

<b>POST TITLE:</b>	Clinical Lead Paediatric Speech and Language Therapist – Complex needs.
<b>BAND:</b>	Band 7
<b>ACCOUNTABLE TO:</b>	Therapy Service manager
<b>RESPONSIBLE TO:</b>	Team Leader Children's Therapy

## JOB OVERVIEW

- To act as the clinical lead for the Speech and Language Therapy Service for children with complex needs, advancing clinical practice in this area of work and taking a lead in evolving and embedding best practice into clinical practice.
- To manage own highly specialist caseload.
- To work autonomously within Trust policies and professional practice, maintaining accurate and comprehensive up to date records.
- To perform highly specialist assessment and treatment of children and young people with complex needs and other speech language and communication difficulties with the aim of using education and advice to facilitate parents and carers and professionals working with the child to understand and actively participate in the management of the child.
- To determine a clinical diagnosis, develop, deliver, implement, evaluate and modify individualised treatment programmes and/or provide highly specialist advice.
- To educate and train Speech and Language therapists and qualified and non-qualified healthcare/ social services/education staff including medical staff.
- To assist the Team Leader in the daily operational management of the Team.
- To support and advise within the wider multi agency team on the delivery of the service.
- To lead the SALT team in delivering assessment and interventions for children in a variety of settings including clinics, homes and schools.

## DETAILED JOB DESCRIPTION AND MAIN RESPONSIBILITIES

### Clinical Duties

- To work within the children's therapy service, leading, coordinating and developing effective clinical interventions within the speciality of paediatrics including complex needs in order to advance clinical practice in the team in line with current evidence base.
- To manage autonomously a clinical workload of children at a highly specialist level, assessing and treating patients and maintaining clinical records.
- To have highly specialist assessment and treatment skills in the areas listed but not limited to:
  - ❖ Triage and prioritization of patients referred to the team
  - ❖ Identification of complex needs
  - ❖ Assessment and treatment of patients with multi pathology
  - ❖ Training/ supporting others to manage the child's condition
  - ❖ Joint goal setting and problem solving
  - ❖ Use of appropriate outcome measures
  - ❖ Transfer of care planning and discharge of patients from the team

- To apply evidence based knowledge within the specialist clinical area acquired through in depth experience and academic study to a highly specialist post graduate level.
- To act, within the children's therapy service, as a resource and provide advice for Speech and Language Therapists, other professionals and colleagues within the MDT about the assessment, treatment, management and care of children who have a multi-pathological illness and/or complex psychosocial need.
- To work collaboratively with education, 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 children/ young people.
- 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 highly specialist programmes of assessment, treatment and intervention.
- To manage and prioritise own 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 as required.
- 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 actively participate in MDT meetings as appropriate.

### **Professional Duties**

- To comply with and, along with the team leader, write, develop and implement 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 children and young people.
- To participate in governance initiatives on a regular basis, measuring and evaluating individual and the SLT team's clinical practice, e.g. CPD, clinical effectiveness, research and development, clinical audit and service activity data.
- To ensure specialised treatments offered to children and young people 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/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.
- To lead on supporting members of the Children's Therapy team and contribute to them successfully meeting their objectives and development needs.
- To assist the Team Leader to manage the performance of the speech and language therapy team and assistant staff by providing supervision and appraising staff.

### **Managerial Duties**

- To support and advise on the delivery of Children's Therapy within the wider MDT.

- To provide the Team Leader with advice/information in the planning and development of the service. Along with the Team Leader to identify and evaluate potential areas for service and quality improvement.
- In conjunction with the Team Leader, ensure adequate staff cover within the team by agreeing annual leave, study leave, and report sickness absence to the Team Leader.
- To assist in achieving the service objectives.
- To lead on and actively participate in the professional development programme of the Speech and Language Therapy service.
- To assist the Team Leader in the monitoring of professional, clinical and departmental standards and assist implementation of change as appropriate.
- To work with the team leader in the management of incidents and complaints.
- 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 and in issues of staff retention.
- 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 postholder or other staff fulfilling the requirements of the job description.

### **Training and Development Duties**

- To identify, develop and evaluate a training programme to address the needs of the Speech and Language Therapy service and the wider multi professional team as appropriate.
- To organise and participate and lead in in-service training programmes, under direction, ensuring appropriate training is delivered.
- To provide specialist supervision for therapists holding a social communication caseload.
- 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 Team Leader. To disseminate information from training effectively throughout the team, the service and MDT as appropriate.
- To participate in the 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 highly specialist advice, teaching and training to children, parent, 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 and 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. Nurses, Physiotherapists, Occupational Therapists as required.

### **Managing Self**

#### **Financial Duties**

- There are no financial duties required in this post.

#### **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:** Clinical lead speech and language therapist

**BAND:** Band 7

REQUIREMENTS	Essential or Desirable	Application	Interview	Reference
<b>QUALIFICATIONS / TRAINING</b>				
Relevant Degree/Diploma	E	x	x	
Registered with HPC	E	x	x	
Evidence of Postgraduate Training relevant to the post	E	x	x	
Clinical Educator Training	E	x	x	
Member of Professional Body	D	x	x	
Studied at Masters level or equivalent	D	x	x	
<b>KNOWLEDGE, EXPERIENCE &amp; EXPERTISE</b>				
Extensive experience of carrying out specialist assessments and interventions for children and young people with complex communication needs.	E	x	x	x
Evidence of up to date best practice in paediatrics	E	x	x	
Knowledge and experience of working with a total communication approach including with a range of AAC tools pertinent to a complex needs caseload.	E	x	x	
Evidence of CPD, self-directed learning and Reflective Practice	E	x	x	x
Knowledge of relevant Legislation, NSF'S/ Local and National initiatives	E	x	x	
Experience in leading on and contributing to service improvements	E	x	x	x
Extensive knowledge of child development and a range of common paediatric conditions	E	x	x	
Teaching/Presentation skills	E	x	x	
Previous experience of working at Band 6 level with children and young people with complex communication needs	D	x	x	
Attendance at relevant Special Interest Groups	D	x	x	
Excellent Time Management skills	E	x	x	x
<b>COMMUNICATION AND RELATIONSHIPS (INCLUDING MANAGEMENT RESPONSIBILITIES)</b>				
Demonstrate excellent leadership skills	E	x	x	x
Experience of developing, supervising and training others	E	x	x	x
Ability to organise, prioritise and delegate appropriately using knowledge of blurred boundary / competency frameworks	E	x	x	
Demonstrates positive attitude and behaviours	E	x	x	x
Experience in dealing with complaints (e.g. diffusing complaint or investigating complaint)	D	x	x	
Knowledge and experience of the principles and practice of partnership working within an integrated team	D	x	x	
Ability to communicate effectively with people with complex difficulties and in difficult situations	E	x	x	x
Ability to recognise own limitations and have a willingness to share and learn skills from others	E	x	x	
Ability to work in various locations throughout the network of services provided by Calderdale and Huddersfield NHS Foundation Trust.	E	x	x	
<b>DBS REQUIREMENT</b>				
<i>This position is eligible for an enhanced check with children's barred list information.</i>				

