



Job Description HR13b (Leader)

POST DETAILS

Job Title: Highly Specialist Speech and Language Therapist (OPMH)	Band: 7
Main Location: Walton Unit, Walton Hospital	Salary: AfC B7
Reports to: Speech and Language Therapy Team Leader	Accountable to: SLT Service Manager
Working Pattern: Mon- Fri currently, 7-day service may be required in future.	Job Type: Clinical leadership
Date: Oct 23	

KEY PURPOSE/SUMMARY

To provide a highly specialist clinical service to clients who require specialist SLT support with communication and dysphagia difficulties arising from dementia and associated mental health needs, providing an evidenced based clinical service, particularly to those with complex difficulties, specialises in OPMH and provides highly specialist assessment and interventions in this area.

To lead and develop the SLT service provided to people requiring specialist OPMH support.

The post holder has a key role in developing and delivering best practice with colleagues across DCHS and partner organisations.

The post holder implements policies in the Speech and Language therapy service; proposing policy and service changes which impact on SLT services.



ORGANISATIONAL CHART/STRUCTURE

SLT Service Manager



Speech and Language Therapy Team Leader



Highly Specialist Speech and Language Therapist (this post)



and linking closely with the wider MDT and managers on the Walton Unit and SLT colleagues in the DCHS community SLT service

KEY DUTIES TASKS AND RESPONSIBILITIES

Leadership

1. To provide SLT leadership in the DCHS SLT service and on the Walton Unit, supporting complex patient SLT needs.
2. To provide assessment, advice and support to patients needing specialist SLT intervention.
3. To lead and provide training and education to the wider MDT and SLT team.
4. To contribute to OPMH service developments (locally and wider) as part of the MDT, leading for SLT.
5. To share specialist knowledge and skills on the Walton Unit and across the SLT service to support colleagues working within the OPMH pathway

Patient Care

1. To provide highly specialist knowledge and skills to patients with complex needs.
2. To assess, develop and implement highly specialist speech and language therapy
3. To provide highly specialist advice to colleagues (SLT and others) about patients' needs with regards to communication and dysphagia.
4. To demonstrate high level of clinical effectiveness by use of evidence-based practice and outcome measures in specialist field
5. To adapt practice to meet individual clients' circumstances, including due regard for cultural, linguistic and cognitive differences
6. To ensure that clients are involved in the planning and prioritisation of their care plans wherever possible
7. To apply appropriate highly specialist intervention and evaluate outcomes
8. To apply excellent negotiation skills across a range of issues
9. To apply skills in dealing with complex issues to generate appropriate strategies for caseload management



10.To apply skills in motivating patients and/or carers to engage in the therapeutic process

Strategy and Service Development

- 1.To use highly specialist knowledge to inform service / policy developments as appropriate
- 2.To develop relevant education resources and keep updated
- 3.To train and develop skills within the wider MDT and SLT team
- 4.To develop care protocols/packages relating to specialist area in liaison with managers to improve patient care
- 5.To undertake Clinical Governance/audit/service evaluation projects
- 6.To participate in and develop innovations in areas of risk management, quality standards setting and clinical effectiveness
- 7.To participate in departmental research

Financial Resources/Management

- 1.To advise line manager on issues of service delivery including shortfall, service pressures etc
- 2.To monitor stock levels in own service area and request new equipment as appropriate
3. To be responsible for the security, care and maintenance of equipment ensuring standards of infection control and safety are maintained.

Information Resources/Information Systems

- 1.To contribute to collection of data for audit reports for strategic planning and development in OPMH services
- 2.To maintain up to date and accurate case notes in line with RCSLT professional standards and local trust policies
- 3.To share information with others, observing data protection guidelines
4. To provide activity and caseload data accurately and regularly, ensuring the provision of such information promptly within local service guidelines.
- 5.To contribute to range of data collection systems across DCHS for audit purposes and service evaluation
- 6.To collect and provide research data

Autonomy/Scope within Role

- 1.To be accountable for own professional action and recognise own professional boundaries, seeking advice as appropriate
2. To work within broad departmental guidelines, Trust policy, RCSLT clinical guidelines and HCPC professional code of conduct.
3. Manage and prioritise a highly complex caseload and workload independently.
- 4.To monitor and evaluate own highly specialist service delivery and provide progress reports
- 5.To lead the development of local clinical guidelines informed by evidence for clinical specialism within the service
- 6.To interpret and implement national and local policy relevant to specialist clinical areas/service area
- 7.To identify personal/professional development evidenced by Personal Development Plan/ Professional Portfolio developed within an appraisal framework
- 8..To attend relevant training and development in order to maintain skills and knowledge required of a highly specialist therapist working in the field of OPMH and maintain up to date HCPC and RCSLT registration



KEY RELATIONSHIPS

The post holder will demonstrate professional, well established and effective communication skills, both within and external to the organisation.

Key Working Relationships Internal:

Walton unit MDT
Walton unit leaders and managers
SLT Colleagues
SLT Managers
DCHS managers and colleagues

Key Working Relationships External:

OPMH Colleagues in DHcFT
OPMH/Dementia Clinical Networks
Royal College of SLT
Other professional and clinical groups.

KEY VALUES: WORKING THE DCHS WAY

Our Vision

“To be the best provider of local health care and be a great place to work”

Our Values

- To get the basics right
- To act with compassion and respect
- To make a difference
- To value and develop teamwork
- To value everyone's contribution: “everyone matters”.



EFFORT REQUIRED WITHIN THE ROLE AND WORKING ENVIRONMENT

The post holder will be expected to perform a degree of effort within the context of the role capturing elements of physical, mental and emotional demands.

Physical

- 1.To have due regard for own personal safety and that of clients/carers, in particular to have regard to moving and handling regulations, restraining policies and ensure the safe positioning of self and others
2. To be based on the Walton Unit and to travel to settings across Derbyshire.

Emotional

- 1.To maintain sensitivity at all times to the emotional needs of patients and their carers, in particular when imparting potentially distressing information regarding the nature of client difficulties and implications of same
- 2.To employ counselling skills with patients, and carers
- 3.To employ appropriate strategies to manage challenging and aggressive behaviour within the workplace
- 4.To work closely with patients, carers and families, agreeing decision making relevant to patient management
- 5.To demonstrate empathy with patient, carers, and families and colleagues, ensuring that effective communication is achieved, particularly where barriers to understanding exist
- 6.To recognise potential relationship breakdown and conflict when it occurs and generate potential solutions across a wide range of situations

Mental

- 1.To communicate complex condition related information from assessment to patients, carers, families, and members of the multi-disciplinary team/other professions
- 2.To advise colleagues on clinical issues with regards to OPMH and facilitate their own problem-solving skills
- 3.To apply skills in motivating patients and/or carers to engage in the therapeutic process
- 4.To apply established negotiation skills in the management of conflict across a range of situations
- 5.To deal with initial complaints sensitively, avoiding escalation where possible
- 6.To form productive relationships with others who may be under stress and/or have challenging communication



difficulties

- 7.To employ excellent communication skills
- 8.To employ excellent presentation skills to promote multi-disciplinary and interagency liaison, collaborative practice, and understanding of specialist clinical area to broad range of audiences, including other professionals and users
- 9.To work with other SLTs within Speech and Language Therapy Services to ensure seamlessness and co-ordination

Working Environment

- 1.To maintain intense concentration in all aspects of patient management
- 2.To be flexible to the demands of the environment, including unpredictable work patterns, deadlines and frequent interruptions
- 3.To work within infection control and health and safety guidelines in order to deal appropriately with unpleasant conditions related to patient contact as they arise: for example, exposure to body fluids, infectious conditions, encountered on a regular basis
- 4.The post holder must be aware of the responsibilities placed upon them under the Health & Safety Act 1974 to ensure that agreed procedures are carried out and that a safe working environment is maintained for students, visitors and employees

JOB DESCRIPTION AGREEMENT:

Job Holder's Name and Signature:

Date:

Line Manager's Name and Signature:

Date:



PERSON SPECIFICATION

Is the criteria essential or desirable and how will it be assessed.

Criteria

Education, Qualifications and Training

Essential / Desirable

Assessment

Degree accredited by RCSLT to be a Speech and Language Therapist

E

A

Registered member of RCSLT

E

A

Health and Care Professions Council Registration

E

A

Postgraduate relevant experience

E

Masters level degree relevant to post.

D

A

A

Evidence of successful completion of short courses

E

A

Membership of relevant Clinical Network

E

Experiential training to demonstrate specialist skills.

E

A

A,I

Evidence of leadership courses/training

E

A

Evidence of post graduate training in evidence-based approaches to the management of disorders relating to this highly specialist field.

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A,I

Evidence of training on; transformation principles, management of change, clinical governance/effectiveness

D

A,I

Experience and Knowledge Required

Extensive experience of working with patients who require interventions in this field.

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Post qualification SLT experience

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A



Experience of MDT working

E

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Experience of supervising a range of SLTs, assistants and support staff.

E

A

Experience of advising/providing second opinions.

E

A

Experienced in developing case management skills in less experienced staff.

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Skills and Attributes

Excellent interpersonal skills- including observation, listening and empathy skills.

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Advanced negotiating and problem solving skills.

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A,I

Ability to negotiate and influence as an equal at consultant level across the MDT and other agencies.

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A,I

Demonstrate excellent analytical and reflection skills.

E

A,I

Well-developed concentration skills.

E

A,I

Excellent presentation skills, both written and verbal.

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A,I

Excellent organisational skills.

E

A,I, R

Prioritisation skills.

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A,I, R

Contribute to the development of clinical policies.

D

A

Ability to be a good team member and assume leadership responsibilities.

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A,I,R

Well established knowledge of a broad range of assessment and therapy tools relevant to specialist client group

E

A,I,R

A,I

In depth knowledge of national policies and procedures (relevant to specialist client

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E



group)

Knowledge and application of professional standards and code of conduct.

Advanced knowledge of trends/best practice within the clinical specialism

Understanding of the principles of clinical governance and audit

The ability to lead on projects.

Ability to translate policy into practice.

Understanding of the roles of other professionals and principles of partnership working with key stakeholders in the service area

Knowledge of record keeping standards

Understanding of the impact of local cultural, linguistic and demographic factors which influence service delivery in area of clinical specialism.

Extensive portfolio evidence of CPD with identifiable outcomes

Evidence of application of principles of EBP and research methodology

Evidence of presentations at conferences, local/regional/national or international

Advanced clinical supervision skills

Regional reputation in field of clinical specialism

Evidence of published research in peer review journals

Evidence of significant contributions to publications

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Aptitude and Personal Qualities



Team player
Calm under pressure.
Sense of humour
Positive attitude with creative 'can do' approach.
Flexible
Adaptable to change.
Mobile between work locations

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Values, Drivers and Motivators

Able to motivate and enable others.
Commitment to high quality, patient focussed care.
Self-motivated with focus on continuous service improvement

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E = Essential D = Desirable A = Application I = Interview T = Test C = Certificate R = Reference