

Job Description



**Portsmouth Hospitals
University**
NHS Trust

Title: Speech and language Therapist (SLT) Neuro rehabilitation- Lotus
Rehabilitation Unit and CSRT -Early supported discharge team

Band: Band 7

Staff Group: Therapies

Reports to: Therapy Clinical Lead

Job Summary:

- To provide day to day management and leadership to the speech and language therapy team on working on Neurorehabilitation Ward and in Community Stroke Rehabilitation Team
- To provide excellent clinical and professional leadership
- To provide assessment and implementation of treatment/management plans of patients following acute brain injury including stroke.
- To be responsible for the direct delivery of SLT services on the neuro-rehabilitation ward at QAH and the Acute Neuro Team (hospital based) and early supported discharge team community service based in hospital, working to an integrated model.
- To be responsible for working towards meeting national targets such as UKROC and SSNAP.
- To work closely with multi-disciplinary leads to ensure the delivery of high quality multi-disciplinary care and positive patient experience.
- To be able to demonstrate positive patient outcomes.
- To report directly to the Therapy Clinical Lead on team performance, operational implementation of work streams and service delivery issues including contingency planning.
- To work with relevant professionals to deliver services that support skill sharing across professions and bandings and develops a competency driven, flexible and responsive workforce.
- To work closely with Team, and senior therapy leads to develop and transform services and be responsible for implementing change at team level in line with the Trust's strategic aims.
- To deputise for and represent Therapy Clinical Lead as required.

Speech and Language Therapy

- To provide highly specialist clinical expertise in the assessment, differential diagnosis, treatment and management of patients with swallowing and complex communication disorders.
- Support more junior staff in the above.
- Provide second opinions and support for complex cases.
- Where appropriate, to provide specialist clinical/technical skills for instrumental assessment and interpretation of swallow function using, e.g. video-fluoroscopy, tracheostomy, meeting RCSLT competencies and guidelines, including evidence that competency is maintained.
- To advise and contribute to discussions within the multi-disciplinary team in regard to the extent to which cognition and communication will influence the ability for clients and carers to make specific decisions in line with the requirements of the Mental Capacity Act.
- This post may include occasional bank holiday working.

Key Responsibilities:

Professional Responsibilities

- To be professionally and legally accountable for all aspects of your own work.
- To work autonomously and without direct supervision
- To maintain own professional competence to practice.
- To assess patient understanding of therapy interventions, gain valid consent whilst taking into consideration barriers to patient participation.
- To hold a caseload at a highly specialist level and using advanced clinical reasoning, skills and involving patients, carers and the MDT as required
- To use advanced skills and expert knowledge to ensure that care is based on best available evidence to improve health outcomes and promote health and wellbeing of patients.
- Evaluate patient progress, reassess and alter treatment programmes of own caseload and team if required.
- Where appropriate, to ensure the principles of the mental capacity act, best interests and deprivation of liberty are applied and documented in all situations with vulnerable patients and their carers.
- To keep accurate, legible records of patient care in line with service guidelines.
- Provide a source of expertise and support to colleagues across the therapy services and work with other statutory and independent agencies.
- Represent your profession and the therapy service at multi-disciplinary meetings to ensure a co-ordinated and integrated approach to patient care including discharge planning.
- Represent the profession across PHU.
- To demonstrate and implement National Codes of Professional Conduct and Professional Standards of Clinical Practice (e.g. HCPC, RCSLT).
- To actively participate in the trust appraisal process as appraisee and appraiser.

Operational management and Clinical Leadership

- To provide operational management to the teams on a daily basis, seeking support and guidance from Therapy Clinical Lead as required.
- To manage operational processes (including; recruitment, ESR, Health Roster, responding to escalation).
- To line manage allocated staff to include, recruitment process, sickness and absence monitoring and disciplinary/ performance issues.
- To manage performance of individuals through the appraisal and supervision process and work closely with Therapy Clinical Lead to manage capability/performance issues in line with Trust policy when required.
- To report, investigate and manage incidents, sharing learning from incidents and risk with the team and wider organisation as appropriate.
- To investigate and manage complaints in accordance with Trust policy, share and implement learning across the team.
- To work closely with the Therapy Clinical Lead to ensure services are delivered efficiently and within budgetary constraints including monitoring of demand and capacity within designated area, to ensure efficient resources are available to maintain service delivery.
- To be responsible for ensuring effective induction for all staff within the area of responsibility and relevant students.
- To ensure all staff attend statutory and mandatory training.
- To monitor performance and analyse data to provide performance information to service managers to support the delivery of KPIs, management of demand and capacity and to inform future workforce, skill mix requirements and service development.
- To work with clinical specialists to ensure the delivery of evidenced base practice and effective governance for staff working within your defined clinical area.
- To ensure staff are clinically competent, services are clinically effective and safe and an excellent patient experience is delivered.
- When working within the community as a lone practitioner to ensure that you and your team are following trust and therapy service policies for lone-working.

- To embed the principles of integrated working across therapies and the wider multi-disciplinary team as required.
- To advise the SLT Professional Lead on professional issues relating to the provision and development of your defined clinical area including an awareness of the impact of national/regional/local strategy within your defined clinical area.
- Propose, produce, interpret and implement policies, procedures, standards of service, clinical guidelines within your defined clinical area.
- Responsible for the safe and competent use of equipment within your defined clinical as appropriate ensuring that staff you lead attain competency prior to use and that equipment defects or accidents are reported.
- Undertake risk assessments in a variety of complex situations for self, patients, colleagues and relatives.
- Responsible for maintaining stock of equipment or materials used within specific clinical areas.
- Plan and organise non-clinical activities pertaining to your specialist area, meetings, training activities and conferences.
- To set up procedures to evaluate service delivery by encouraging patients' feedback.
- To take delegated responsibility from line manager as required.

Communication

- Provide and receive complex, sensitive or contentious information to patients, carers, and other staff.
- Use highly developed interpersonal verbal and non-verbal skills to overcome significant barriers to communication, acceptance or understanding.
- Communicate sensitively and effectively with patients, carers, relatives or other professionals in situations that may be hostile, antagonistic or highly emotive.
- Establish robust communication networks with other professionals to optimise continuum of care, therapy intervention and discharge planning to ensure a consistent MDT approach to care.
- Responsible for recording personally generated information regarding patients e.g. written and electronic records, reports and activity data in accordance with professional and local standards including maintaining confidentiality.
- Concentrate while undertaking work that is not always predictable. With competing demands for attention, prioritise workload and manage interruptions relating to patient care.
- Work with a number of patients who may be challenging and emotionally demanding, who have communication, psychological, cognitive or mental health issues as well as their physical disabilities, with frequent exposure to distressing and emotional circumstances, e.g. being exposed to severely injured and distressed patients and involvement with the end of life decision making.
- To provide regular support to staff members who may have been exposed to emotional and stressful situations.
- To attend and actively participate in specialty, peer group and departmental staff meetings
- To ensure timely and effective communication to senior therapy staff on all professional matters

Education and training

- Participation in CPD activity including teaching on specific subjects and delivering core training programmes to team members, other professionals and students.
- Provide and conduct specialist training for a range of individuals and groups including; patients and their carers, other health professionals, general public, external agencies, and national specialist interest groups.
- Provide clinical practice placements for pre-registration students and apprentices and support other staff within your team to supervise students.
- To ensure that new members of staff, locums, students and visitors receive appropriate orientation and induction programmes.
- To keep updated with new developments within your specialist area and attend relevant training as appropriate

Research and development

- To lead on clinical audit within your area of work and participate in research as appropriate to inform future service development.

- Demonstrate regular development activities and contribute to audits or other projects in order to support clinical judgments and decisions.

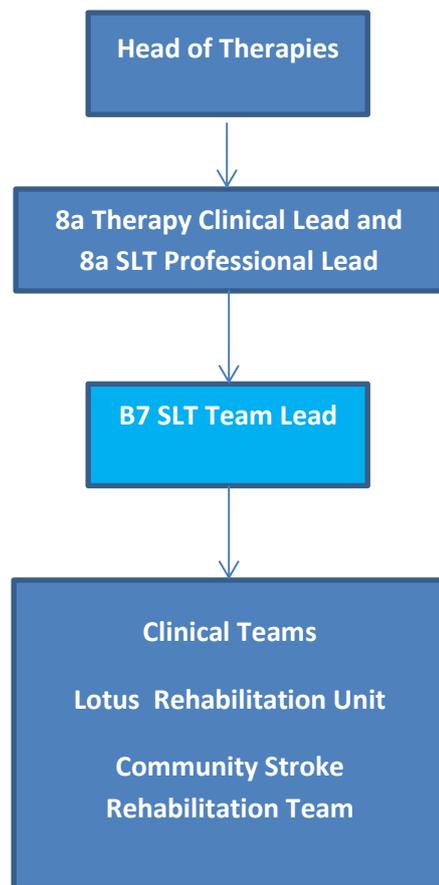
Working Conditions

- To carry out assessments / treatments of patients with complex conditions with frequent moderate physical effort on a daily basis.
- Frequent therapeutic handling of patients in restrictive conditions e.g. hospital cubicles and patients' homes. Will involve complying with Trust Manual Handling Policy and local therapeutic handling guidance at all times.
- The job will involve frequent exposure to unpleasant working conditions on a regular daily basis involving exposure to bodily fluids e.g. sputum, vomit, urine, lice, fleas and unpleasant smells from wounds etc.,
- There is frequent exposure to patients and carers who have high levels of anxiety and may show signs of aggressive and distressed behaviour caused by pain, cognitive impairment or limited mobility and dealing with distressing circumstances.
- Daily exposure to circumstances that are distressing or emotional for junior staff, requiring support.
- There is frequent requirement to support patients in decision making, including complex and life changing decision making such as contributing to end of life decisions which may be related to dysphagia.
- There is frequent exposure to patients with behavioural changes related to brain injury which require MDT management.
- Frequent exposure to patients dealing with alcohol and drug dependencies.
- Lone working as required e.g. In the community or on-call
- The job involves managing high caseloads, unpredictable work patterns and sustained concentration to care for unstable patients or emergency situations.

Key Working Relationships

Lotus Unit /CSRT staff at all grades
PHU SLT department including Training Lead Solent community SLT
PHU therapies
Nutrition team and dietetics
Acute Neuro team (ANT)
Neuro Psychology
Safeguarding team
Hospital Discharge Team

Organisational Chart



Person Specification

Qualifications

Essential

- Health and Care Professions Council Registration
- Registered member of RCSLT
- Recognised professional Speech and Language Therapy qualification to degree or masters level
- Evidence of relevant post graduate training including leadership training
- Driver

Desirable

- Practice Educators Qualification

Skills and Knowledge

- Highly developed knowledge in specialist professional field, underpinned by theory.
- Supportive, excellent interpersonal skills including ability to communicate clearly both written and oral
- Outstanding leadership skills
- Understand legal responsibilities of your profession, with knowledge of professional and ethical issues in practice
- Ability to build effective working relationships within the Multi-Disciplinary Team
- Knowledge of health and safety issues
- Detailed knowledge of the principles and application of clinical governance
- Specialist knowledge and application of assessments, interventions, outcome measures
- Self-motivated, assertive, diplomatic and tactful
- An ability to work alone, autonomously and set own priorities
- Ability to work flexibly and manage pressure of work

- Ability to delegate and negotiate.
- Able to analyse professional and ethical issues, including ability to critically appraise own performance
- Supervisory and appraisal skills
- Ability to organise and respond efficiently to complex information
- Ability to cope with a stressful working environment and with emotional or aggressive patients or carers
- Ability to build effective working relationships
- Competent IT skills
- Presentation skills
- Ability to engage with service users, including a commitment to client centred, non-discriminatory practice
- Ability to keep accurate and legible patient notes including numeracy and literacy skills.

Experience

- Evidence of experience to meet the scope and authority of the post.
- Evidence of advanced level of practice including in depth experience at band 6 level
- Supervision of staff/students
- Transforming services and implementing change
- Leadership, recruitment and selection of staff
- In individual/group and team-work in a variety of relevant settings
- Research/audit
- Documented evidence of Continuous Practice Development (CPD)
- Practice innovation
- Working with users/carers and external agencies

Working Together for Patients with Compassion as One Team, Always Improving

Strategic approach (clarity on objectives, clear on expectations)

Relationship building (communicate effectively, be open and willing to help, courtesy, nurtures partnerships)

Personal credibility (visibility, approachable, back bone, courage, resilience, confidence, role model, challenge bad behaviour, manage poor performance, act with honesty and integrity)

Passion to succeed (patient centred, positive attitude, take action, take pride, take responsibility, aspire for excellence)

Harness performance through teams (champion positive change, develop staff, create a culture without fear of retribution, actively listen and value contribution, feedback and empower staff, respect diversity)

Job holders are required to act in such a way that at all times the health and well being of children and vulnerable adults is safeguarded. Familiarisation with and adherence to the Safeguarding Policies of the Trust is an essential requirement for all employees. In addition all staff are expected to complete essential/mandatory training in this area.

Print Name: Kath Lake

Date: 2.1.24

Signature: K. Lake