

Job Title	Highly Specialist Speech & Language Therapist – Including Dysphagia
Band	AfC Band 7
Responsible to	Lead Principal Speech and Language Therapist
Accountable to	Clinical Business Unit Manager - Specialist Children's Service - Outer Northwest Division
Base	Chalkhill Primary Care Centre- CLCH reserves the right to require you to work at any of its sites on a permanent or temporary basis

Job Purpose

- To provide a highly specialist clinical speech and language therapy service, working in close collaboration with speech and language therapy colleagues, parents, carers, education staff and a range of health professionals in order to meet the communication and eating and drinking needs of children with complex special needs and their families.
- To provide training and support to carers, speech and language therapists and other professionals in the highly specialist clinical area.
- Be an active member of the clinical team, providing a comprehensive Highly Specialist Speech & Language Therapy service.
- Work within professional standards and clinical guidelines, promote best practice and to undertake all aspects of clinical duties as an autonomous practitioner including assessing and treating own caseload of patients/clients and maintaining professional documentation.
- Build up and maintain key relationships with referring services (including within the MDTs, primary and secondary care services, voluntary and third sector organisations) to facilitate appropriate referrals and an understanding of the role of the Speech & Language Therapist and the Multi-professional team.
- Be responsible for the supervision of junior staff; Speech & Language Therapists and Speech & Language Therapy students.
- Work in a variety of settings in the community to deliver appropriate treatment including, clinics, client's own home, nurseries.
- Support self and service development through active participation in Continuing Professional Development (CPD) and by participating in any audit or research being undertaken by the service.

Key Working Relationships

To maintain, nurture and support working relationship with all staff. Specific responsibilities in relation to Speech & Language Therapy Service, Locality Managers and the Integrated team colleagues of all professions

Internal

- Speech and Language Therapy Team
- Occupational Therapy Team
- Physiotherapy Team
- Paediatricians
- Dietetics
- O-19 services

External

- Acute Hospitals
- Brent SENAS
- Brent inclusion teams - e.g Visual Impairment team

Main Duties and Responsibilities

MANAGEMENT AND LEADERSHIP

- Support the members of the team in the day-to-day operation of the service. This may include answering queries, fielding referrals, contributing to team discussions, responding to client needs, delegating and supervising appropriate tasks to administrative staff, communicating with other team members and outside agencies and other operational activities.
- Participate in the multi professional team meetings and actively contribute and chair as required, ensuring all Speech & Language Therapists support integrated working.
- Respond to inconsistent work patterns and to be able to manage a diary and re-prioritise as required.
- Be responsible for the supervision of Speech & Language Therapists and Speech & Language Therapy students.
- To be compliant with the Trusts complaints procedure and take appropriate action as necessary in accordance with the procedure.
- Initiate and participate in change management processes as needed. Suggest required service development in line with national or local policies and guidelines. Exhibit a behaviour which enables and promotes service development.
- To assist in the development of care protocols and policies for specific clinical issues e.g. dysarthria guidelines, dysphagia protocols and policies, management of eating and swallowing difficulties.
- To advise line manager / clinical supervisor on issues of service delivery including shortfall, service pressures etc.
- To take delegated lead on the development of specific team objectives or projects in liaison with peers.
- To propose development and/or changes to team policies in relation to own area of clinical specialisation from extensive knowledge of evidence base.

CLINICAL DUTIES

- Undertake specialised uni-professional and multi-professional assessments.
- To develop and implement treatment plans for clients referred to the service.
- Participate in the Single Assessment Process when appropriate, performing overview assessments and complex specialist assessments as appropriate. To communicate relevant medical information, assessment details, advice and recommendations across agencies and with clients in compliance with Trust Guidelines for sharing of information and informed consent. These agencies include GP's, Social Services, Healthcare professionals, voluntary agencies, and residential/nursing homes.
- Be responsible for gaining valid, informed consent for assessment, treatment interventions and sharing of information in compliance with legal and professional guidelines. To be able to interpret and follow these guidelines in circumstances where clients do not have capacity to provide informed consent.
- Have highly specialist working knowledge of clinical guidelines, specific to the area you are working in and, with the guidance of your supervisor, to translate these guidelines into clinical practice.
- Perform uni-professional and multi-professional specialist assessments and re-assessments of treatment programmes using evidence-based outcome measures and in accordance with RCSLT Guidelines.
- Following highly specialist assessment, to use advanced clinical reasoning, analysis, assessment and re-assessment skills and using a client-centred goal setting approach, to develop and provide individual Speech & Language Therapy treatments and programmes for clients. These treatment techniques may include direct or indirect treatment techniques (dysphasia, dysarthria, dyspraxia, dysphonia, dysfluency, dysphagia using formal and informal specific assessment tools), patient and carer education, home exercise programmes, and other Speech & Language Therapy treatment techniques.
- Demonstrate compassion, empathy and sensitivity towards clients who may have complex communication, speech, language, voice or swallowing difficulties and other physical psychological, psychosocial, and social concerns or when delivering unwelcome news around their condition or rehabilitation prognosis.
- Comply with local risk assessments when dealing with complex clients with challenging behavioural needs and high-risk extreme environments.
- Be responsible for organising and prioritising own caseload to meet service needs and to communicate with your supervisor/team lead and or manager if the service needs cannot be met.
- Travel to client's homes taking necessary assessment and treatment equipment as required.

- Be responsible for the safe storage and safe moving and handling of speech & language therapy equipment.
- Work closely with other members of the multi-professional team e.g., Occupational Therapists, Dietitians, Podiatrists, Physiotherapists, Nurses, Support Workers, Pharmacists and Care Managers to provide a comprehensive, seamless service aiming to improve and maintain functional physical health for clients using the service.
- Work as a lone practitioner, within the guidelines of the Lone Working Policy, when performing home visits.
- Identify clients who need support from outside agencies, using clinical reasoning and analysis skills. To liaise with, and to refer clients to these services which include other Healthcare Services, Healthcare Professionals and Voluntary agencies as appropriate.
- To analyse auditory, visual and kinaesthetic aspects of client's communication and to identify appropriate strategies to facilitate and enhance communicative effectiveness and safe eating and drinking.
- To carry out specialist physical examination of the orofacial process including the mechanism of eating and swallowing.
- To make appropriate clinical decisions following highly specialist assessment, using evidence-based practice and outcome measurement to provide the most effective treatment to clients and their families within clearly defined care plans.
- To adapt practice to meet individual client's and families' circumstances, including due regard for specific clinical conditions affecting their speech and language and/or cognitive, cultural, religious and linguistic differences.
- To ensure that clients, families and carers are involved in the planning and prioritisation of their care plans wherever possible.
- To motivate clients and families/ carers to engage in the therapeutic process.
- To demonstrate clinical effectiveness by use of evidence-based practice and outcome measures relevant to the field, in particular in the field(s) of specialisation.
- To form productive relationships with others who may be under stress and/or have challenging communication difficulties.
- To work flexibly as the service may require across all required teams and sites.
- To produce reports regarding client's needs, reflecting highly specialist knowledge, summarising proposed care plans and ensuring that these are integrated into the client's care as appropriate.
- To deal with initial complaints sensitively, avoiding escalation where possible.
- Be alert to the needs of vulnerable adults including risk assessment and taking appropriate action when required.

PROFESSIONALISM

- Be responsible for maintaining detailed and accurate patient treatment records in line with RCSLT, HCPC and legal standards.
- Be responsible for complying with legal and professional confidentiality guidelines at all times.
- Be professionally and legally accountable for all aspects of own work ensuring that the standard of professional work meets professional standards and clinical guidelines.
- Actively participate in Central London Community Healthcare's Appraisal Scheme, both as an appraiser and appraisee, by identifying key performance objectives and continuing education needs.
- Comply with the Trust's Moving and Handling, Infection Control, Lone Working and Risk Assessment Policies at all times.
- Develop and support a working environment and culture that actively improves health, safety and security.
- Work with clinical, pathway and professional leads to develop and re-design care pathways with other partners and to implement best practice and ensure maximum utilisation of available resources.
- Ensure the effective and efficient use of resources available including taking responsibility for the care and safe keeping of equipment issued for personal, team and/or patient use and report any defect or loss.
- Ensure adherence to procurement processes and stock management within team.
- Support recruitment and selection initiatives and the subsequent employment and induction of new staff.
- Work with Locality managers and Clinical Leads to ensure efficient and effective use of the workforce and ensure that the structure and skill mix of the team reflects the activity demands and implement skill mix and staff deployment/ changes as appropriate and review work allocation to meet the changing needs of patients within the financial budget.
- Facilitate and participate in regular clinical supervision, mentorship and coaching to designated staff members.

- Facilitate and support the learning placement for students on post-initial qualification/advanced learning programmes identifying appropriate mentors and practice educator support.
- Support staff engagement by encouraging team members to be involved in shaping and influencing service delivery and ensuring that the contributions and perspectives of all staff are heard, valued and influence management decision making.
- Enable effective communications within and between the Unplanned and Planned Care teams including acting as a named link to planned care teams as required.
- Work in collaboration with and maintain a good working relationship with the Out of Hours Services, Accident and Emergency Departments, London Ambulance Service, acute Hospital Assessment Units/ Wards, Community Matrons, General Practitioners and Practice staff, Nursing Homes, Social Services and Voluntary Sector so as to provide a comprehensive service to patients, clients and carers.
- Actively participate in team, locality, divisional and other relevant meetings, working groups and committees.
- Promote equal opportunities for staff in accordance with the Trust's policies.

TEACHING AND TRAINING

- Develop, update and present Speech & Language Therapy specific education presentations to other health professionals, clients and carers.
- Assist team members with service development and service promotion, reviewing available resources to update evidence based clinical knowledge for individual and service development. To advise and to educate referrers on these developments and ensure that promotion leaflets are up to date. To assist in other service promotion activities as delegated by the supervisor.
- Actively participate in in-service training programs by attendance at and by developing and teaching programs and presentations as rostered.
- Participate in the Student Placement program, and following appropriate training, be responsible for student supervision and teaching.
- Attend both Speech & Language Therapy and Multi-professional in-service training and to be responsible for teaching of colleagues in this setting on a rotational basis.

RESEARCH AND AUDIT

- Through supervision and appraisal identify a project, for example research, service improvement, service evaluation, audit or implementation of new research findings / best practice, and to be responsible for completing this project.
- Responsible for completing and leading on designated Clinical Governance Objectives and in conjunction with the team to review the objectives on a six-monthly basis.
- Support self and service development through active participation in Continuing Professional Development (CPD) and by participating in any audit or research being undertaken by the service.

The above indicates the main duties of the post which may be reviewed in the light of experience and development within the service. Any review will be undertaken in conjunction with the post holder.

Person Specification Job Title: Highly Specialist Speech and Language Therapist – Including Children's Dysphagia

Factors	Criteria	Assessment Method
Education/Qualification		
Essential	<ul style="list-style-type: none"> Registration with Health Professions Council as a speech and language therapist. Recognised Speech and Language Therapy degree qualification or equivalent. Registered member of RCSLT. Courses and experience to a Specialist Dysphagia Practitioner level with babies and small children (as described in the Royal College of Speech and Language Therapists Interprofessional dysphagia framework) 	Application form
Desirable	<ul style="list-style-type: none"> Membership of relevant CEN 	Application form
Experience		
Essential	<ul style="list-style-type: none"> Working with clients who have a range of dysphagia, eating & drinking & communication needs. Clear, advanced clinical reasoning based on evidenced-based practice within paediatrics. Specialised knowledge of paediatric therapy and management of dysphagia, eating & drinking & complex communication needs difficulties. Working collaboratively with parents/carers and other professionals Knowledge and experience of assessment (including standardised) and treatment techniques in paediatrics. Experience of service development Experience of offering clinical supervision 	Application form/ Interview
Desirable	<ul style="list-style-type: none"> Evidence of team/leadership responsibilities Experience of undertaking appraisal and planning CPD for less experienced staff Working in multi-cultural community 	Application form/ Interview
Skills & Knowledge		
Essential	<ul style="list-style-type: none"> Knowledge of assessment tools, treatment techniques and therapeutic interventions Demonstrate clear clinical reasoning based on evidence-based practice Child development and its application to speech and language therapy Understanding of safeguarding Awareness of the principles of clinical governance/audit Understanding and application of standards of record keeping and reporting. Working knowledge of the roles of other professionals in Health, Education and Social Care involved with CYP. Demonstrates well developed ability to analyse and reflect upon complex information. Excellent presentation skills, both written and verbal Evidence of excellent organisational skills Prioritisation skills Able to work independently as an autonomous practitioner. Demonstrates ability to be a good team member and assume leadership responsibilities. Negotiation, problem solving concentration, analytical and reflection skills. 	Application form/ Interview

	<ul style="list-style-type: none"> • Good Written presentation skills information in clear and logical manner • Present information in clear and logical manner • Excellent interpersonal skills including observation, listening and empathy. • Good awareness of IT and IT skills 	
Desirable	•	
Key Attributes		
Essential	• Health cleared by occupational health for the role specified.	
Desirable	•	
Assessment will take place with reference to the following AF – Application Form, IV – Interview, P – Presentation, T-Test, C Certificate		