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## **Job Description**

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**Job Title:** Speech & Language Therapist

**Grade:** Band 6

**Reports To:** Principal SLT

**Accountable To:** Manager, Adult Speech & Language Therapy

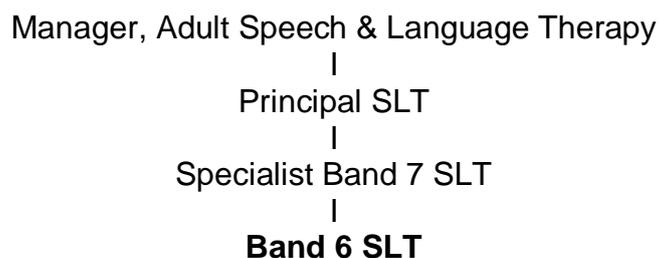
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### **Job Purpose:**

The post holder works as an independent practitioner to provide speech and language therapy to patients who have acquired communication or swallowing problems within the community including nursing and residential homes. The postholder will take a lead in providing communication and swallowing training to nursing homes countywide.

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### **Organisation Chart:**



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### **Key Result Areas:**

- To prioritise and manage own caseload independently.
- To provide specialist speech and language therapy assessments for clients referred based upon the appropriate use, interpretation and integration of complex data from a variety of sources including standardised assessment, self-report measures, direct and indirect structured observations and semi-structured interviews with clients, family members and others involved in the client's care. This involves a high level of preparation, concentration and analytical skills.

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- To assess and ascribe a level of risk for dysphagic clients.
  - To formulate and implement management plans for the treatment and/or management of a client's speech and swallowing disorders, based upon an appropriate conceptual framework of the client's difficulties, and employing methods based upon evidence of efficacy.
  - To assess and ascribe a level of risk using adjuncts to the bedside assessment, which require technical skill e.g. cervical auscultation, pulse oximetry etc.
  - To communicate in a skilled and sensitive manner, information concerning the assessment, and intervention for clients under their care to both multidisciplinary teams and other, non-professional carers. This will encompass written documentation (SLT notes, med notes, specialist reports etc).
  - To agree options in collaboration with all those involved, in order to implement the individual's management plan which may include any combination of the following:
    - Therapeutic intervention with adults either individually or in groups.
    - Therapeutic intervention with carers either individually or in groups.
    - Directly supporting others in carrying out individual programmes.
    - Providing advice on specific strategies to employ in the home and other settings.
  - Negotiation with client or carer in order to identify and monitor SMART goals.
  - To identify and refer on to other specialists as appropriate (eg. ENT, videofluoroscopy etc).
  - To use negotiation skills in the management of conflict across a range of situations. To negotiate various roles to be taken in order to execute intervention plans effectively.
  - To maintain sensitivity at all times to emotional needs of client/carer when imparting distressing information.
  - To use skills in motivating clients and/or carers to engage in the therapeutic process.
  - To frequently demonstrate empathy sensitivity and understanding with clients, carers and families. To treat them with respect and dignity at all times.
  - To provide specialist communication assessment and intervention in order to identify and support a client's ability to manage their own affairs, with an acquired communication difficulty. To work with the multidisciplinary team in order to achieve this.
  - To regularly communicate highly complex and specialised information to others through written reports and face to face discussion matching communication style and content to the needs of the receiver.
  - To be involved in the planning for, and the delivery of education programmes for other professionals.
  - To be aware of Government papers and initiatives relating to Stroke (e.g. RCP Stroke guidelines 2nd Ed, NSF for Older people).
  - To adapt assessment and intervention to meet individual client's circumstances, with regards to cultural and linguistic differences. To support and advise the multidisciplinary team in this area.

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- To interact daily with families and clients who have recently experienced extremely traumatic events and who face an uncertain future.
  - To engage in regular conversation with clients addressing highly emotive issues, necessitating use of counselling skills to facilitate psychological adjustment to a dramatic change in their self-perception and quality of life.
  - To provide statistical information on own caseload, including activity and clinical effectiveness measures.
  - To participate in audit activities in the team, including SSNAP for stroke patients, and participate in audit both in the wider speech and language therapy service, and within multidisciplinary teams.
  - To participate in research in SLT team, SLT department or multidisciplinary teams.
  - To utilise theory, evidence –based literature and research to support evidence based practice in individual work and work with other team members.
  - To provide advice, consultation and training packages for staff working with the client group across a range of agencies and setting, where appropriate.
  - To provide advice, consultation and support for carers, and other non-professionals.
  - To assist in the support of students from other professional groups as appropriate.
  - To provide observation sessions for prospective SLT students.
  - To participate in clinical training for SLT students, and act as a mentor for Band 5 therapists as required.
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#### **General Items:**

To provide short-term cover for colleagues during periods of leave.

To ensure that all Trust standards are maintained and monitored to improve the quality of care to all whom come into contact with services provided by South Warwickshire NHS Foundation Trust.

Every employee has a duty to take reasonable care of the health and safety of him/herself and of other persons who may be affected by his/her acts or omissions at work, and to co-operate with the South Warwickshire NHS Foundation Trust to ensure that statutory and Trust regulations are complied with.

To participate in appraisals and personal reviews and work to achieve agreed set objectives.

To participate in appropriate training and development activities

To participate in team, professional and personal development activities and promote commitment to continuous development and improvement.

Ensure that all staff consciously review mistakes, complaints and incidents/near misses as well as successes to improve performance and the level of customer care.

All employees will have an organisational and individual responsibility towards safeguarding vulnerable adults, young people and children. Where employees are working with children, young people and families they have a responsibility to cooperate in national safeguarding policy around early intervention activities appropriate to improving health outcomes.

As a major provider of health care, South Warwickshire NHS Foundation Trust operate a Smoke Free Policy by providing a totally smoke free environment to help aid patients' recovery, promote health and wellbeing and minimize the risks of complications attributed to smoking tobacco and second hand smoke.

### **For Band 6 and above**

Ensure that the Trust Smoke Free Policy is adhered to and that staff, patients and visitors are signposted to smoking cessation services.

Identify any appropriate support or interventions for staff to support their wellbeing.

To abide by Infection Prevention and Control policies relevant to their area of work, and undertake the necessary level of training. This will be appraised through the KSF review process or other relevant professional review process.

To accept responsibility for the provision of effective infection prevention and control within the Trust in liaison with the Trust's Infection Control Team.

To act as a role model in applying good infection control practice and ensures compliance with all Infection Control policies.

To promote and demonstrate implementation of the Trust's Carbon Management strategy and policy, ensuring team members are fully aware of the policy and are contributing to this.

**This job description is subject to review at any time in consultation with the post holder.**