

**RECRUITMENT AND SELECTION STANDARDS**

**PERSON SPECIFICATION FORM**

**Post Title/Grade: Band 5 Speech & Language Therapist**

**Department: Speech & Language Therapy Service**

**Date: January 2021**

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|  | **ESSENTIAL** | **DESIRABLE** | **MEASURE** |
| **Experience** | Experience of having responsibility for delivering clinical care (undergraduate or graduate level)  Experience of team working | Experience of autonomous case and caseload management  Experience of applying frameworks that have patient involvement at the centre  Experience of using the Care Aims Intended Outcomes Framework and Therapy Outcome Measures  Experience of applying a tiered model of service delivery  Experience of multi-disciplinary/agency team working to achieve outcomes | Application and interview |
| **Qualifications/**  **Training** | Degree in Speech/Language Therapy or PG DIP in Speech/Language Therapy | Dysphagia (Theory)  Evidence of relevant CPD e.g.: CEN, Study days, positive learning | Application and interview |
| **Knowledge** | Knowledge of the Care Aims Intended Outcomes Framework and outcome measurement  Knowledge of tiered model of service delivery  Knowledge of patient’s involvement in decision making/outcome  Knowledge of the full range of children and young people’s speech, language and communication disorders | Knowledge of intervention associated with CYP speech and language disorders  Knowledge of research methodology including QI  Awareness of local and national strategic priorities | Application and interview |
| **Skills** | Ability to recognise own and other’s skills, styles and strengths  Accessing and benefiting from support systems  Demonstration of ability to maintain professional standards | Efficient and effective time management  Demonstration of core values of NHS Scotland | Application and interview |
| **Aptitude** | Demonstrate ethics, values and personal qualities / behaviours consistent with the vision, culture and values of NHS Fife  Awareness of emotional intelligence in self and others  Knowledge of own competence and professional boundaries | Openness to improvement and change  Self motivation | Application and interview |
| **Other**  e.g. Team Player, Be able to Travel | HCPC & RCSLT Membership (or awaiting membership on qualification)  Ability to travel extensively within the Levenmouth area | Care and belief in service delivery within professional standards  Awareness of digital health and technology enabled care | Application and interview |