

Job Description

Title: Speech and Language Therapy Acute Specialist and Training Lead

Band: Band 7

Staff Group: Therapies

Reports to: Therapy Clinical Pathway Lead B8a

Job Summary:

- To provide highly specialist assessments, differential diagnosis and treatment and management of patients with acute and chronic swallowing and complex communication disorders including providing a source of specialist knowledge for the above, in line with best practice.
 - Where appropriate, to provide specialist clinical/technical skills for instrumental assessment and interpretation of swallow function using, e.g. videofluoroscopy, FEES, and 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 as well as approaches which may enable understanding and expression in decision making situations. E.g. mental capacity issues.
 - To lead the learning and development agenda for registered and unregistered Speech and Language Therapy staff underpinned by training, education, and the creation of positive learning environments where staff development is encouraged and supported.
 - To ensure registered staff are fit to practise to maintain HCPC registration, and to meet any Trust and other relevant professional standards.
 - Take the lead role in managing and developing student placements and external clinician placements.
 - To work with 8a Clinical Leads and Team leads ensuring the service delivered to patients and their relatives is evidence based, meets statutory and contractual requirements and that patients and staff have a positive experience.
 - Provide visible clinical and professional leadership and presence across the SLT service and the wider Trust, working with the 8a Therapy Clinical Pathway Leads to facilitate and support innovation in the pursuit of clinical excellence.
 - To provide specialist SLT support to all acute clinical areas as required.
 - 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 and contribute to improved patient flow through the hospital.
 - To report directly to the 8a on team performance, operational implementation of work streams and service delivery issues including contributing to contingency planning when required.
 - 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 the SLT 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.
 - May include weekend and Bank holiday working
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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. 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 the profession and the therapy service at multi-disciplinary meetings to ensure a co-ordinated and integrated approach to patient care including discharge planning.
- 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 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 senior therapy leads 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 8a Leads 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 work with senior therapy leads 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 work with the Therapy 8a Lead to ensure staff are clinically competent, services are clinically effective and safe and an excellent patient experience is delivered.
- If 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 Therapy 8a Lead and Head of Therapies 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.

- 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 e.g. pen torches, stethoscopes, therapy equipment, PPE equipment.
- Plan and organise non-clinical activities pertaining to the 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 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 or unwell patients and involvement with end-of-life care.
- 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 with senior therapy staff on all professional matters.

Education and training

- To work with Education & Development to ensure to plan the number of students the services can support on a yearly basis to provide an excellent experience for students on placement and increase the likelihood of those newly qualified SLTs wanting to take up employment with PHUT.
- 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 in discussion with Band 8a & SLT training lead 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,
- To ensure all SLTs responsible for supervising students have attended the appropriate training to take on the student placement educator/supervisor role
- To be responsible for providing advice to students on assignment writing and academic work and to support clinical student practice educators by conducting appropriate supervision and training when necessary, eg when there is concern regarding a student's progress while on placement.
- Work with the Therapy Clinical Leads, Clinical Specialists and Team Leads to establish an SLT training needs plan, including identifying skills & leadership training considered essential for roles at B6 and beyond.

- Work clinically to maintain own knowledge, skills and clinical credibility, demonstrating high standards of practice and clinical expertise in your area of clinical specialty.
- Be a highly visible clinical role model, working alongside staff in clinical practice to understand the requirements of different areas of specialty.
- To act as positive role model when asked to respond to hospital pressures requiring flexibility and adaptability to meet service needs

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/bedsides. 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 who have high levels of anxiety and aggression caused by pain, dementia, mental health issues, learning disability or limited mobility and patients dealing with distressing circumstances e.g. death, severe dysphagia and making end-of-life decisions.
- 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

PHU Speech and Language Therapy team

SLT training lead

HIOW Community Speech and Language Therapy team

PHU OT and physiotherapy teams

Hospital dieticians and nutrition team

Discharge Services (IDS)

FIT MDT team

ITU/respiratory/critical care team

Learning disability liaison nurses

Safeguarding Team

Mental health support team

Radiology

Palliative care team

Organisational Chart



 Management Essentials	 Leadership Insights
We are proud to offer a comprehensive development programme, Management Essentials, designed to equip staff with the skills and knowledge to become effective managers. This post has been identified as a role that will benefit from this training, and you will be able to enrol in both mandatory and, relevant, optional modules upon commencement with the Trust. Please click here for further information on the Management Essentials programme.	Additionally, our new leadership development programme, Leadership Insights, aims to help all newly promoted, existing and aspiring leaders, at every level at the Trust, to recognise, reflect and role model the core principles of people-centred leadership. If, this is of interest to you, you will be able to enrol upon commencement with the Trust. Please click here for further information on the Leadership Insights programme.

Person Specification

Qualifications

Essential

- Health Professions Council Registration
- Recognised professional qualification to Degree or Masters level
- Evidence of relevant post graduate training including leadership training
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Desirable

- Practice Educators Qualification
- Member of professional body e.g. RCSLT

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
- Of research/audit
- Documented evidence of Continuous Practice Development (CPD)
- Practice innovation
- Of working with users/carers and external agencies

Other

- Driving licence and access to car as required for role

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:

Date: 2.9.25

Signature: