS Trust, NHS Trust  
working with partner agencies, is committed to safeguarding children and promoting their welfare. All employees have a responsibility to ensure that children and young people are safe from abuse and harm, regardless of their role or where they work. Children include young people up to the age of 18 yrs.

Employees must comply with Walsall Local Safeguarding Board Child Protection Procedures and Trust Child Protection Procedures and recognise the importance of listening to children. All employees must attend child protection training relevant to their role and know how to seek advice or support from their manager or the Safeguarding Children team if required.

## **Vulnerable Adults**

All employees have a responsibility to support the safety and well-being of vulnerable adults and to practice in accordance with legislation. Knowledge, skills and competency are to be maintained according to role and responsibilities in order to fulfil Vulnerable Adults responsibilities. All employees must comply with organisational and Walsall Local Authority Vulnerable Adults policies and procedures.

## **Equality and Diversity**

The Trust is committed to promoting equality opportunities to achieve equity of access, experience and outcomes, and to recognising and valuing people's differences. All employees have an obligation to help achieve this through personal example, open commitment and clear action.

Each individual will take responsibility for promoting inclusive and accessible service provision, employee development and a culture that values and respects difference. All employees should be familiar with, actively promote and work within Equality and Diversity policies at all times ensuring that they do not unlawfully discriminate, either directly or indirectly, on the grounds of race or ethnicity, nationality, religion or belief, sex, marital or civil partnership status, sexual orientation, disability, gender reassignment, age, pregnancy/maternity or any other grounds.

This applies to all activities as a service provider and as an employer. All employees must adhere to the Equality Act 2010

## **Patient Experience and Public Involvement (PEPI)**

The Trust is committed to gaining feedback from all patients using a variety of methods including electronic, paper based and verbal. Within this Trust that feedback is monitored by the patient experience group and used to ensure that future services meet the needs of the patients and demonstrate continuous improvement. Volunteer, staff and families participate in the collection of this data

## **Customer Care**

The aim of the organisation is to provide patients and other service users with the best possible care and service, therefore all our staff are required at all times to put the patient and our service user first and to do their utmost to meet their requests and needs courteously and efficiently.

## **Infection Control**

Employees will work to minimise any risk to clients, the public and other employees from Healthcare Associated Infection including MRSA and *C. difficile* by ensuring that they are

compliant with the Health and Social Care Act

NHS Trust

2008 – Code of Practice (and as amended from time to time) for the prevention and control of Healthcare Associated Infections (The Hygiene Code); and by ensuring that they are familiar with the organisations Infection Control policies located on the Intranet.

Further responsibilities involve employees in ensuring that service users and members of the public are actively engaged (using a variety of methods) in appropriate service delivery, service development and decision making within their

service area and the wider organisation. Determination of these responsibilities should be in conjunction with your line manager and delivered accordingly.

## **Smoking**

The organisation operates a No Smoking policy.

## **Duty of Candour**

There is also a contractual duty of candour imposed on all NHS and non-NHS providers of services to NHS patients in the UK to 'provide to the service user and any other relevant person all necessary support and all relevant information' in the event that a 'reportable patient safety incident' occurs.

The Duty of Candour is a legal duty on hospital, community and mental health trusts to inform and apologise to patients if there have been mistakes in their care that have led to significant harm

Duty of Candour aims to help patients receive accurate, truthful information from health providers

The NHS LA's duty of candour guidance seeks to demystify how health providers can deliver on candour, achieving a wholly transparent culture in health provision – being open when errors are made and harm caused

All NHS provider bodies registered with the Care Quality Commission (CQC) have to comply with a new Statutory Duty of Candour

## **Policies and Procedures**

All employees need to be aware of the organisations policies, procedures and protocols relating to their service and work within the guidelines at all times.

Employees have a major role in suggesting and implementing improvement to services and in exercising professional responsibility for both themselves and their peers within an open 'no-blame' culture.

## **PDR (All Staff)**

The NHS Constitution requires organisations to provide staff with clear roles and responsibilities, personal development and line management, to support them to succeed.

An organisation-wide appraisal process that focuses on performance and personal development helps deliver this.

It is required for staff to have a yearly effective and meaningful appraisal with their Manager.

## **Major Incident Planning and Business Continuity**

Managerial post-holders will be responsible for the development and delivery of major incident planning, business continuity and resilience. This will include ensuring there are effective and up to date plans that comply with legislation and guidance that meet the requirements of the Civil Contingency Act (CCA) for their area of responsibility.