

AFC Reference:	AHP/0001
Job Title:	Specialist Speech and Language Therapist
Band:	6
Division/ Service:	Speech and Language Therapy Service (any division)
Accountable to:	Highly Specialist Speech and Language Therapist
Responsible to:	Service Team Manager

JOB OUTCOMES

As a result of the post-holder being effective in their role, The Trust would expect to see the following outcomes for the Trust, service users and the wider community:

1. Mersey Care NHS Foundation Trust as a leading provider of community services, mental health care, physical health, addiction services and learning disability care.
2. Service users receiving a high-quality service and one which is free from stigma, discrimination and harm.
3. Staff engaged with the delivery, innovation and continuous improvement of services to benefit service users.
4. Visible and responsive leadership, setting the standard for others and role-modelled throughout the division for all managers.
5. The Trust values of Continuous Improvement, Accountability, Respectfulness, Enthusiasm and Support will be embedded across the division for all staff and evident to service users.

JOB PURPOSE

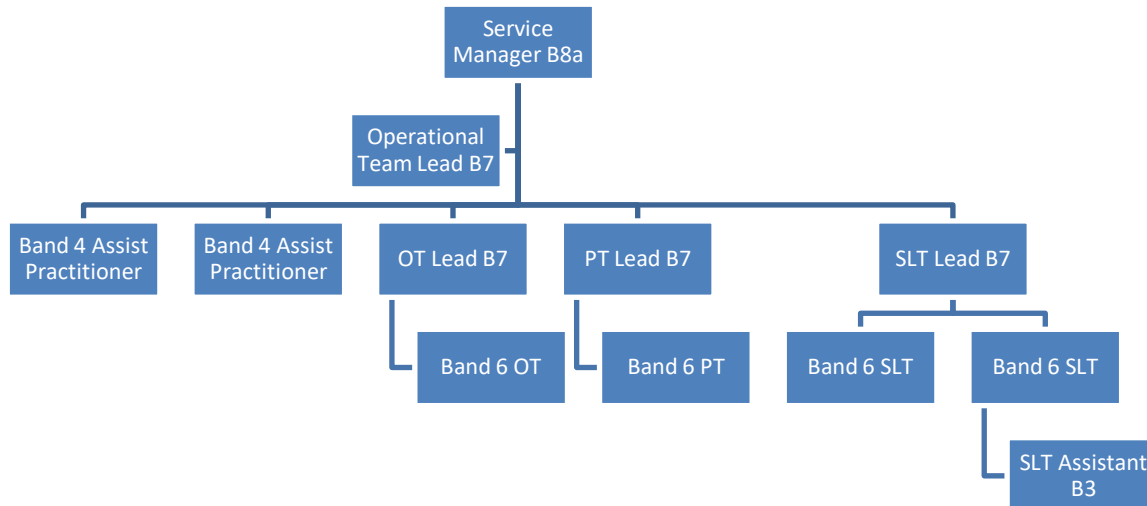
To provide evidence-based Speech and Language Therapy assessment and intervention to service users who have communication and/or eating and drinking difficulties. These occur as a consequence of physical and mental health conditions such as: Learning Disability, Motor Neuron Disease, Parkinson's Disease, Dementia and Mental Illness.

The caseload may cover the whole spectrum of communication disorders, e.g., non-verbal communication, dysfluency, high level language / social use of language and voice as applicable to the service.

The role will be integrated within the therapy team and will work with the team to develop person-centred care plans.

Supervision will be provided by a Highly Specialist Speech and Language Therapist.

ORGANISATIONAL CHART



PRINCIPAL RESPONSIBILITIES

Clinical

1. To participate as a Specialist Speech and Language Therapist in a multi-disciplinary team, with specific responsibility to assess and treat adults with complex health needs.
2. To be responsible for the delivery of specialist assessment, diagnosis, treatment, delivery and evaluation of evidence-based Speech and Language Therapy intervention in a variety of settings including inpatient, individuals home setting, care homes or outpatient clinics for clients with communication and swallowing disorders, such as dysphagia, dysfluency, voice, head and neck.
3. To act as a Care coordinator where applicable, ensuring that clients have full access to any generic services that they require.
4. To be responsible and accountable for their own caseload and ensure that care plans are written and reviewed regularly.
5. To contribute to the prioritisation of the waiting list for Speech and Language Therapy.
6. To complete intake assessments on behalf of the team and feedback to the multi-disciplinary team.
7. To work alongside and liaise with other professionals within the team, staff at day centres, residential staff and families. To provide clinical advice to these on the communication needs of clients, resolving areas of conflict as necessary.
8. To provide specialist knowledge on alternative and augmentative systems of communication, where appropriate. To ensure that all relevant agencies have access to all systems.
9. To Identify and take responsibility for allocating work and providing supervision to Speech and Language Therapy assistants.
10. To provide training days to staff teams around specific individual's communication to devise strategies and management plans.

11. To be able to deputise on the absence of the clinical lead and ensure coordination of caseload is well managed within the team.
12. To be an active and enthusiastic team member by participating with service improvement activities, promoting innovation, being supportive to other team members and proactive when identifying potential issues in the service.

Quality

1. To provide accurate and timely supports on assessment, review and discharge.
2. To ensure that all case notes are maintained and copies of all correspondence, therapy programmes and reports are included in the notes, as agreed in Mersey Care's policies.
3. To provide and enter information onto the database system, in line with Mersey Care policy.
4. To complete documentation forms in line with Mersey Care policy.
5. To evaluate service provision using outcome measures for individual clients and those seen in a group environment.
6. To engage in quality transformation projects and audits as identified by operational manager or clinical lead.

Personal / Professional Development

1. To be a member of the Health Professionals Council, conforming to their standards and complete a professional log on a regular basis.
2. To complete mandatory training, as required by Mersey Care NHS trust.
3. To undertake continuing training in areas relevant to the post and specialist interests.
4. To attend regular meetings of Special Interest Groups as part of on-going professional development.
5. To be accountable for attendance and provision of regular supervision with clinical lead/ assistants /or other peer members.
6. To participate with the delivery and attendance of in-service training that is carried out locally or within the service.
7. To be accountable for completion of PACE (Appraisal) process and commitment to achieve objectives set.

Service Development

8. To provide clinical supervision and advice to SLT Assistants (or SLT staff) working with clients who have communication and dysphagia issues within the community settings.
9. To participate in research initiatives with clear objectives and outcome measures in liaison with other professionals within the service.

GENERIC RESPONSIBILITIES FOR ALL STAFF

All post holders will agree to:

- Commit to the vision of supporting Mersey Care in becoming a leading organisation in the provision of community services, mental health care, addiction services and learning disability care, and in doing so fully utilise their skills and experience to support the objectives of the Trust.

- Role model the values of the Trust – Continuous Improvement, Accountability, Respectfulness, Enthusiasm and Support– in all activities and interactions with employees, service users and other stakeholders.
- Challenge the stigma associated with mental health and learning difficulties.
- Comply with the Duty of Candour, defined by Francis as: 'The volunteering of all relevant information to persons who have or may have been harmed by the provision of services, whether or not the information has been requested and whether or not a complaint or a report about that provision has been made.'
- Work across professional and organisational boundaries to improve services for all.
- Maintain their specific knowledge base and develop new skills.
- Value the contribution of the patient/ service user voice.
- Operate within any organisational codes of practice or those from a relevant professional body.
- Respect equality and diversity across all areas of working practice and communications with staff, service users and other stakeholders.
- Take responsibility for the accurate and timely collection and recording of data and ensuring all personally identifiable information is protected and used only for the purposes for which it was intended.
- Comply with all health and safety legislation and local policies and procedures.
- Adhere to all organisational policies.
- Have knowledge and understanding of technology in the workplace which is sufficient to maintain their efficiency and also how technology can empower service users in a digital environment.
- Comply with the NHS Constitution in relation to the staff responsibilities that it sets out for NHS employees.
- Attend a one day Just and Learning & Civility and Respect training workshop.
- Be an ambassador for Just & Learning and Civility & Respect following the training.
- Positively advocate the just and learning culture within your team.
- Be a confident supporter and implementer of the Trust CARES Values including Civility & Respect within your team.
- Support their team/ services to create a positive environment for Just and Learning Culture.
- Participate in Just and Learning Culture events.
- Bring Just and Learning Culture updates/ information to the attention of team members and other MCT colleagues they work with.
- Support and encourage the sharing of concerns about the safety and quality of care with senior leaders with the aim of improving safety and quality.
- Actively participate in creating an open culture within your team so that concerns and difficulties can be discussed safely and respectfully.
- Speaking up in the event that they are exposed to incivility between colleagues in the workplace #iwillspeakup.
- Listening and understanding others who have concerns and taking a collaborative approach to work towards a solution to improve civility and respect.

This job description is intended as an outline indicator of general areas of activity and will be reviewed in light of the changing needs of the Trust in consultation with the postholder.

14/06/2023

PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
QUALIFICATIONS:	- Accredited Speech and Language Therapy qualification (BSc) - Registration with HCPC	- Member of the Royal College of Speech and Language Therapist (RCSLT) - Post graduate training/qualification in Dysphagia
KNOWLEDGE/ EXPERIENCE:	- A philosophy and approach that empowers people - Knowledge of alternative and augmentative communication and dysphagia - A person-centred approach to service delivery - Understanding of current NHS changes - Experience of working as part of a multi-disciplinary Team - Experience with provision of supervision and delegation to junior members of staff - Experience of use of outcome measures for clinical evaluation - Driving Licence - Basic IT Skills (Microsoft Software: Excel, Word, Power Point, MS Teams)	- Direct experience of working with adults with communication and Swallowing disorders - Experience of inter agency working - Experience of designing and delivering training for staff groups - Experience of using iPads and other forms of technology to support communication - Experience of facilitating groups
VALUES:	- Continuous Improvement - Accountability - Respectfulness - Enthusiasm - Support - High professional standards - Responsive to service users - Engaging leadership style - Strong customer service belief - Transparency and honesty - Discreet - Change oriented	
SKILLS:	- A demonstrated understanding of Equality and Human Rights - Ability to convey information and skills to direct care staff - Good time management and organizational skills - Flexible approach skills towards service change, demands and pressure	Experience of providing clinical supervision (to students or SaLT staff)