

Job Description

Job title:	Specialist Speech and Language Therapist – Adult Neurosciences
Division:	Therapy and Rehabilitation Services
Board/corporate function:	Specialist Hospitals – Queen Square Division
Salary Band:	Band 6
Responsible to:	Speech and Language Therapy Clinical Specialists
Accountable to:	QS Head of Therapy
Hours per week:	37.5
Location:	The National Hospital for Neurology and Neurosurgery

University College London Hospitals NHS Foundation Trust

University College London Hospitals NHS Foundation Trust (UCLH) is one of the most complex NHS trusts in the UK, serving a large and diverse population.

We provide academically-led acute and specialist services, to people from the local area, from throughout the United Kingdom and overseas.

Our vision is to deliver top-quality patient care, excellent education and world-class research. We provide first-class acute and specialist services across eight sites:

- University College Hospital (incorporating the Elizabeth Garrett Anderson Wing)
- National Hospital for Neurology and Neurosurgery
- Royal National Throat, Nose and Ear Hospital
- Eastman Dental Hospital
- Royal London Hospital for Integrated Medicine
- University College Hospital Macmillan Cancer Centre
- The Hospital for Tropical Diseases
- University College Hospitals at Westmoreland Street

We are dedicated to the diagnosis and treatment of many complex illnesses. UCLH specialises in women's health and the treatment of cancer, infection, neurological, gastrointestinal and oral disease. It has world class support services including critical care, imaging, nuclear medicine and pathology.

We are committed to sustainability and have pledged to become a carbon net zero health service, embedding sustainable practice throughout UCLH. We have set an

ambitious target of net zero for our direct emissions by 2031 and indirect emissions by 2040.

THE NATIONAL HOSPITAL FOR NEUROLOGY AND NEUROSURGERY: This post is based at the National Hospital for Neurology and Neurosurgery (NHNN) which along with the Royal London Homeopathic Hospital (RLHH) forms the Queen Square Division; the largest division within the Specialist Hospitals Board. The NHNN is an internationally renowned hospital for clinical practice and world-class clinical research in neurosciences. It is also closely associated with the Institute of Neurology (ION). Together, NHNN and ION are regarded as the premier neurosciences centre in the UK. In addition to Neurology and Neurosurgery, the NHNN provides comprehensive services in Neuro-rehabilitation, Neuro-critical care and Neuropsychiatry. The NHNN receives secondary, tertiary and quaternary referrals from across the UK and internationally. The RLHH is a national and international centre for evidence-based practice, education and research in complementary medicine.

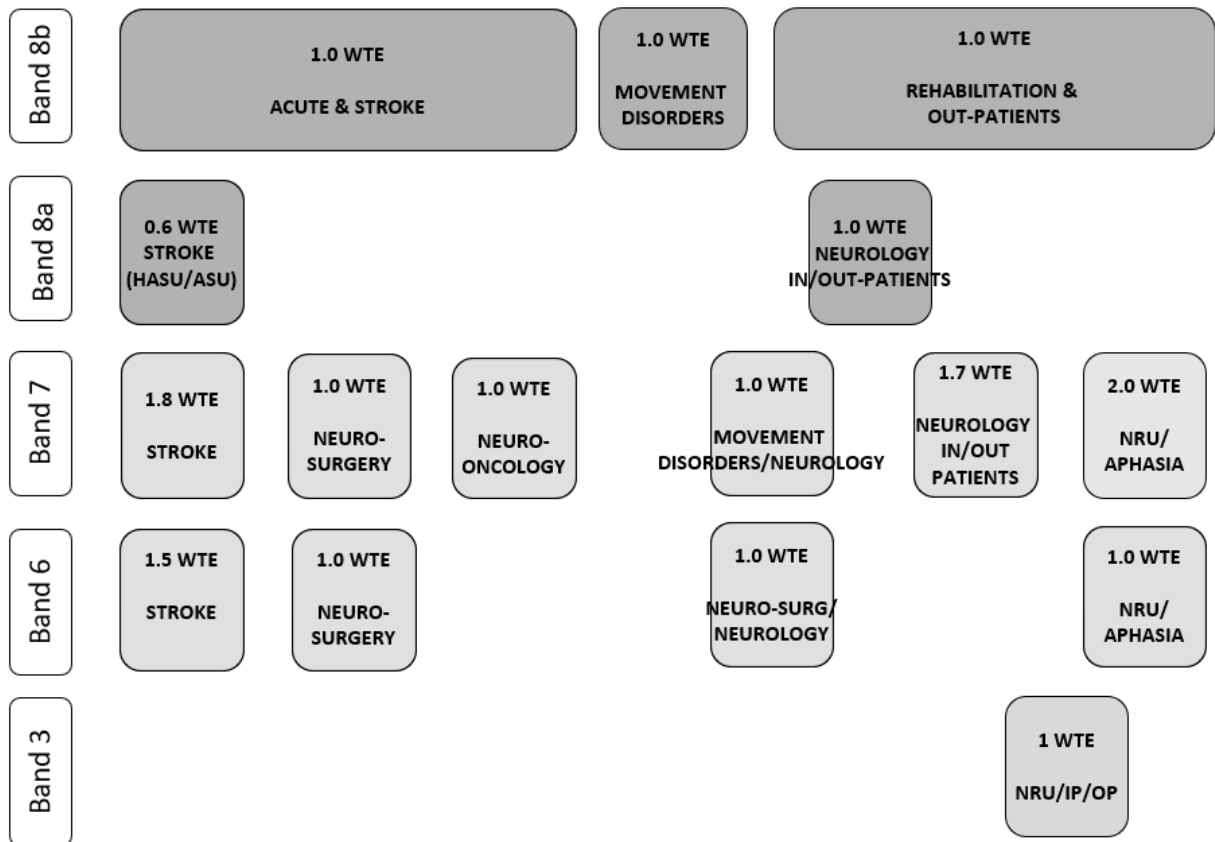
Job Purpose

The SLT rotational post manages and prioritizes a defined caseload within NHNN in one or two of the following: neurosurgery/oncology, stroke, neuro-rehabilitation/aphasia and neurology/movement disorders. They will be supported by the band 8 / 7 SLTs and work together with the rest of the adult SLT team. The SLT works closely with colleagues across UCLH Trust.

Key Working Relationships

The multidisciplinary team in the acute, outpatient, and rehabilitation services comprise consultant neurologists, physiotherapists, occupational therapists, speech and language therapists, dietitians, rehabilitation assistants, neuropsychologists, social workers, the nursing wister, ward manager, ward administrator plus other nursing and medical Staff.

Speech & Language Therapy Structure NHNN



Key Results Areas

- To be able to demonstrate good evidence based practice with adult neurorehabilitation, neurosurgical and neuromedical conditions and stroke, and be competent in the use of valid outcome measures to demonstrate the benefits of intervention
- To demonstrate good clinical reasoning, when working with these caseloads, through effective history taking, generation of clinical hypotheses and appropriate assessment, including instrumental assessment methods, i.e. videofluoroscopy.
- To show evidence of good clinical decision making, through skilled selection and interpretation of assessment and sound clinical knowledge, particularly as demonstrated in complex cases, when providing a differential diagnosis.
- To possess excellent communication skills, counselling skills and empathy, which may be exploited both within the clinical role of an SLT and as a specialist in communication within the multi-disciplinary team, for example, as required when giving patients with communication difficulties and their carers information about a diagnosis which may be challenging for them to accept.
- To demonstrate good team work when working as part of the multi-disciplinary teams and in liaising within a multi-agency environment. To possess good negotiation skills in working with other team members, carers and other professionals
- To be an educational resource to all members of the multi-disciplinary teams and external health care providers regarding best practice in the provision of SLT care to patients with a range of neurogenic communication and swallowing disorders.

- To actively participate in planning and implementation of the induction, training, education and supervision of Speech and Language Therapy students on clinical placement at the NHNN.

Main duties and responsibilities

1. Clinical

- 1.1 To provide a high quality speech and language therapy service within the Trust, in collaboration with the rest of the SLT team and the multi-disciplinary teams in which the post holder works.
- 1.2 To comply at all times with the RCSLT's and HPC's Code of Ethics and Professional Conduct. To be professionally and legally responsible and accountable for all aspects of his/her own work, including: the management of patients, use of equipment and all written documentation
- 1.3 To undertake specialist assessment for patients with acquired communication and swallowing problems within NHNN, including diagnosis and interpretation of results using specialist analytical skills.
- 1.4 To demonstrate highly specialist knowledge in these clinical areas underpinned by current evidence based practice and outcome measures
- 1.5 To demonstrate highly developed auditory and perceptual skills in the assessment diagnosis and treatment of patients
- 1.6 To make appropriate differential diagnoses and specialist clinical decisions on evidence from assessment/monitoring of cases, reflecting SLT theory and philosophy
- 1.7 To use/apply specialist knowledge to inform sound clinical judgements/decision making for case management, developing clear care plans based on best practice
- 1.8 To demonstrate clinical effectiveness reflecting on evidence based practice and outcome measures
- 1.9 To provide advice to others regarding the management and care of patients with communication and/or feeding and swallowing difficulties
- 1.10 To monitor and review the progress of patients against the targets set and agreed, and to modify targets as appropriate
- 1.11 To adapt practice to meet individual patient circumstances
- 1.12 To reflect on clinical practice both individually and with peers identifying strengths and needs and providing evidence of sound clinical judgements, based on research and evidence based practice
- 1.13 To develop the ability to reflect on auditory, visual and kinaesthetic aspects of patient's communication and to identify appropriate strategies to facilitate and enhance communicative effectiveness
- 1.14 To maintain up to date and accurate case notes and write reports reflecting specialist knowledge, ensuring that they meet departmental standards and are in line with local Trust Policy, and RCSLT professional standards
- 1.15 To independently manage and prioritise a discrete caseload, advising line manager on issues of service delivery including shortfall, service pressures etc
- 1.16 To demonstrate skills in dealing with the pressures of managing a caseload including prioritisation, teamwork and flexibility
- 1.17 To contribute to multi-agency assessment procedures as required
- 1.18 To ensure that children and young people are referred to other services as appropriate
- 1.19 To monitor and evaluate specialist service delivery and provide progress reports as required
- 1.20 To demonstrate a comprehensive understanding of the issues associated with clinical governance and their application to professional practice. This will include compliance with/adherence to, and implementation of service and

- service area policies, National and Local guidelines and RCSLT Professional and Clinical and Guidelines
- 1.21 To develop a working knowledge of relevant procedures including: Safeguarding Children, Working with Vulnerable Adults and other legal frameworks
 - 1.22 To contribute to the local Trust's systems of clinical governance, developing innovations in areas of risk management, quality standards setting and clinical effectiveness in collaboration with others
 - 1.23 To be accountable for professional action and recognising professional boundaries, and working within defined departmental and national protocols/policies and professional code of conduct
 - 1.24 To work independently accessing appraisal within an Individual Performance Framework at pre-determined intervals
 - 1.25 To maintain a high standard of patient records and data of all patients, (including uni-disciplinary / multi-disciplinary reports and therapy activity statistics) documenting all relevant information according to standards of practice. Documentation will include Integrated care pathways, medical notes, uni-disciplinary notes, initial interim reports and discharge reports.
 - 1.26 To key work individual patients, negotiating with patients, carers and others around case management in complex cases, using effective conflict management skills, co-ordinating referrals, co-ordinating and chairing case conferences and to actively participate in structured multidisciplinary goal setting

2 Communication

- 2.1 To employ excellent communication skills
- 2.2 To work in collaboration with interpreters as necessary, using cultural and linguistic information gained to inform patient management
- 2.3 To employ counselling skills with patients and carers with complex needs
- 2.4 To work closely with patients, carers and families, in order to agree plan of management
- 2.5 To form productive relationships with others who may be under stress and/or have communication difficulties
- 2.6 To demonstrate good negotiation skills across a range of issues and situations, recognising and resolving potential breakdown and conflict when it occurs
- 2.7 To demonstrate the ability to manage adult patients with challenging behaviours including the application of appropriate management strategies
- 2.8 To communicate complex condition related information from assessment to patients, carers, families and members of the multi-disciplinary team/other professions, demonstrating empathy and ensuring that effective communication is achieved, particularly where barriers to understanding exist.
- 2.9 To maintain sensitivity at all times to the emotional needs of patients with communication and swallowing disorders and their carers, in particular when imparting potentially distressing information regarding the nature of the patient's difficulties and implications of the same. This may include directly discussing care needs of terminally ill people, communicating when patients have limited or no potential for rehabilitation and dealing with difficult family situations/ patients with challenging behaviour
- 2.10 To be able to motivate and persuade patients through excellent communication skills and to be able to engage in the therapeutic process where there may be significant barriers to understanding such as cognitive impairment, communication difficulties, denial and grief. To ensure all members of the team do likewise
- 2.11 To be able to manage stressful, upsetting or emotional situations in an empathic manner. To sensitively deal with distressing or emotional

- circumstances regarding patient care e.g. imparting news of poor functional prognosis such as lifelong disability/progressive illness
- 2.12 To be able to manage patients with illnesses and/or cognitive impairment that may lead to anxiety and aggressive behaviour. To be able to manage relatives and carers experiencing grief, loss and anger that may lead to anxiety and aggressive behaviour
 - 2.13 To contribute to the function of clinical teams both multi-disciplinary and uni-disciplinary by discussing own and others input around patients' needs ensuring a well co-ordinated care plan
 - 2.14 To plan, initiate, lead, chair and facilitate case conferences, attend ward rounds, meetings and seminars as appropriate for/with patients, families and carers, the multi-disciplinary team and outside agencies
 - 2.15 To liaise with multi-disciplinary teams, other professionals, SLTs within UCLH and other Trusts to ensure a seamless service for all patients admitted and discharged from the NRU and SU/ABIU, observing data protection guidelines
 - 2.16 To initiate and coordinate discharge planning (in accordance with the Trust Discharge Policy) for patients under SLT care with other members of the MDT and outside agencies such as social services, GPs and primary care trusts
 - 2.17 To initiate and maintain contacts with local and national clinical interest groups appropriate to the clinical field and share and disseminate knowledge with colleagues working in community and intermediate care settings, through meetings and teaching
 - 2.18 To deal with initial complaints sensitively, resolving verbal complaints and to be well versed with the Trusts' formal complaints procedure, avoiding escalation where possible

3 Service Development

- 3.1 To collaborate in the development of local clinical guidelines, policies, care protocols/packages to improve patient care, informed by current specialist clinical evidence
- 3.2 To assume delegated tasks as requested by line manager, including participation in working groups, policy development groups related to clinical specialism
- 3.3 To take delegated lead on the development of service area objectives or projects in liaison with peers
- 3.4 To participate in Clinical Governance activities such as risk management, audit and effectiveness, managing staff resources, education and training, public/patient involvement in accordance with directorate and Trust strategies
- 3.5 To collaborate with the band 7s and clinical specialists in developing the strategic and operational management of the SLT Service

4 Managerial

- 4.1 Physical Resources
 - 4.1.1 To have due regard for personal safety and that of patient/carers, adhering to moving and handling regulations, restraining policies and to ensure the safe positioning of self and others
 - 4.1.2 To demonstrate skills in handling patients with disabilities
 - 4.1.3 To maintain intense concentration in all aspects of patient management for prolonged periods. In particular, to monitor auditory, visual and kinaesthetic aspects of patient's communication, adapting and facilitating according to perceived patient needs
 - 4.1.4 To be flexible to the demands of the environment including unpredictable work patterns, deadlines and frequent interruptions
 - 4.1.5 To conform to the provisions of the Health and Safety Act and to comply with local policies, attending statutory training including Level 2 Child Protection, on an annual basis or as appropriate

- 4.1.6 To reflect and adhere to infection control and health and safety guidelines in order to deal with specific issues related to patient contact: for example exposure to body fluids, infectious conditions, encountered on a regular basis
- 4.1.7 Maintain a safe environment for visitors, staff and patients in the areas utilised by SLT staff in accordance with Health and safety at work, infection control and local risk management procedure
- 4.1.8 To employ appropriate strategies to manage aggressive behaviour within the workplace
- 4.1.9 To monitor the equipment and stationary held within the department, and submit requests for replacement or new equipment as appropriate
- 4.1.10 To be responsible for the security, care and maintenance of equipment ensuring standards of infection control and safety are maintained – including equipment loaned to patients
- 4.1.11 To ensure that all equipment defects, accidents and complaints are reported to the clinical manager immediately and appropriate action is taken by those concerned

4.2 Human Resources

- 4.2.1 To provide leadership within appropriate specialist area(s) as delegated by the band 8A / 7 SLTs or Clinical Specialist SLTs at NHNN
- 4.2.2 To provide advice, mentoring and second opinions to non-specialists and other specialists/professionals within clinical field, regarding the management and care of patients with neurogenic communication and swallowing disorders within and outside the Trust
- 4.2.3 To provide on-site peer support to other speech and language therapists and clinical supervision to students, health care professionals, assistants and volunteers
- 4.2.4 To contribute to the development of problem solving and negotiation skills within the SLT team during peer review and case discussion
- 4.2.5 To collaborate with colleagues in the induction of new members of the service area
- 4.2.6 To assist in identifying training needs within service area
- 4.2.7 To assume responsibility for being a Clinical Supervisor to specific students on placement in the SLT team and to participate in providing support of students from other professional groups as appropriate within the service area
- 4.2.8 To liaise with academic institutions regarding student performance and allocation of undergraduate placements, in conjunction with the Education Co-ordinator

4.3 Information Resources

- 4.3.1 To carry out administrative duties including activity data collection, updating this accurately and regularly, ensuring the provision of such information promptly within local Trust guidelines
- 4.3.2 To maintain up to date records of annual leave and other absence

4.4 Planning and Organisation

- 4.4.1 To achieve the effective daily management of a caseload of patients including responding to urgent referrals, prioritising clinical work and balancing other patient related and professional activities in accordance with departmental standards
- 4.4.2 Regular liaison with the rest of the multidisciplinary teams within NHNN including the Clinical Specialist SLTs to ensure that patients needs are met equitably within the SLT service

5 Education and Training, Personal and Professional Development

- 5.1 To explain the role of Speech and Language Therapists to visitors, students and volunteers
- 5.3 To develop and deliver specialist training (formal and informal) to others in area of clinical expertise, developing the ability to target training appropriately to the needs of course participants and to reflect on and evaluate training provided
- 5.4 To participate in Individual Performance Review ensuring that the objectives set reflect the Directorate and UCLH Trust plans, including specific objectives relating to acute, chronic and progressive conditions
- 5.5 To keep up to date with new techniques and clinical developments for the promotion and maintenance of good practice in adult neurology SLT by engaging in continuous professional development, including taking the initiative for self-learning, reading, and organising and participating in in-service training and special interest groups, as appropriate
- 5.6 To attend meetings, specialist short courses, advanced training and conferences in order to maintain and develop skills and knowledge required of a specialist therapist working with adults and maintain up to date HPC and RCSLT registration
- 5.8 To have a working knowledge of relevant procedures including: Safeguarding Children, Working with Vulnerable Adults and other legal frameworks

6 Research, Development, and Clinical Governance

- 5.1 To reflect the development of clinical expertise in the specialist areas through evidence or research based practice. In conjunction with other SLTs, to ensure that current research findings are applied to SLT practice within the service area e.g. via teaching, complex case presentation and supervision of junior staff and students
- 5.2 To participate in research/clinical governance/audit projects within area of expertise in collaboration with line manager. To disseminating findings at a local level in line with the department and Trust strategy
- 5.3 To collaborate with colleagues in departmental research and clinical governance/audit projects in line with the Directorate's research strategy
- 5.4 To collect and provide research data as required
- 5.5 To represent the service area within multi-disciplinary systems of clinical governance within the Trust

6. Supplementary Conditions

- 6.1 This job description gives a general outline of the post and is not intended to be inflexible or a final list of duties. It may therefore be amended from time to time in consultation with the post holder
- 6.2 The post holder will, at all times, be aware and adhere to any policies, procedures and regulations issued by the UCLH Trust. Special attention will be given to procedures relating to the Data Protection Act 1988 and procedures relating to Health and Safety at Work, and the post holder will request/ensure that any defects which may affect safety at work are brought to the attention of the appropriate manager
- 6.3 These guidelines are provided to assist in the performance of the contract but are not a condition of the contract
- 6.4 The job description is subject to change in accordance with organisational and service development, and will be regularly reviewed with the post holder
- 6.5 UCLH Foundation Trust has adopted an Equal Opportunities Policy and specific regard should be taken of its contents in relation to the treatment of employees or potential employees. The post holder will carry out duties at all times in accordance with the policy

General

To adhere to the UCLH Service Commitment "Putting Patients First" and adopt a professional approach to customer care at all times.

To comply with the Trust's Equal Opportunities Policy and treat staff, patients, colleagues and potential employees with dignity and respect at all times.

To take personal responsibility for promoting a safe environment and safe patient care by identifying areas of risk and following the Incident, Serious Incidents and Near Misses reporting policy and procedure.

To take personal responsibility for ensuring that UCLH resources are used efficiently and with minimum wastage and to comply with the Trust's Standing Financial Instructions (SFIs).

To comply with Trust policies for personal and patient safety and for prevention of healthcare-associated infection (HCAI); this includes a requirement for rigorous and consistent compliance with Trust policies for hand hygiene, use of personal protective equipment and safe disposal of sharps.

To be aware of and adhere to all Trust policies and procedures, the Health and Safety at Work Act and the Data Protection Act.

To maintain confidentiality at all times.

Other

These guidelines are provided to assist in the performance of the contract but are not a condition of the contract. The job description is not intended to be exhaustive and it is likely that duties may be altered from time to time in the light of changing circumstances and after consultation with the post holder.

All staff will be regularly assessed on their knowledge, skills and behaviour, and application of all aspects of the job description, in line with the Trust's Personal Development Review (PDR) process.

Staff will also be expected to abide by the relevant code of professional practice relating to their discipline.

APPENDIX

Mental Effort

To be able to maintain intense concentrate for prolonged periods:

- To assess communication and swallowing function in patients with a range of acute, chronic and progressive neurological conditions
- To analyse the results of communication and swallowing assessments
- To demonstrate highly developed auditory, visual and kinaesthetic aspects of the patients communication and swallowing abilities during assessment, diagnosis and treatment
- To facilitate adaptive strategies to maximise and enhance effective communication according to perceived patient need
- Using videofluoroscopy equipment, to ensure safety for all and to carefully view, analyse and report on findings

Physical Effort

To have the physical capabilities to be able to frequently, and in line with Health and Safety Guidelines:

- Stand wearing lead apron during videofluoroscopy clinic for up to 3 hours
- Extend arm for lengthy periods to palpate the larynx during clinical assessments of swallowing
- Lean over patient to assist with hand-on-hand feeding
- Moderate physical effort over several periods during the day

Emotional Effort

Ability to cope with potentially distressing situations, for example:

- Treating patients who are terminally ill
- Treating patients who have undergone surgery including neurosurgery, cardiac, thoracic, vascular and gastroenterological surgery who's wounds have failed to heal
- Treating patients with brain injury
- Treating patients who have undergone chemotherapy and/or radiotherapy
- When dealing with and supporting patients, and their carers, who have acute, chronic and progressive conditions, where quality of life and/or prognostic issues are discussed
- Treating patients who due to their illness may be aggressive
- Dealing with patients and their relatives anxiety

Environment

- Frequent exposure to body fluids e.g. sputum, vomit, urine and faeces in all areas
- Frequent exposure to infections e.g. MRSA, TB, HIV, diarrhoeas, hepatitis
- Work in an environment where work pattern may be interrupted by frequent demands from patients, carers, other clinical staff and students, including responding to bleep/pagers, telephone calls and requests for immediate help

Equality, Diversity, and Inclusion at UCLH

At UCLH, we take equality of opportunity seriously and are committed to being a diverse and inclusive employer, with a culture that creates a real sense of belonging and trust. Respect, inclusion and sensitivity are hallmarks of quality of our care. That is why it is our fundamental aim, to recruit, retain and promote a diverse mix of people from all backgrounds, cultures, and perspectives, who are representative of our local communities to support our world class research, innovation, and creativity. We are proud to have 5 different networks that are owned and led by our staff which give a voice to all our staff to feed up to leadership of the organisation, including the Trust board, thus creating a sense of community and support and help drive cultural change to become a more inclusive organisation.

Our staff networks are:

- Black, Asian and Minority Ethnic (BAME) Network
- Lesbian, Gay, Bisexual Transgender, Queer, Intersex and Asexual (LGBTQIA+)
- Women's
- Disability Network
- Mental Health Network

Our Vision and Values

At UCLH, we have a real 'One Team' ethos, and our values – safety, kindness, teamwork and improving, are central to the way we work. This is supported by our staff, who voted us as the #1 NHS Acute Trust to work for in the whole of England.

The Trust is committed to delivering top quality patient care, excellent education and world-class research.

We deliver our vision through [values](#) to describe how we serve patients, their families and how we are with colleagues in the Trust and beyond.

We put your **safety** and wellbeing above everything

Deliver the best outcomes	Keep people safe	Reassuringly professional	Take personal responsibility
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We offer you the **kindness** we would want for a loved one

Respect individuals	Friendly and courteous	Attentive and helpful	Protect your dignity
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We achieve through **teamwork**

Listen and hear	Explain and involve	Work in partnership	Respect everyone's time
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We strive to keep **improving**

Courage to give and receive feedback	Efficient and simplified	Develop through learning	Innovate and research
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Person Specification

Post: Band 6

Dept/Ward:

**NHNN Therapy and
Rehab Services**

REQUIREMENTS	HOW WILL CRITERIA BE ASSESSED? APPLICATION / TEST / INTERVIEW / REFERENCES				
	ESSENTIAL / DESIRABLE*	A	T	I	R
<u>Knowledge & Qualification</u>					
Licence to practice as a Speech and Language therapist (HCPC)	E	X			
BSc. Speech Path or equivalent (including Dip. CST)	E	X			
Member of relevant Adult Neurology CENs	E	X			
Post graduate dysphagia trained	E	X			
Post graduate training in acquired neurological communication disorders	E	X			
<u>Experience</u>					
Post-registration experience within a neurorehabilitation or acute neurology setting	E	X			
Post-registration experience of assessing and treating adults with acquired neurological dysphagia	E	X		X	
Post-registration experience of assessing and treating adults with acquired neurological communication disorders	E	X		X	
Evidence of involvement in clinical governance programmes including one or more of the following areas: <ul style="list-style-type: none"> • Audit and clinical effectiveness • Risk management • Public patient involvement 	D	X		X	
Evidence of active participation in and/or experience in teaching in one or more of the following areas: <ul style="list-style-type: none"> • SLT in-service training • MDT in-service training • Student training • Internal/External courses • Joint sessions with junior staff 	E	X		X	
Evidence of supervision experience: <ul style="list-style-type: none"> • Band 5 SLT • SLT Assistants • SLT students 	D	X		X	
Post-registration experience of videofluoroscopy	D	X		X	

Detailed knowledge of multi-disciplinary team approaches	E			X	
Basic knowledge of qualitative & quantitative research approaches	E			X	
<u>Skills & Abilities</u>					
<u>Communication & Customer Care</u>					
Demonstrates understanding of and ability to manage the needs of patients with acquired communication and swallowing disorders, including the use of counselling skills as appropriate	E			X	
Demonstrates awareness of cultural, linguistic, behavioural and mental health issues affecting the care of patients and carers and the ability to use strategies to support patients and carers with these issues appropriately.	E	X		X	
Demonstrates professional and effective verbal and written communication skills including excellent negotiation skills with patients, carers and other health professional staff in complex case management, service delivery issues and conflict management	E	X		X	
Demonstrates highly developed skills in multidisciplinary team working	E	X		X	
<u>Personal & people development</u>					
Proven ability to identify areas for own personal/professional development through highly developed reflective practice skills and integrate knowledge gained into own practice	E	X		X	
Effective time management and the ability to prioritise own SLT workload	E	X		X	
Evidence of supervision skills	E	X		X	
<u>Health, safety and security</u>					
Proven ability to identify and monitor equipment and resource needs within own area of work	E	X		X	
Demonstrate knowledge of and commitment to Infection Control and Health and Safety Guidelines when dealing with frequent unpleasant conditions relating to patient contact including moving and handling	E	X		X	
<u>Quality and service improvement</u>					
Demonstrates knowledge and adherence to national and local clinical guidelines with reference to assessment and rehabilitation of	E	X		X	

patients with acquired communication and swallowing difficulties					
Proven ability to participate in the development of local policies and care protocols for rehabilitation of neurogenic speech, language and swallowing disorders, informed by a strong evidence base	E	X		X	
Proven experience in planning, reviewing and auditing uni- and multi-disciplinary service delivery	E	X		X	
Evidence of effective clinical reasoning in the management of complex communication and swallowing disorders	E	X		X	
Demonstrates knowledge of RCSLT and HPC's code of ethics and professional conduct	E	X		X	
Demonstrates knowledge of appropriate legislation affecting working practice, e.g. Working with Vulnerable Adults and Safeguarding Children	E	X		X	
<u>Information processing (IT skills)</u>					
Competent IT skills	E	X			
<u>Equality and Diversity</u>					
Demonstrate knowledge of, commitment to, and adherence to the Equal Opportunities Policy	E	X		X	
<u>Personal Qualities</u>					
Ability to express reasons for desire to work in this area	E	X		X	
A flexible approach to the changing service needs	E			X	
<u>Other requirements, including:</u>					
Fluency in written and spoken English	E	X		X	

¹Essential/Desirable ² A = Application Form
I = Interview T = Test

Date of Interview