

JOB DESCRIPTION AND PERSON SPECIFICATION

JOB DETAILS

JOB TITLE: Specialist Speech & Language Therapist (SLT) – Acute Inpatients at BCH

BAND: 6

LOCATION: Birmingham Children's Hospital

DEPARTMENT: Speech & Language Therapy

Therapy HOURS OF WORK: 37.5 hours

ON CALL/OUT OF HOURS: NO

ACCOUNTABLE TO: Head of Speech & Language Therapy

RESPONSIBLE TO: Advanced Speech & Language Therapist (Team Lead)

DIRECTORATE: Medicine

We know that organisations which have strong values and behaviours do well and that employees are engaged, happy and motivated in their work. We've worked closely with staff to develop and embed our values and we will continue to ensure that they underpin the way we care for our patients and each other.

Our mission:

To provide outstanding care and treatment, to share and spread new knowledge and practice, and to always be at the forefront of what is possible.

Our vision:

To be a world-leading team providing world-leading care.

Our goal:

To be the best place to work and be cared for, where research and innovation thrive, creating a global impact.

Our values:

- Ambitious
- Brave
- Compassionate

JOB PURPOSE

To provide a specialist speech and language therapy (SLT) service for patients with eating and drinking and/or communication difficulties admitted to the wards at Birmingham Children's Hospital. The team provide a service to all specialties and ages (including neonates). To work closely with multidisciplinary teams across specialties within the hospital to maximise safe and positive feeding experiences and optimise speech, language and communication skills through effective assessment, treatment and support of young people and their families.

JOB INFORMATION

This post is based at Birmingham Children's Hospital and will require the post holder to work on site across all inpatient wards including PICU, HDU and the neonatal surgery ward.

The Inpatient SLT service accepts referrals from all specialties in the hospital for patients who have been admitted to the wards and present with an acute change to their feeding and swallowing and/or communication needs. The main referrers are: -

- ENT
- Cardiology
- General Paediatrics
- Neurology
- Neurosurgery
- Neurorehabilitation
- Neonatal Surgery
- Oncology
- Long-term ventilation

The service works closely with the families, ward staff, wider therapy colleagues, medics and external partner agencies to support decision making around feeding and swallowing and/or communication needs.

CORE KEY RESPONSIBILITIES

PROFESSIONAL

1. Is aware of own professional limitations and seeks advice accordingly.
2. Participates in the PDR process, setting objectives and identifying personal development plans.
3. Functions as member of the specialist teams in multi-disciplinary and multi-agency

meetings and case conferences.

4. Works collaboratively with medical, nursing, education, social services and other agencies.
5. Participates in decision making regarding the interpretation of direct and indirect investigations and the implications for surgical/clinical management.
6. Functions as a point of reference for provision of specialist support to families and professionals.
7. Provides specialist advice to SLTs and other professionals regarding patient care.
8. Promotes understanding of the communication, feeding, swallowing, and associated psychological needs, specific to the specialist client groups across the range of service providers including health, education, social services, the voluntary and charitable sectors.
9. Maintains effective collaboration with the client, carers, multi-disciplinary team and all other internal and external agencies involved with the client.
10. Develops knowledge of the work done by other specialists within the multi-disciplinary teams to provide appropriate support to clients, families and other professionals, to facilitate information giving and smooth multi-disciplinary working.
11. Provides training and support to community specialist and non-specialist SLTs, SLT students, carers, and other professionals.
12. Actively engage and participate in relevant training and keeps up to date with new information in the specialist areas.
13. Contribute to the development and implementation of clinical audit and processes to measure outcomes and clinical effectiveness.
14. Contribute to research projects within specialty team.
15. Maintain clinical and non-clinical standards and work within the policy frameworks laid down, (e.g. NHS, Trust, Professional, SLT Department, The Health and Care Professions Council, RCSLT, and relevant government policies e.g. NSF).
16. Comply with clinical guidelines, Trust policies and procedures.
17. To undertake other tasks as requested by the Head of Speech & Language Therapy.

18. Promote equality, diversity, and Human Rights in working practices by developing and maintaining positive working relationships, ensuring that colleagues are treated fairly and contributing to developing equality of opportunity and outcomes in working practices.
19. Ensure that colleagues are treated fairly. Behave in a non-discriminatory way and challenge the discriminatory behaviour of others.

CLINICAL:

1. Provides comprehensive, specialist diagnostic assessment of babies, children and adolescents in the context of the multi-disciplinary team working.
2. Exercises full responsibility and autonomy for caseload. Referrals and the caseload are managed as a shared caseload, between therapists within the team, so the post-holder must ensure there is appropriate handover of care as necessary.
3. Prioritises own caseload and manages own workload efficiently and effectively.
4. Delivers a range of therapeutic interventions to the specialist client groups, to manage communication and dysphagia needs of patients.
5. Provides holistic management across environments for clients with complex communication disorders, feeding/swallowing disorders and with associated psychological difficulties.
6. Contributes to the delivery and evaluation of treatment intervention, which empowers other professionals and carers to take responsibility for managing clearly defined aspects of feeding and swallowing disorders and communication.
7. Demonstrates highly developed auditory, perceptual and observational skills in the specialist assessment, diagnosis and management of patients.
8. Uses technical equipment for client assessment and management, including data collection.
9. Adapts practice to meet individual patient circumstances including due regard for cultural and linguistic differences.
10. Is aware of, adheres to and implements service and specialty policies.

PEOPLE MANAGEMENT

Not applicable.

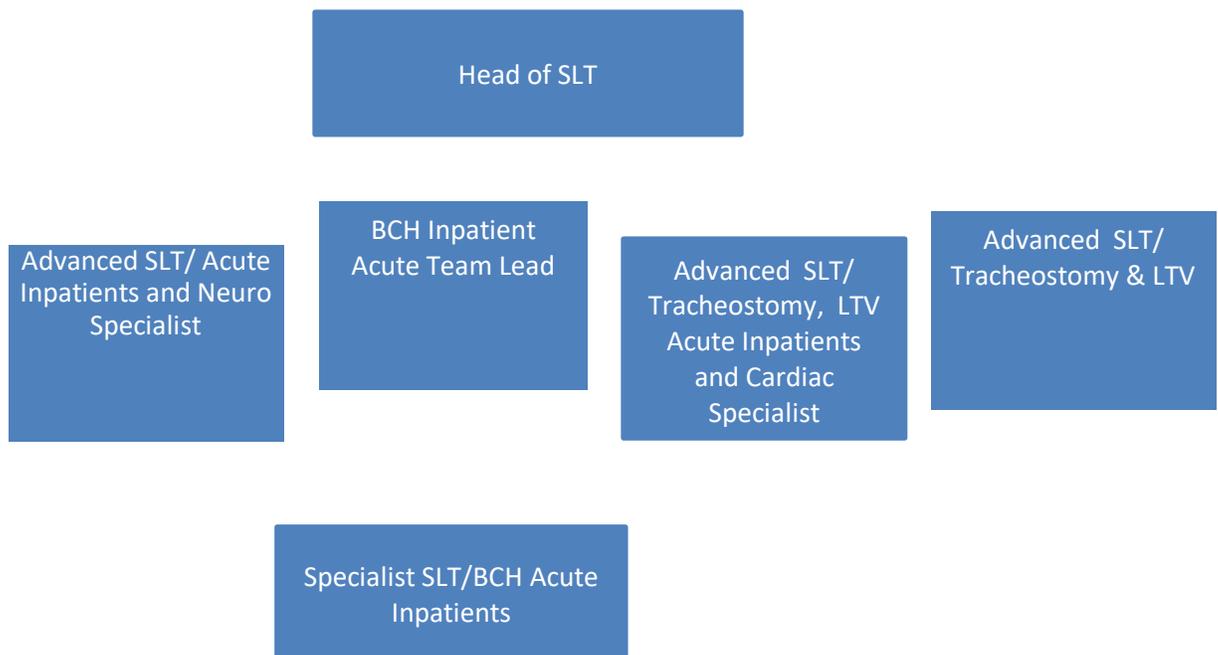
SPECIFIC KEY RESPONSIBILITIES

Skills and expertise within specialist area are developed and maintained.

Is professionally and legally responsible and accountable for the quality of own work and always adhere to Professional Standards and Trust policies, processes, legislation, and procedures.

Individual learning objectives are clearly identified and met as demonstrated by a Personal Development Plan and Professional Development Portfolio.

ORGANISATIONAL CHART



COMMUNICATION AND WORKING RELATIONSHIPS

1. To form appropriate professional relationships with young people and their families, staff and other agencies, communicating in an empathetic, sensitive and reassuring manner.
2. To clearly communicate condition related information to the young people and their families.
3. To communicate ongoing assessment information to guide the development of care plans in multi-disciplinary discussions.
4. To ensure confidentiality is always observed.
5. To establish a good working relationship and close communication with members of the multi-disciplinary team, both at Birmingham Children's Hospital and other services as well as outside agencies.

ANALYTICAL AND JUDGEMENT RESPONSIBILITIES

1. To use clinical reasoning skills to determine the most appropriate and effective Speech & Language Therapy interventions, utilising principles, and policies applicable, including any National guidelines and legislation.
2. To use clinical skills to assess, analyse and interpret complex information, relating to the specialist area seeking support from colleagues as needed.
3. To demonstrate the ability to critically evaluate and incorporate evidence-based practice into programmes of intervention.
4. To participate in the Speech & Language Therapy team audit and evaluation activities as agreed with the Inpatient Team Co-ordinator and Head of Speech & Language Therapy.
5. To contribute to research projects and clinical audit within specialist area, where appropriate.

PLANNING AND ORGANISATIONAL SKILLS

1. To ensure that areas are well maintained and comply with Health & Safety guidelines ensuring the safe use of equipment and storage of materials.
2. To undertake other designated duties relating to the requirements of the Speech & Language Therapy Service, including participation in relevant meetings.
3. To set priorities in conjunction with the Inpatient Team Co-ordinator and other members of the multi-disciplinary team to control workload and enable continuing provision of a high standard of patient care.
4. To participate in the planning, evaluation and audit of practice, clinical pathways, and protocols within specialist area.
5. To contribute to the development of policies and procedures within specialist area and in respect of the wider Speech & Language Therapy team.

PERSON SPECIFICATION

JOB TITLE: Specialist Speech & Language Therapist

BAND: 6

LOCATION: Birmingham Children's Hospital

QUALIFICATIONS	ESSENTIAL OR DESIREABLE	METHOD OF ASSESSMENT (A/I/T)
Speech & Language Therapy degree or equivalent	E	A/I
Health and Care Professions Council registration (HCPC)	E	A/I
Registered member of Royal College of Speech & Language Therapists (RCSLT)	E	A/I
Evidence of successful completion of specialist post qualification short courses related to children with communication difficulties	E	A/I
Post graduate training in dysphagia &/or completion of RCSLT competencies	E	A/I

KNOWLEDGE & NATURE OF EXPERIENCE	ESSENTIAL OR DESIREABLE	METHOD OF ASSESSMENT (A/I/T)
Experience of working with babies and/or children with dysphagia	E	A/I
Experience of working in a multi- disciplinary team	E	A/I
Experience of developing and delivering training to own and other professions	D	A/I
Knowledge of assessments relevant to clinical area as outlined in job description	E	A/I
Demonstrate an awareness of the attributes needed for team and collaborative working	E	A/I
Experience of providing holistic care to children with highly complex needs e.g. a combination of medical, sensory, cognitive, physical, etc	E	A/I
Motivated to work with children and young people at Birmingham Children's Hospital	E	A/I
Experience of working in an acute setting	D	A/I
ANALYTICAL AND JUDGEMENT SKILLS	ESSENTIAL OR	METHOD OF

	DESIREABLE	ASSESSMENT (A/I/T)
Ability to observe and report changes.	E	A/I
Problem-solving skills	E	A/I
Evidence of ability to organise self and others	E	A/I
Ability to work independently	E	A/I

PROFESSIONAL / MANAGERIAL / SPECIALIST KNOWLEDGE	ESSENTIAL OR DESIREABLE	METHOD OF ASSESSMENT (A/I/T)
Experience of training other staff	D	A/I
Able to use computer and other technology to complete day to day tasks for work and familiar with Microsoft office	E	A/I
Knowledge of professional issues in current practice and commitment to remain informed of new developments in Speech & Language Therapy Practice	E	A/I
Evidence of keeping clinically up to date in relevant clinical areas	E	A/I

PERSONAL SKILLS / ABILITIES AND ATTRIBUTES	ESSENTIAL OR DESIREABLE	METHOD OF ASSESSMENT (A/I/T)
Excellent interpersonal skills – including observation, listening and empathy skills	E	A/I
Awareness of needs of individuals from minority groups and adapts accordingly	E	A/I
Good time management and organisational skills	E	A/I
Demonstrates flexibility / adaptability	E	A/I
Adherence to RCSLT and HCPC guidelines and codes of ethics and professional conduct	E	A/I
Commitment to working with young people and children and a desire to develop further specialist skills	E	A/I
Builds effective therapeutic relationships with patients and carers to promote compliance of treatment.	E	A/I

I understand and accept my accountabilities and responsibilities as outlined in this job description and person specification.

	Designation	Name	Signature
Post Holder			
Manager			

Date of JD/Person Specification: April 2024 Version 1
Date of Review