

DIRECTORATE OF OPERATIONS

JOB DESCRIPTION

POST	Specialist Speech & Language Therapist
PAY BAND	Band 6
RESPONSIBLE TO	Band 7 Team Lead Speech & Language Therapist
ACCOUNTABLE TO	Operational Lead
BASE	North East Lincolnshire/North Lincolnshire

ABOUT US

We're a large organisation with three hospitals located in Scunthorpe, Grimsby and Goole. We also provide community services in North Lincolnshire. Our 6,500 members of staff care for and support a population of more than 400,000 people.

We encourage all our staff to innovate and adopt 'best practice' so we can deliver excellent care to our patients. We ask staff to live our values; kindness, courage and respect.

We are committed to recruiting the best people to work with us. You could be one of them.

ABOUT THE POST

The postholder is to both provide and support a high standard of care within Speech and Language Therapy, undertaking all aspects of clinical duties as an autonomous practitioner.

To work as part of a multi-disciplinary team. To be responsible for providing a specialist service comprising assessment, management and treatment for adults with disorders of communication and swallowing (dysphagia) dependent on specific role.

To manage a defined caseload of patients using advanced evidence based/patient centred principles to assess, plan, implement and evaluate interventions, including discharge planning and facilitation.

DUTIES AND RESPONSIBILITIES OF THE POST HOLDER

Main Responsibilities

Clinical Duties

- Be professionally and legally accountable for all aspects of your own work. Ensure a high standard of clinical care for patients under your management, supporting more junior staff to do likewise.
- Accept clinical responsibility for a designated caseload of patients and organise this effectively and efficiently.
- Gain the support and advice of senior staff for all situations which you do not have the skills to address.
- Undertake comprehensive assessment, treatment and discharge of patients using advanced clinical reasoning, knowledge of evidence-based practice, investigative and analytical skills incorporating training and practical experience.
- Assess patient understanding of treatment proposals; gain valid informed consent and work within a legal framework with patients who lack capacity to consent to treatment.
- Engage service users in treatment planning decisions, in line with their individual goals. Implement individual or group interventions in collaboration with the patient to achieve specific goals
- Use a range of verbal and non-verbal communication tools to communicate effectively with patients and carers to progress rehabilitation and treatment programmes, including with patients and carers who may be depressed, have communication difficulties, sensory impairments or who may be unable to accept diagnosis.
- Evaluate patient progress, reassess and alter treatment programmes at each contact as required, using standardised outcome measures where appropriate.
- Provide advice, teaching and instruction to patients, relatives, carers and other professionals, to promote understanding of the aims of treatment, and to ensure a consistent approach to patient care.
- Participate in therapy representation at MDT meetings to ensure the delivery of a coordinated multidisciplinary service and to integrate speech and language therapy treatment into the overall treatment programme. This will include discussion of patient care, patient progress and discharge planning.
- Provide advice, teaching and training to other members of the MDT.
- To provide written reports as required. To communicate condition related information from assessment to patients, other healthcare professionals, carers and families, within the bounds of confidentiality, agreeing decision making relevant to the patient management.
- Provide advice to colleagues working in other clinical areas as clinically able.

- When working as a lone practitioner ensure clinical supervision is maintained and Trust Lone Worker Policy is followed.
- Be responsible for maintaining accurate, comprehensive patient treatment records in line with Trust and professional standards
- Assess and manage clinical risk within own patient caseload
- To undertake any other duties that may be required in negotiation with as specified by the service management to support service delivery/ development and which are applicable to the grade of the post
- Contribute towards the ongoing development of services.

Profession specific Clinical Duties

- To demonstrate knowledge of and adhere to RCSLT Professional and Clinical Guidelines.
- To promote timely and seamless therapy services across acute and community providing appropriate swallowing and communication support.
- Assess and manage patients with swallowing difficulties following qualification and/or relevant training in post-graduate dysphagia.
- Participate in instrumental assessments of dysphagia following relevant training and competency development requirements in videofluoroscopy and/ or FEES.
- Demonstrate the ability to reflect on auditory, visual and kinaesthetic aspects of patients' communication and to identify appropriate strategies to facilitate and enhance communicative effectiveness, including knowledge and use of Augmentative and Alternative Communication (AAC) systems.
- Show awareness of the ethical, quality of life and practical issues involved in dysphagia and communication management.
- Demonstrate negotiation skills eg participating in discussions regarding alternative methods of feeding. Act as an advocate for the patient/family eg in case conferences, to ensure that their wishes are taken into account.
- To communicate complex condition-related information from assessment to patients/carers, and other relevant professionals. This will often involve breaking complex information down so that the communication-impaired patient is able to make an informed choice regarding treatment.

Well Being & Cultural Responsibilities

- Demonstrate Trust values and behaviours to support the wellbeing of patients, families and colleagues.



Kindness · Courage · Respect



- Support the Speech and Language Therapy team and MDT colleagues in maintaining a consistent focus on quality of care and patient experience.

Quality Responsibilities

- Maintain own competency to practice through CPD activities, demonstrating awareness of new trends and developments and their incorporation into practice as necessary.
- Be proactive in accessing the advice and support of senior staff when required
- Actively participate in the in-service training programmes by attending and delivering presentations, tutorials, individual training sessions, peer review, external courses and professional clinical interest groups.
- Liaise with the professional advisors when considering professional staff issues, competency, skill mix and service delivery
- Evaluate own work and current practices through the use of evidence based practice projects, supervision, reflection, appraisal, research projects, audit and outcome measures.
- Maintain HCPC Standards
- Be responsible for teaching students to graduate level on speech and language therapy skills and knowledge within core clinical areas.
- Participate in the development of joint competencies across professions in order to minimise transfers of care and promote cross professional working.
- Be responsible for the safe and competent use of speech and language therapy equipment (including Communication Aids) by patients and by junior and assistant staff and students, through teaching, training and supervision of practice. To be responsible for the security care and maintenance of equipment, monitoring stock levels in own area.
- Demonstrate a sound understanding of Clinical Governance and Risk Management and their application to work situation.
- Assess and manage clinical risk within own patient caseload in a wide variety of settings. Provide guidance to junior staff.
- Achieve and maintain compliance with mandatory training requirements.
- Exercise good personal time management and reliable attendance.
- Adhere to all Trust and departmental policies and other statutory requirements such as Infection Control, Health and Safety, Safeguarding procedures, Equality and Diversity, COSHH, Fire Safety, Complaints and Incident Reporting.
- Take appropriate action, including reporting, in the event of incidents to staff, patients or any other person.

OUR VALUES



Our values have been created in partnership with our most valuable asset – our employees. Our values set out a clear statement of our purpose and ambition which is to provide the very best in patient care, all of the time. We recognise that without the shared values driven responsibility that each and every person in our teams have, we could not provide excellent services to the patients that we care for. Crucially we recognise that looking towards the future, we must continue to create a culture that enables and drives our collective values and behaviours as an absolute fundamental foundation for both our staff and the patients that we serve.

LEADERSHIP RESPONSIBILITIES

- Analyse the service provided, make recommendations to senior staff. To actively participate in departmental or team meetings as appropriate.
- Collect data for use in service audit and research projects. Undertake research into specific areas of clinical practice and service delivery using a range of research methodologies as part of MDT audit and departmental research initiatives.

- Communicate effectively and work collaboratively with medical, nursing, AHPs and colleagues in other agencies to ensure the delivery of a co-ordinated multidisciplinary service.
- Be responsible for the supervision and co-ordination of speech and language therapy staff, students and assistants as delegated.
- Provide leadership for junior staff, through supervision; prioritising and allocating work as required.

ADDITIONAL INFORMATION PERTINENT TO ALL STAFF

Health and safety - Healthcare associated infection

Healthcare workers have an overriding duty of care to patients and are expected to comply fully with best practice standards. You have a responsibility 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, including the 'bare below the elbows' approach, use of personal protective equipment and safe disposal of sharps. Knowledge, skills and behaviour in the workplace should reflect this; at annual appraisal you will be asked about the application of practical measures known to be effective in reducing HCAI. The Trust has the responsibility of ensuring adequate resources are available for you to discharge your responsibilities.

Safeguarding

The Trust has in place both a Safeguarding Children Policy and a Safeguarding Adults Policy in line with national legislation.

The Safeguarding Policies place a duty upon every employee who has contact with children, families and adults in their everyday work to safeguard and promote their welfare. In the event that you have concerns about possible harm to any child or adult you should seek advice and support from the Trust Safeguarding team or in their absence contact your line manager. Out of hours contact should be made with the on-call manager through switchboard.

The Trust has nominated Safeguarding Leads who act as contact points for support and advice if concerns are raised about a child or adults welfare. These individuals can be reached through switchboard during office hours, by asking for the Named Professionals for Safeguarding Children or Adults respectively.

The policies and procedures described below are located on the intranet and internet site and you should ensure you are aware of, understand and comply with these. In addition the Trust will publicise and raise awareness of its arrangements and provide appropriate resources and training.

Confidentiality

All information, both written and computer based, relating to patients' diagnosis and treatment, and the personal details of staff and patients, is strictly confidential. The Northern Lincolnshire and Goole NHS Foundation Trust and its employees have a binding legal obligation not to disclose such information to any unauthorised person(s). This duty of confidence is given legal effect by reference to General Data Protection Regulation (GDPR). It applies to any information which is processed by the Trust (i.e. stored, retained, maintained as a record, amended or utilised for the Trust's purposes as an NHS Hospital), from which a living person is capable of being identified. Individuals must observe a 'need to know' principle.



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No member of staff may seek out any information that they do not need to undertake their duties. This applies to clinical or other personal information of any third party.

Equality impact assessment

The Foundation Trust aims to design and implement services, policies and measures that meet the diverse needs of our service, population and workforce, ensuring that none are placed at a disadvantage over others. We therefore aim to ensure that in both employment and the delivery of services no individual is discriminated against by reason of their gender, gender reassignment, race, disability, age, sexual orientation, religion or religious/philosophical belief, marital status or civil partnership.



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