

Person Specification

Department: Speech & Language Therapy Location: Acute Team Drawn up by: Anita Smith Head of SLT Service	Job Title: Speech & Language Therapy Assistant AFC Band: 4		
--	---	--	--

Shortlist Criteria relevant to the job	Essential Requirements necessary for safe and effective performance in the job	Additional/Useful Where available, elements that contribute to improved/immediate performance in the job	Evidence obtained from: Presentation - P Interview - I Skills Assessment - S Application form - A
Qualifications (General education/further and professional)	Evidence of Foundation Degree Level study (Level 4) or equivalent knowledge/experience Functional Skills at Level 2 (Literacy and numeracy/ GCSE grade A-C or equivalent in English and Maths)		A
Experience (Previous/current work or any other relevant experience)	Significant experience of working in a range of healthcare settings e.g. acute wards, people's own homes and care homes. Experience of supporting people with dysphagia Experience of communicating with and supporting people with communication difficulties. Experience of, and ability to, work as part of a team. Ability to relate to the client group/s.	Ability to interpret dysphagia or communication therapy programmes. Ability to devise new activities to enable client to reach goals. Experience of working with people with long term medical conditions. Experience of training other health and social care professionals Experience training and supporting carers	A/I/P I/A I/A I/A I/A
Further Training (Specialist/Management			

previous job training)			
Special Skills/Aptitudes (Verbal, numerical, mechanical)	<p>Ability to engage successfully in further in-house training in dysphagia in order to gain competence at Levels 3 and 4 on the RCSLT EDSCF. (Eating, drinking and swallowing competency framework.</p> <p>Understands the remit and boundaries of Assistant Practitioner role.</p> <p>To know where, when and how to obtain information and guidance.</p> <p>Able to communicate effectively with carers/families.</p> <p>Understanding of client confidentiality.</p> <p>Ability to organise own work</p> <p>Ability to cope with change</p> <p>Ability to work under own initiative</p> <p>Computer literate – including basic software packages e.g. Word processing, Power Point, Excel</p> <p>Good communication and interpersonal skills (verbal and written).</p>	<p>Ability to adhere to protocol guided assessment processes.</p> <p>Ability to effectively communicate findings of protocol guided assessment and implement appropriate management plans.</p> <p>A basic understanding of:</p> <ul style="list-style-type: none"> • The communication process. • Language disorders. • Non-verbal communication. • Total communication. • Visual support. • High tech systems. • Low tech systems. • Modifying language input 	<p>A/I A/I A/I A/I A/I A/I A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I/Ref</p>
Other Factors	<p>Flexibility in approach to changes in service need.</p> <p>Ability to be proactive and show initiative and take responsibility.</p> <p>To maintain and understand the importance of confidentiality in work environment.</p> <p>Commitment to equal opportunities in work and service delivery.</p> <p>Commitment the Trust's</p>	<p>Commitment to continued personal development and reflective practice.</p> <p>Knowledge and application of professional standards and code of conduct.</p> <p>Commitment to user and carer involvement</p>	<p>I/P/Ref</p> <p>I/P/Ref I/Ref</p> <p>I/Ref I/Ref</p> <p>I/Ref/P</p> <p>I</p>

	<p>policies relating to Risk Management, Confidentiality and the Health & Safety at Work Act.</p> <p>Infection prevention and control is integral to this post. The post holder should at all times demonstrate effective infection control and hygiene practice.</p> <p>Able to support the implementation of local and national agendas for health under the guidance of the Registered Practitioner</p> <p>Ability to prioritise care delivery in a professional manner, considering Trust policies and procedures.</p> <p>Ability to manage own time effectively.</p>		<p>I</p> <p>I</p> <p>I</p>
--	---	--	----------------------------

Signed: A.Smith

Date: 26.3.24

THIS FORM TO BE RETURNED TO THE HUMAN RESOURCES
DEPARTMENT FOR MONITORING PURPOSES
*We are committed to our responsibilities under the Equality Act 2010 and encourage equal
opportunities, diversity and flexibility within our workforce*