

1. JOB IDENTIFICATION

Job Title: Specialist Speech and Language Therapist

Department: Adult Speech and Language Therapy Service

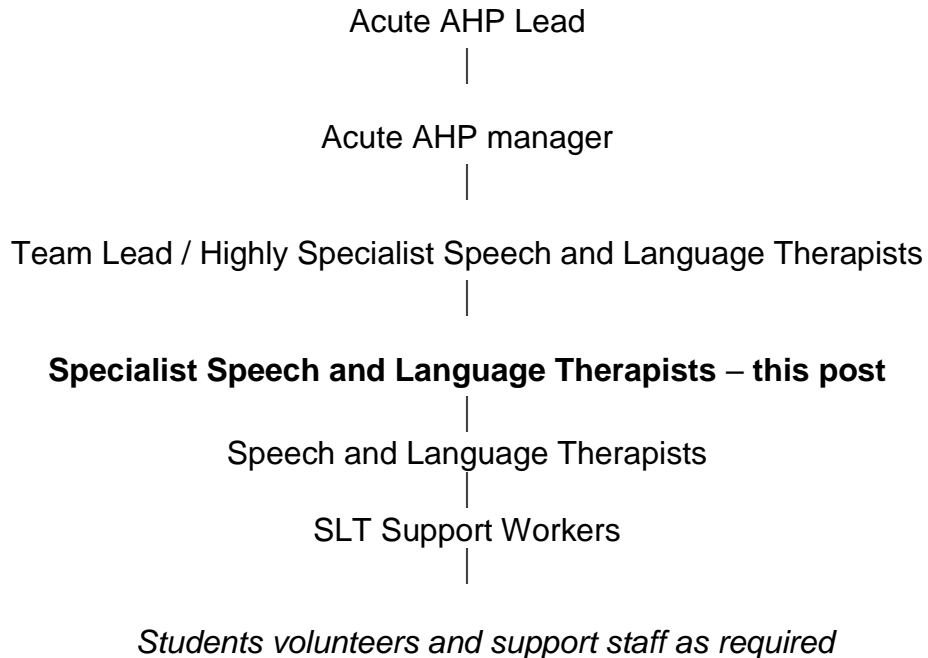
Job Holder Reference:

No of Job Holders:

2. JOB PURPOSE

- To provide a comprehensive specialist speech and language therapy service to adults with speech, language and communication /eating, drinking and swallowing needs within a variety of settings within Dumfries and Galloway.
- To facilitate collaborative learning with people families/carers and partner agencies contributing to improved health and wellbeing outcomes.
- To lead on specific quality improvement projects and contribute toward the development of person-centered practice within a defined area.
- To undertake research, audit and evidence-based development activities integral to clinical practice.

3. ORGANISATIONAL POSITION



4. SCOPE AND RANGE

- Experienced therapist working autonomously with responsibility for a defined clinical caseload within Dumfries & Galloway
- Demonstrate an awareness and adherence to service and risk management plans and contribute where appropriate to the development of these.
- Implementation of local and national guidelines, policies and professional standards which support effective clinical service delivery.
- Further develop areas of special clinical expertise with ability to identify personal and professional development.
- To develop and lead opportunities to build capacity and capability in others.
- To positively promote the specialist contribution of SLT services to a range of multi-disciplinary forums locally and nationally.

5. MAIN DUTIES / RESPONSIBILITIES

- To assess, diagnose, plan and implement specialist programmes of intervention to meet the needs of adults with speech, language and communication /eating, drinking and swallowing needs based on best evidence based practice.
- To undertake active clinical triage, and appropriately direct to universal, targeted and specialist interventions.
- To develop specialist skills in associated areas, as appropriate
- To liaise with, seek and provide support to other therapists locally and nationally.
- To plan and provide training in related areas for other professionals, speech and language therapy students and others as required.
- To work, liaise and negotiate proactively within a multidisciplinary framework with other professionals and agencies.
- To competently deal with complex issues to generate appropriate strategies for caseload management.
- To demonstrate a commitment to continued professional development.
- To promote awareness of Speech and Language issues and the impact and effect on social, personal and educational development.
- Using specialist knowledge to contribute and participate in the development of services, protocols, clinical pathways.
- Present verbal and written reports on people, attend multi-disciplinary meetings, case-conferences as required.
- To contribute to the development and supervision of speech and language therapists, support workers, students and volunteers.
- Communicates condition – related information to people including adults / relatives / carers as appropriate.
- To participate, develop and contribute to research and audit projects utilizing improvement methodology

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- Awareness and adherence to policies, professional standards and requirements and work in line with these.
- Provides mentoring, support and supervision to other SLTs and support workers.
- Assists in development of students from other professional groups as appropriate.
- Contributes to the identification of training needs within the team.
- Participates in specialist training in area of clinical expertise.
- Actively involved in developing care pathways and service objectives.
- To respond and work within a framework that embraces equality and diversity to meet the specific needs of cultural, minority and disability groups.
- Takes a delegated lead on development of specific team objectives / projects in liaison with others.
- Contributes actively to research as required by providing data.
- To undertake specialist instrumental clinical evaluations as relevant to post such as FEES, VFS
- To undertake specialist clinics and roles in collaboration with others
- To support and enable individuals and families to self manage to achieve the best wellbeing outcomes.
- To ensure practice complies with the RCSLT clinical guidelines and HCPC standards.

6. SYSTEMS AND EQUIPMENT

- Maintains up to date and accurate casenotes in line with professional standards and Board policies.
- Shares information with others, observing current data protection guidelines.
- Gathers activity data accurately and regularly and ensure provision of such information promptly within local Board guidelines.
- Flexibility to use all appropriate information technology software to support clinical practice and activities.
- Specialist knowledge of high technology and low technology alternative and augmentative communication aids and care pathways, as appropriate to client group.
- Care and maintenance of equipment, ensuring standards of infection control and safety are maintained including those loaned to clients.
- Display a working knowledge of all the relevant Board operational systems for data collection, performance management and finance.

7. DECISIONS AND JUDGEMENTS

- To act independently and appropriately on all stages of referral, intervention and discharge in the clinical pathway.
- Manages complex specialist caseload competently and independently.
- To negotiates with families/ carers and others around individual case management.
- Able to adapt practice to meet individual peoples needs.
- Can recognize and proactively resolve breakdown and manage conflict when this occurs, able to seek advice and support, if required
- Using specialist knowledge to inform sound clinical judgements / decision making for complex case management.
- Able to define a differential diagnosis on the basis of evidence from specialist assessments.
- Responsible for reflecting on own practice and using supervision and performance review processes to identify own strengths and development needs.
- Accountable for own professional actions, recognizes own professional boundaries and seeks advice and support when necessary.

8. COMMUNICATIONS AND RELATIONSHIPS

- Excellent written and verbal and non-verbal skills.
- Contributes to clinical teams and collaborates proactively and widely with other to ensure around people's needs to ensure a co-ordinated approach and positive person-centered outcomes.
- Able to communicate complex condition-related information from assessments to people, carers families and multi-disciplinary team members / other professionals.
- Works closely with people, carers, families and multi-disciplinary team members within a person-centered framework.
- Demonstrates empathy with people, carers and families, ensuring most effective communication is achieved, overcoming barriers to understanding.
- Plans and provides specialist training to both professional and non-professional colleagues including carers and support workers within area of clinical expertise.
- Demonstrates excellent interpersonal skills.
- Demonstrates established negotiation, counseling skills and management of conflict.
- Contributes on a regular basis to inter-agency team building and policy development.
- Highly developed co-ordination and planning skills.
- Specialist goal setting / discharge planning skills.

9. PHYSICAL DEMANDS OF THE JOB

- Keyboard skills.
- Driving – integral to service delivery and associated time management skills.
- Manual handling with both clients and equipment.
- Work within Lifting and Handling guidelines and comply with regulations concerning Health and Safety at work.
- Able to maintain intense concentration in all aspects of patient management.
- Demonstrates highly developed auditory and perceptual skills in the assessment, diagnosis and treatment of clients.
- Walking, sitting, standing, kneeling, and bending e.g. engaging with young children or elderly disabled people.
- Potential radiological exposure if participating in VFS joint clinic

10. MOST CHALLENGING PARTS OF THE JOB

- Prioritising caseload and time management
- Able to manage the emotional consequences of working with distressing conditions.
- Imparting unwelcome news to people / carers.
- Demands of working in a rural area.
- Variety of caseload, locations and personnel.
- Frequently encounters unpleasant / highly unpleasant conditions from time to time related to client contact e.g. halitosis, body fluids, verbal aggression.
- Lone working within a community / domiciliary setting
- Resilience to conflicting pressures and demands
- To manage and balance own expectations and those of others
- Managing impact of providing intervention that involves multiple factors and potentially high clinical risk to people, e.g. eating, drinking and swallowing

11. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB

- University degree in Speech and Language Therapy (or recognised equivalent) as regulated by Health and Care Professions Council (HCPC)
- Current registration of HCPC
- Member of Royal College of Speech and Language Therapists.
- Knowledge of current therapeutic models and practices.
- Wide variety of relevant clinical experience.
- Manages specialist caseload independently and autonomously.
- Evidence of attendance and learning on short specialist courses with training in areas of clinical interest and advanced training to Masters Degree equivalent in particular clinical specialties.
- Specialist knowledge underpinned by current evidence based practice.

<ul style="list-style-type: none"> Knowledge and experience of quality and service improvement Able to identify areas for own personal and continued professional development. Knowledge and contribution to national and local clinical guidelines. Knowledge of all relevant current legislation as appropriate, such as Adult Protection legislation and issues. Specialist knowledge across a range of disorders and client groups underpinned by theory and experience. Further theoretical study plus in-depth experience of policy relating to health, education, social services and voluntary sector provision. 	
12. JOB DESCRIPTION AGREEMENT	
Job Holder's Signature: Head of Department Signature:	Date: Date:

NHS Dumfries & Galloway
Speech and Language Therapist – Adult
Band 6

PERSON SPECIFICATION

ESSENTIAL	DESIRABLE
QUALIFICATIONS: <ul style="list-style-type: none"> Registered with HCPC SLT Degree or equivalent recognised by HCPC Registered member of RCSLT Driving license or ability to be transported throughout area in a timely manner 	<ul style="list-style-type: none"> Related post-graduate training e.g. Dysphagia
KNOWLEDGE : <ul style="list-style-type: none"> Assessment and management of adult acquired disorders and rehabilitation Comprehensive knowledge of aphasia and dysphagia intervention Developing management of complex cases Therapeutic outcomes Evidence of reflective CPD IT systems 	<ul style="list-style-type: none"> Relevant documentation / legislation in relation to adult rehabilitation Alternative and augmentative communication systems Specialist clinical knowledge e.g. dysphagia, dementia Dementia skilled level

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<p>EXPERIENCE:</p> <ul style="list-style-type: none"> • Varied clinical experience across a range of adult disorders and client groups including dysphagia and neurological disorders • Working as part of a multi-disciplinary team to deliver services, preferably in rehabilitation • Service improvement and clinical quality initiatives • Facilitating training to others • Person-centered interventions • Independent planning and management of a caseload 	<ul style="list-style-type: none"> • Supervision of students and mentoring • Working in collaboration with voluntary sector e.g. CHSA • Working collaboratively with support staff and others to deliver person-centered intervention • Setting up and developing groups and programmes • Involvement in professional groups • Delivering therapy within acute, community and rural setting • Risk assessment and managing risk
<p>SKILLS</p> <ul style="list-style-type: none"> • Excellent communicator • Able to work on own initiative • Excellent organisational skills • Willing to seek and give support • To prioritise demands on time and respond flexibly to a changing working environment • To reflect and evaluate, own performance and identify development needs • Ability to embrace and promote collaborative ways of working • Supervisory skills 	<ul style="list-style-type: none"> • Able to motivate others to reach goals • Proactive • Improvement methodology and project management skills • Presentation skills
<p>PERSONAL CHARACTERISTICS</p> <ul style="list-style-type: none"> • Ability to form positive relationships with a range of people • Ability to engage and influence others • Motivated, enthusiastic, constructive outlook 	<ul style="list-style-type: none"> • Resilient, optimistic and self aware