



## **JOB DESCRIPTION**

**POST:** Highly Specialist Speech and Language Therapist

**DEPARTMENT:** Intensive Support Team LDA

**BAND:** 7

**HOURS PER WEEK:** 22.5

**REPORTS TO:** Consultant lead clinical psychologist

**WORK BASE:** Carol Kendrick Centre

### **JOB PURPOSE:**

This is a senior role for a specialist speech and language therapist. The postholder will form part of a newly established multiagency team consisting of clinical psychology, learning disability nursing, occupational therapy and support workers. The team will be working with a small number of Autistic young people and young people who have severe learning disabilities who have been identified as having complex needs that require intensive support. Working alongside the local respite services and other agencies, the Intensive Support Team will work together to create, instigate, and support person centred positive behaviour support plans with the aim of improving the quality of life and reducing any restrictions or restraints (in accordance with NICE guidance). The Intensive Support Team sits alongside the well-established Specialist Community Service for Learning Disabilities which consists of community learning disability nurses, clinical psychologist and speech therapists.

The post holder will have extensive experience working with this client group and have developed skills in highly specialist assessment, formulation, intervention, and evaluation. They will be the only speech therapist in this service and will therefore be responsible for promoting a particular professional viewpoint within the team. The postholder will also have experience of supervision, training, and consultation. The postholder will have the skills and experience to manage their own complex cases and experience of working in multi-agency settings.

Due to the level of independent working and management of high levels of risk, the postholder is expected to have considerable experience of working with this client group. The post-holder will be expected to be part of the ongoing co-production of services in MFT.



## **KEY DUTIES AND RESPONSIBILITIES:**

### **Clinical**

- Delivery of speech and language service in a multi-agency environment and in the context of the MFT footprint-wide Intensive Support Team.
- To take the lead in providing specialist assessments of children and young people referred to the service based upon the appropriate use, interpretation, and integration of data from a variety of sources including self-report measures, direct and indirect observation and interviews with young people, family members and/or carers. Assessments may be face to face or virtual and must show appropriate consideration of medical, cognitive, psychological, social, environmental, and cultural factors.
- To provide standardised assessments relating to speech and language as required and to communicate the results of these in an appropriate and sensitive manner.
- To provide evidence-based intervention as part of the service pathway and support other staff forming a team around the young person to adopt appropriate intervention strategies relating to speech and language.
- To take responsibility for monitoring outcomes of intervention.
- To recognise barriers to change and act on these as appropriate.
- To take autonomous responsibility for communicating with the referrer, young person and family and other agencies involved as required.
- To autonomously identify training needs for carers and provide advice and training around speech language and communication issues as required.
- To provide training, advice and consultation to staff from health and other agencies in areas relevant to direct clinical work and service provision.
- To provide training on issues related to communication and speech and language therapy to the wider service as required.



- To contribute to Positive behaviour Support Plans and to develop skills in Positive Behaviour Support planning.
- To be responsible for following step up and step down procedures around PBS plans with the Specialist Community Service for Learning Disabilities and Autism and or with community Speech and Language therapy as required.
- To contribute a highly specialist perspective to case planning and multi-agency case conferences and reviews.
- This role will require the postholder to work across quadrants 3 and 4 of the service including risk management.
- To provide some support and supervision for junior staff working with complex cases.
- To take on additional identified responsibilities as required by the service.
- To closely liaise with the Safeguarding team and the Local Authority where there are safeguarding issues and support junior staff to do so. To attend core group meetings and case conferences as required.
- To work in partnership with other services when managing the needs of children/young people displaying challenging behaviour.
- To work consistently with parents supporting the emotional difficulties of caring for a child with a disability or challenging behaviours.
- To represent the Intensive Support Team in multiagency forum as required.
- To employ excellent communication skills to enable patients, many of whom have highly challenging communication impairments to engage in the therapeutic process.
- To adjust complexity, content and mode of communication to overcome these difficulties, including use of alternative modes of communication, eg signing, symbol and object systems.
- To work as part of the larger team discussing own and others input around families' needs ensuring a well co-ordinated PBS plan
- To communicate highly complex condition-related information from assessment to patients, carers, families and members of the multi-disciplinary team and other professions. This information is usually of a highly sensitive nature.
- To ensure a productive therapeutic relationship is established with patients, carers and families, agreeing decision-making which is relevant to the patient's management, taking into account



challenging communication impairment, challenging behaviour, psychological and emotional state and differing cultural attitudes and expectations.

- To demonstrate empathy with patients, carers and families and colleagues, ensuring that effective communication is achieved, particularly where barriers to understanding exist.
- To work with a linkworker or signing interpreter as necessary to aid assessment and treatment of the patient and communication with the carer(s).
- To demonstrate skills in motivating patients and/or carers to engage in the therapeutic process.
- To demonstrate good negotiation skills in the management of conflict across a range of situations e.g. defusing situations where patients exhibit verbal and or physically aggressive behaviour.
- To deal with initial complaints sensitively, avoiding escalation where possible.
- To form productive relationships with parents/ carers and patients who may be under stress and/ or may have challenging communication difficulties.
- To use highly specialist clinical reasoning skills to assimilate information, taking into account cognitive, emotional, environmental, cultural and social issues, in order to make a clinical judgement regarding differential diagnosis and intervention, seeking advice as appropriate.
- To formulate clear care plans based on assessment, highly specialist knowledge and information, some of which may be conflicting, gathered from a range of professionals and carers in order to select appropriate treatment options.
- To demonstrate the ability to reflect on practice with peers and supervisors.
- To demonstrate the ability to reflect on a patient's learning style and optimum mode of communication, such as the use of sign, pictures, spoken language, taking into account sensory and physical abilities.

## **1. Education and Development:**

- To contribute to the continuing development of the Intensive Support Service
- To contribute to the continuing development of the Positive Behaviour Support pathways in MFT in conjunction with the team lead
- To help plan, contribute and participate in any team building process that may be seen as necessary to enhance the working efficiency of the Intensive Support Service.



- To be responsible for own continuing professional development and maintaining own professional registration, and any requirements to maintain registration.
- To attend team meetings.
- To engage in consultation and liaison with community health, social care and education colleagues
- To supervise junior staff as required, holding clinical responsibility for supervision advice given.
- To be lead representative of speech and language therapy within the Intensive Support Team
- To demonstrate highly specialist knowledge and disseminate information acquired from courses, literature searches, etc. to colleagues within the service
- To attend post-graduate and specialist uni- and multi-disciplinary courses in order to maintain and develop skills and knowledge required of a speech and language therapist working in own specialist field.
- To identify and work towards personal development and departmental objectives, set in conjunction with the line manager, as part of the annual personal development planning process.
- To ensure that all clinical work is underpinned by evidence-based practice.
- To demonstrate knowledge of and adhere to RCSLT, national and local Professional and Clinical Guidelines and knowledge of legislation around Transforming Care
- To have a working knowledge of relevant procedures including: Safeguarding Children; Special Educational Needs procedures, working with Vulnerable Adults and other legal frameworks.
- To have specialist knowledge of the cultural and linguistic diversity of inner city patient groups and to adapt practice accordingly.
- To participate in locally agreed appraisal process and staff development, ensuring this is regularly reviewed and evaluated.



- To undertake mandatory training as per Trust policy and participate in other relevant training to meet the needs of the service and as outlined in the individual's development plan
- To receive regular clinical and line management supervision from a suitably qualified clinician and, where appropriate, other senior professional colleagues.
- To provide teaching and training in a range of settings as required and in line with post holder's experience and skills. To offer consultation and training to partner agencies
- To take a key role, along with other members of the team in carrying out audit, research and service evaluation as required.
- Contribute to co-production at the heart of service development.

## **2. Clinical Governance:**

- To contribute to strategic developments and support policy change from across CAMHS within the Intensive Support Team as required.
- To have current working knowledge of relevant professional body code of practice, standards and guidance, understand implications for and be able to apply to practice.
- To maintain up to date knowledge of NICE guidance and evidence-based practice, monitoring and maintaining quality and practice standards within the team.
- To attend and actively participate in line management supervision with designated professional.
- To ensure attendance and participation in safeguarding supervision in line with Trust policy.
- Participate in identified quality initiatives to promote the development of the CAMHS team.
- To communicate in a timely manner any issues concerning service provision, clinical practice and multi-agency working together to relevant line manager/supervisor.
- To contribute to audit, research, and evaluation of the service.



### 3. Policy:

- To work in accordance with the Trust and CAMHS clinical service unit policies and procedures.
- To practice within national and local policy and legislation including Professional Codes of Practice.

### KEY RELATIONSHIPS:

- Other members of the Intensive Support Team
- Members of the Specialist Community Service, LDA
- CAMHS Clinical Service Unit and CAMHS clinical teams and pathways
- Short breaks and respite providers
- Local Authority including Children's Social Care, Education, Youth Justice Service, Early Help
- Specialist schools in Manchester, Salford and Trafford
- Acute Paediatric and Mental Health inpatient settings and services
- Community Health services and teams
- Voluntary, Third Sector and Independent providers
- Safeguarding Team/Named Nurse for Safeguarding

### INFECTION CONTROL

It is a requirement for all staff to comply with all infection control policies and procedures as set out in the Trust's Infection Control manual. The postholder is also responsible for ensuring all their staff attends mandatory training, including infection control and to provide support to the Director of Infection Control.

### HEALTH AND SAFETY

The Trust has a statutory responsibility to provide and maintain a healthy and safe environment for its staff to work in. You equally have a responsibility to ensure that you do nothing to jeopardize the health and safety to either yourself or of anybody else. The Trust's Health and Safety Policies outline your responsibilities regarding Health & Safety at Work.

The post holder must not willingly endanger him/herself or others whilst at work. Safe working practices and safety precautions must be adhered to. Protective clothing and equipment must be used where appropriate.

**All accidents/incidents must be reported to your Senior Manager and documented as per Trust Policy, including the reporting of potential hazards.**



### **SAFEGUARDING**



Ensure that the policy and legislation relating to child protection and Safeguarding of children, young people and vulnerable adults are adhered to. It is the responsibility of all staff to report any concerns to the identified person within your department/division or area of responsibility.

### **SECURITY**

The post holder has a responsibility to ensure the preservation of NHS property and resources.

### **CONFIDENTIALITY**

The post holder is required to maintain confidentiality at all times in all aspects of their work.

### **TEAM BRIEFING**

The Trust operates a system of Team Briefing, which is based on the principles that people will be more committed to their work if they fully understand the reason behind what is happening in their organisation and how it is performing.

### **NO SMOKING POLICY**

The Trust operates a no smoking control policy, which applies to all staff, patients and visitors and extends to the hospital grounds as well as internal areas.

### **THE TRUST IS AN EQUAL OPPORTUNITIES EMPLOYER**

**This job description indicates the main functions of the post holder and may be subject to regular review and amendment in the light of service development. Any review will be undertaken in conjunction with the post holder and in line with Trust policy.**