

POST TITLE:	Stroke Specialist Speech & Language Therapist , Adult Acute Inpatients
BAND:	Band 6
ACCOUNTABLE TO:	Inpatient Therapy Services Manager
RESPONSIBLE TO:	Inpatient Therapy Team Lead/ Clinical Leads
LINE MANAGEMENT RESPONSIBILITY FOR:	Support Band 5 and assistant SLT staff

**Calderdale & Huddersfield NHS Foundation Trust**

Calderdale & Huddersfield NHS Foundation Trust is a dynamic and successful organisation with a strong organisational and personal development focus. With over 5,500 employees and a turnover of £310 million, the Trust provides a comprehensive range of secondary care services to the people of Calderdale and Huddersfield and has an exceptional reputation for service delivery.

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.

## JOB OVERVIEW

The Adult Speech and Language Therapy Service provides an assessment and management service to patients with communication and swallowing problems in the acute hospital settings (Calderdale Royal Hospital and Huddersfield Royal Infirmary) and the community areas of Calderdale.

Patients may have acute neurological conditions, long term neurodegenerative conditions, respiratory and ENT disorders and complex multi-pathology conditions, including patients with dementia.

The Adult Acute Team provides the service to the acute wards and stroke unit, and also provides the outpatient Voice Service and Videofluoroscopy Clinic.

The post holder will work primarily within the inpatient stroke unit, providing a comprehensive speech and language therapy service to stroke patients in the acute setting with acquired communication and swallowing disorders. The post holder will also support the Service's Clinical Lead/s in evolving and embedding best practice within the clinical area and playing an active role in the ongoing development of less experienced Speech and Language Therapists, service support staff and the wider multidisciplinary team.

## DETAILED JOB DESCRIPTION AND MAIN RESPONSIBILITIES

- To carry out specialist assessment and treatment of adults with communication and/or swallowing disorders.
- To manage own specialist adult caseload.

- To work autonomously in line with Trust policies and within the scope of professional practice, maintaining accurate and comprehensive up to date records.
- To independently determine clinical diagnoses for patients of varying levels of complexity and to develop, implement, evaluate and modify individualised treatment programmes for these patients and/or provide specialist advice, ensuring appropriate pathways of care via liaison and referral to other agencies as required.
- To provide education and training of Speech & Language Therapists and qualified and non-qualified healthcare / social services / education staff including medical staff.
- To support the Clinical Leads / Team Leader in the day to day running of the Speech & Language Therapy service.
- To support and advise within the wider MDT on the delivery of the service in consultation with the Clinical Lead/s.
- To work across a 7 day service including Bank holidays and weekends
- To work within the Speech & Language Therapy service, developing effective clinical interventions in order to contribute to clinical practice in the team in line with current evidence base.
- To autonomously manage own clinical caseload of patients at a specialist level, assessing and treating patients and maintaining clinical records.
- To have proven specialist skills in
  - Acquired swallowing and communication disorders in acute onset and progressive neurological conditions, respiratory conditions and other presenting multifactorial medical conditions.
  - Independently supporting complex decision making (e.g. supported communication in capacity assessments, involvement in decisions regarding feeding at risk)
  - Discharge and transfer of care planning
  - Training others
  - Working autonomously and independently but also demonstrating awareness of when and how to access support from the Clinical Lead/s.
  - Autonomous representation of Speech and Language Therapy in relevant clinical settings e.g. patient case conferences, board rounds and MDTs, discharge planning meetings, best interest meetings
  - Prioritisation and delegation of day to day workload.
- To apply evidence based knowledge within the specialist clinical area acquired through experience and academic study to a specialist post graduate level.
- To act, within the Trust, as a resource and provide advice for Speech & Language Therapists and other professionals and colleagues within the MDT about the assessment, treatment, management and care of adults with communication and/or swallowing disorders.
- To work collaboratively with health and social care community and acute colleagues.

- To work with other members of the MDT to ensure effective care pathways and transfer of care / discharges.
- To proactively and appropriately facilitate a seamless transfer of care and continuing therapeutic management of adults with communication and/or swallowing disorders between care settings.
- To work collaboratively in an interdisciplinary manner within the MDT, being able to debate the blurring of boundaries across professions and where competent take on aspects of blurred boundary working, where appropriate.
- To develop specialist programmes of assessment, treatment and intervention for adults with communication and/or swallowing disorders, particularly following stroke
- To manage and prioritise the clinical workload as appropriate, working efficiently to manage professional time and delegate according to the training and competency levels of other team members to ensure the effective delivery of the service.
- To participate in the supervision process with staff on a daily basis and for students on placement within the team.
- To ensure a high standard of patient care is provided including implementing and reviewing clinical standards relevant to the work undertaken.
- To provide specialist assessment and advice for the multidisciplinary team and if appropriate actively participate in MDT clinical meetings.

### 3.2 Professional Duties

- To comply with and, along with the Clinical Lead/s, contribute to the development and implementation of protocols, procedures and guidelines both clinical and service specific. To give feedback on policies when required which may impact on the management and care of adults with communication and/or swallowing disorders.
- To participate in governance initiatives on a regular basis, measuring and evaluating individual and the Speech & Language Therapy teams' clinical practice, e.g. CPD, clinical effectiveness, research and development, clinical audit and service activity data.
- To ensure specialised treatments offered to patients / clients are based on the best available clinical evidence by keeping up to date with current literature, implementing research tools and liaising with other practitioners, both within and outside the service, in order to develop and maintain best practice.
- To be responsible for the issue and safe use of equipment used in your area of work and to adhere to the appropriate service policies.
- Along with the Clinical Lead/s / Team Leader generate and contribute to the collection, analysis and dissemination of data as required for the service, both manually and computerised.
- To lead, develop and actively undertake clinical audit as requested.

- On a day to day basis, to support members of the Speech & Language Therapy team and contribute to them successfully meeting their objectives and development needs, including providing ongoing clinical support for, and delegation to less experienced therapists.
- To assist the Clinical Lead/ Advanced Practitioner / Team Leader to manage the performance of the Speech & Language Therapy staff by having a delegated role in supervision/PDR
- To contribute to the identification, development and evaluation of a training programme for the Speech & Language Therapy team to address the needs of the service and the wider multi professional team as appropriate.
- To organise and lead on relevant in-service training programmes as indicated by the Clinical Lead/s, ensuring appropriate training is delivered.
- To undertake appropriate development opportunities as identified at yearly personal development reviews and through personal development plans. To incorporate acquired knowledge into working practice as appropriate, following discussion with Clinical Leads / Team Leader. To disseminate information from training effectively throughout the team, the service and MDT as appropriate.
- To participate in the CT&R supervision process and peer review and maintain an up to date CPD portfolio including evidence of experiential learning, reflective practice and any relevant training or experience. This should demonstrate responsibility for maintaining own competency to practice.
- To participate in the Trust Personal Development Review process taking responsibility to comply with an agreed personal development plan.
- To give specialist advice, teaching and training to patients / clients, carers, volunteers and other health, educational and social care professionals, as appropriate to ensure provision of good patient care.
- To be responsible for the supervision and education of student Speech & Language Therapists to graduate level in the role of clinical educator.
- To contribute to the supervision and education of students from other professional groups e.g. Medical staff, Nurses, Physiotherapists, Occupational Therapists, delivering specific training programmes as required.

### 3.3 Managerial Duties

- To contribute to the delivery of the Speech & Language Therapy service within the wider MDT, with identified responsibility for specific clinical areas.
- To provide advice / information to the Clinical Lead/Team Leader to help in the planning and development of the service.

- In conjunction with the Team Leader /Clinical Lead, ensure adequate staff cover within the team by agreeing annual leave, study leave, and report sickness absence to the Team Leader.
- To assist the Team Leader in achieving the service objectives.
- To actively participate in the professional development programme of the Speech & Language Therapy service.
- To assist the Clinical Lead / Team Leader in the monitoring of professional, clinical and departmental standards and assist implementation of change as appropriate.
- To comply with the national, professional, Trust and service policies and procedures and to be involved in the reviewing and updating process as appropriate.
- To participate in the staff recruitment process
- Maintain confidentiality of all patient identifiable information in line with Trust policies relating to the Data Protection Act.
- Initiate discussions with the Team Leader about any circumstances that could prevent the post holder or other staff fulfilling the requirements of the job description

#### 3.4 Financial Duties

- To support the Locality Manager/ General Manager and Team Leader in helping identify ways in which we can best utilise staffing resources and financial resources within the Speech & Language Therapy Team

#### 3.5 Managing Self

- Participate in regular supervision.
- Attend all mandatory training.
- Participate annually identifying, developing and agreeing your own development plan with your Line Manager using the Trust Appraisal.
- Comply with all Trust policies, procedures and protocols.
- Carry out duties with due regard to the Trust's Equal Opportunity Policy.
- Seek advice and support from Line Manager whenever necessary.
- Maintain professional conduct including appearance at all times.
- Ensure maintenance of Professional Registration.

*This job description is an outline only and is not definitive or restrictive in any way. It will be regularly reviewed and may be amended in the light of changing circumstances following consultation with the post holder.*

PERSON SPECIFICATION

ROLE TITLE:

BAND:

REQUIREMENTS	Essential or Desirable	Application	Interview	Reference
<b>QUALIFICATIONS / TRAINING</b>				
Relevant Degree/Diploma	E	X		
Registered with HCPC & RCSLT	E	X		
Successful completion of post-basic dysphagia course or completed & documented competencies from in-house dysphagia training.	E	x	X	
Clinical Educator Training	E	X		
Studied at Masters level or equivalent	D	X		
Training in instrumental assessment (e.g. FEES/Videofluoroscopy/ nasendoscopy)	D	x	x	
<b>KNOWLEDGE, EXPERIENCE &amp; EXPERTISE</b>				
Recent significant experience demonstrating ability to assess, treat and evaluate therapy intervention in adults with communication and swallowing disorders.	E	X	X	
Recent experience of caseload management, including autonomous management of complex cases	E	X	X	
Independent working in a hospital setting – including caseload management, prioritisation and problem solving without immediate direct access to senior support.	E	X	X	
Representation of SALT in specific MDT clinical settings.	E	X		
Evidence of CPD, self directed learning and Reflective Practice.	E	X		
Experience in contributing to service improvements e.g. Audit, patient information etc.	E	X		
Support of, and delegation to, less experienced /non qualified staff.	E	X	X	
Knowledge of relevant legislation, NSF's and local/National initiatives	E	X		
Experience in dealing with complaints (e.g. diffusing complaint or investigating complaint)	D	X		
Experience in community settings.	D	X		
Experience of instrumental assessment (e.g. FEES/Videofluoroscopy/ nasendoscopy)	D	X	X	
Post graduate training in specialist area, e.g. attendance at CENs in dysphagia, motor speech disorders, aphasia.	D	X	X	
Previous experience working at Band 6 level	D	X		
<b>COMMUNICATION AND RELATIONSHIPS (INCLUDING MANAGEMENT RESPONSIBILITIES)</b>				
Demonstrates positive attitude and behaviours	E	X	X	
Excellent Time Management skills	E	X	X	
Ability to communicate effectively with people with complex difficulties and in difficult situations	E	X	X	
Recognises own limitations and has willingness to share and learn from others	E	X	X	
Ability to identify and articulate own training needs	E	X	X	
Self motivated with ability to work independently and influence others	E	X	X	
Proven ability to work well in a team	E	X	X	
Ability to make decisions and problem solve when dealing with complex situations	E	X	X	
Ability to organise own work and caseload	E	X	X	
Ability to work in various locations throughout the network of services provided by Calderdale and Huddersfield NHS Foundation Trust	E	X		



DBS REQUIREMENT

Please state regulated activity as appropriate - [Role eligibility for DBS checks | NHS Employers](#)

*This position is eligible for an enhanced check with children's barred list information. or This position is eligible for an enhanced check with adults and children's barred list information*