

JOB DESCRIPTION

Job Title:	Speech and Language Therapist – Community
Band/Pay:	5
Department:	Speech and Language Therapy

Children and Family Health Devon has been tasked with catalysing the collaboration and integration across the full health, education, care and voluntary sector to have a long-lasting impact on every child and family's future health, happiness and aspirations. Children and Family Health Devon is part of an Alliance that is unique and brings together six leading providers of adult and children's community, acute and mental health services in Devon:

- Torbay and South Devon FT
- Devon Partnership NHS Trust
- Royal Devon and Exeter FT
- Northern Devon Healthcare NHS Trust
- University Hospitals Plymouth NHS Trust
- Livewell South West

....along with key voluntary sector organisations:

- Young Devon
- Vranck House
- XenZone

...and, academic partners:

- University of Exeter
- University of Plymouth
- Marjon University

This Alliance has designed a system-wide service model to deliver integrated, coordinated support wrapped around the child, young person and family. It has been specifically designed to respond to all elements of the commissioner's strategy and specification along with the vision and strategic direction of the STP. It builds on our strong relationships across education, health, social care and voluntary sector services in Devon, and, most importantly, it has been developed and refined in partnership with children, young people and their families/carers.

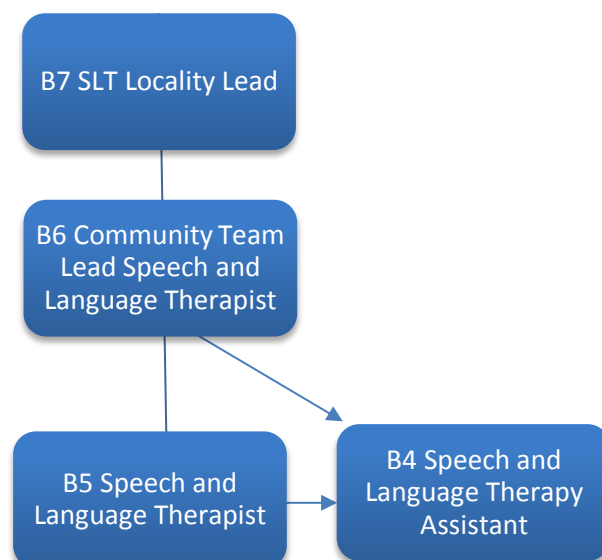
Our Children and Young People say...

“We would like the people who work for Children and Family Health Devon to be understanding, patient and respectful. They should be trustworthy and make us feel safe and comfortable.

It is important that they use their skills and experience to listen carefully in a non-patronising and non-judgemental way. When staff are positive and friendly, they help to create an environment that is informal and without pressure”.

The core value of Children and Family Health Devon is that all staff will actively seek the views of children, young people, parents and carers in a variety of ways and use this feedback to develop their own practice and support the development of the service as a whole. This aspect of the work will be central within all supervision and appraisal processes.

Children and Family Health Devon:



Job overview

The provision of a speech and language therapy service to children and young people with speech, language and communication needs.

Assist in the setting up and running of training courses for school staff, other professionals and carers.

The independent management of a specific caseload.

Main duties of the job

- To independently manage, with access to support from more senior colleagues, a caseload of patients with developmental communication and acquired disorders of speech, language and communication
- The provision of a speech and language therapy service of assessment, diagnosis and treatment of developmental communication disorders and acquired disorders of speech, language and communication
- To provide appropriate intervention and evaluate outcomes
- To provide advice to relatives, early years and school staff and other professionals on matters relating to the speech, language and communication needs of individual patients
- To set up and monitor programmes to be carried out by other key workers
- To write reports reflecting specialist knowledge.

About your new team and department

This post is part of our redesign to ensure that specialist support is easily accessible within the community settings, providing both direct support to children, young people and families, and to the wider community teams.

The Children and Family Health Devon Speech and Language Therapy service is a friendly and supportive team working across Devon and Torbay in four main localities.

Our drive is to provide a high quality, evidence-based service that young people and families describe as easy to access, open and honest making recommendations based on needs, not diagnosis or capability to provide, and a service that our workforce is proud of and enjoy working in.

We will provide you with regular supervision, opportunities for training and development, and opportunities to be part of or lead service development projects.

Detailed job description and responsibilities

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- The provision of a speech and language therapy service of assessment, diagnosis and treatment of developmental communication disorders and acquired disorders of speech, language and communication
- To provide appropriate intervention and evaluate outcomes
- To provide advice to relatives, early years and school staff and other professionals on matters relating to the speech, language and communication needs of individual patients
- To set up and monitor programmes to be carried out by other key workers
- To write reports reflecting specialist knowledge.
- To demonstrate good negotiation skills across a range of issues, and negotiate

- with others around case management
- To provide the link and continuity between health professionals and families/carers
- To demonstrate clinical effectiveness by use of evidence-based practice and outcome measures
- To communicate condition related information from assessment to clients, carers, families and members of the multi-disciplinary team/other professions
- To work closely with clients, carers and families, agreeing decision making relevant to the patient/client management
- To demonstrate empathy with clients, carers and families and colleagues, ensuring that effective communication is achieved, particularly where barriers to understanding exist
- To develop skills in motivating clients and /or carers to engage in the therapeutic process
- To develop negotiation skills in the management of conflict across a range of situations
- To deal with initial complaints sensitively, avoiding escalation where possible
- To form productive relationships with others who may be under stress and/or have challenging communication difficulties

Policy/service development/implementation

- To be aware of and adhere to service and team plans and policies
- To comment on proposed service/policy developments as appropriate

Financial and physical resources

- To monitor stock levels in own service area and request new equipment as appropriate
- To be responsible for the security, care and maintenance of equipment ensuring standards of infection control and safety are maintained – including equipment loaned to patients
- To contribute to the development of resources, hand-outs etc being built up on a Service-wide level

Human resources

- To supervise the work of assistants and volunteers
- To participate in student placements as appropriate
- To explain the role of Speech and Language Therapists to visitors, students and volunteers

Information resources

- To maintain up to date and accurate case notes in line with RCSLT professional standards and local trust policies
- To share information with others, observing data protection guidelines
- To gather and update activity data accurately and regularly, ensuring the provision of such information promptly within SDHCFT guidelines

Research and development

- To participate in departmental research and clinical governance/audit projects
- To collect and provide research data as required

Freedom to act

- To manage caseload independently
- To be accountable for own professional action and recognise own professional boundaries, seeking advice as appropriate
- To work within defined departmental and national protocols/policies and professional code of conduct
- To work independently accessing appraisal within an Individual Performance Framework at annual intervals

Communication and Working Relationships**Liase with**

The Head of Speech and Language Therapy, Professional Leads for Speech and Language Therapy Services, Adults, Paediatrics and Learning Disabilities, and South Devon HealthCare Foundation Trust and Care Trust Managers regarding the provision of speech and language therapy services.

Communicate with

- Other speech and language therapists working in the South Devon HealthCare Foundation Trust area
- Health visiting and medical staff of Torbay and Southern Devon health communities
- General Practitioners
- Care staff, families and carers
- Early Years and school staff
- Other Health professionals
- Appropriate Voluntary Organisations, at local level
- South Devon HealthCare Foundation Trust management

Provide

Training and Support for:

- Families and carers
- Early Years and school staff
- Appropriate Voluntary Organisations, at local level
- Other speech and language therapists.
- Meetings, discussions
- Feedback and reports to other agencies involved with individual patients
- Attendance at case conferences and meetings concerning patients and their care

PERSON SPECIFICATION

Attributes	Essential	Desirable
Qualifications and training	<ul style="list-style-type: none"> • Recognised Speech and Language Therapy Degree Qualification or equivalent • Health Professions Council – Licence to Practice • Registered Member of Royal College of Speech and Language Therapists • Membership of relevant Special Interest Groups 	
Knowledge and experience	<ul style="list-style-type: none"> • Relevant experience of working with children and young people with speech, language and communication needs in community / education settings • Knowledge of a broad range of assessment tools relevant to working with children • Well established knowledge of a broad range of appropriate therapeutic interventions to treat children • Understanding of the principles of clinical governance /audit • Understanding of the roles of other professionals (relevant to the client group) 	
Specific Skills	<ul style="list-style-type: none"> • Excellent interpersonal skills – including observation, listening and empathy skills • Negotiation and Problem-solving Skills • Demonstrates good analytical and reflection 	

	skills <ul style="list-style-type: none"> • Well-developed concentration skills • Good presentation skills, both written and verbal • Good organisational skills • Prioritisation skills • Good auditory discrimination skills and ability to transcribe speech phonetically • Demonstrates ability to be a good team member • Knowledge of standards of record keeping 	
Requirements due to work environment/conditions		

Physical skills	<ul style="list-style-type: none"> • Sitting or standing for long periods of time • Frequent sitting in a constrained position when working with patients • Demonstrate highly developed auditory and perceptual skills in the assessment, diagnosis and treatment of patients / clients
Physical effort	<ul style="list-style-type: none"> • Demonstrate skills in handling patients with disabilities • To have due regard for own personal safety and that of patients / carers, in particular to have regard to moving and handling regulations, restraining policies and ensure the safe positioning of self and others
Emotional effort	<ul style="list-style-type: none"> • Occasional distressing situations, imparting potentially distressing information regarding the nature of the communication difficulties and implications of the same • Proven ability to employ counselling skills for/to families and carers who have highly complex needs and are under stress

	<ul style="list-style-type: none"> • Demonstrable ability to maintain sensitivity at all times to the emotional needs of patients and their families particularly when imparting potentially distressing information regarding the nature of their difficulties and the implications for the future • Managing children with challenging behaviours including the application of appropriate management strategies • Ability to work in emotionally hostile environments and handle conflict effectively
Mental effort	<ul style="list-style-type: none"> • Frequent intense concentration required during observation, assessment of clients and during treatment prolonged periods. In particular, to monitor auditory, visual and kinaesthetic aspects of client's communication, adapting and facilitating according to perceived client needs, including cultural and linguistic differences • To be able to collate and analyse information from a variety of sources • To be flexible to the demands of the environment, including unpredictable work patterns, varying caseloads, deadlines and frequent interruptions