

Job Description

Job Title:	Advanced Speech and Language Therapist
Band:	7
Professionally Responsible to:	Lead Speech and Language Therapist
Operationally Responsible to:	Team manager
Base:	Huntingdon Team, Scott House, Hunts
Contract Type:	Permanent
Sessions:	19 hours – (Monday/Thursday/Friday)

Our Values

	Behaviour	How we will demonstrate this behaviour
Professionalism	We will maintain the highest standards and develop ourselves and others	By demonstrating compassion and showing care, honesty and flexibility
Respect	We will create positive relationships	By being kind, open and collaborative
Innovation	We are forward thinking, research focused and effective	By using evidence to shape the way we work
Dignity	We will treat you as an individual	By taking the time to hear, listen and understand
Empowerment	We will support you	By enabling you to make effective, informed decisions and to build your resilience and independence

Job Purpose

Delivery of Specialist Speech and Language Therapy within the Learning Disability Partnership.
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A member of Cambridge University Health Partners

Role of the Department

The Cambridgeshire Learning Disability Partnership (LDP) consists of five integrated specialist health and social care teams, as well as local authority run day and accommodation services for adults with a learning disability.

The five integrated locality teams aim to ensure the assessment and provision of person centred specialist health and social care services that promote an individual's right to choice, independence, health and wellbeing in line with their assessed needs and in a way that enables them to reach their full potential.

Main Tasks, Duties and Responsibilities

1. The post holder will be responsible for the autonomous assessment and management of a highly specialist and complex caseload of adults with a learning disability. The post holder will be responsible for management of all referrals relating to communication and/or swallowing difficulties (Dysphagia) within the relevant team locality.
2. You will be required to use your specialist clinical skills to develop and provide a range of training packages relating to supporting the communication needs of service users, to equip support staff and others with the specialist communication skills required in their work with Adults with Learning Disabilities.
3. To provide professional supervision and line management to Band 6 Speech and Language Therapists, including annual appraisal, and professional development.
4. To participate in multi-disciplinary and multi-agency working within the LDP and with key partners.
5. The post holder will demonstrate advanced specialist knowledge and clinical skills and have undertaken appropriate post registration training, including within the area of dysphagia assessment and management.
6. To have an extensive understanding of Health and Social care policy and legislation for the service user group, in relation to your professional practice.
7. To independently prioritise, maintain and manage a highly complex specialist caseload within the multidisciplinary context of the Learning Disability Partnership.
8. To be highly proficient in the assessment, identification, treatment and management of the specialist health and communication needs of adults with a learning disability. This will include risk assessment, assessment of complex conditions such as, dysphagia, behaviour which challenges, forensic issues, palliative care, mental health, and epilepsy etc.
9. To have advanced skills in the identification and implementation of appropriate communication support including (AAC) - manual signing, symbols use, accessible information and approaches such as Intensive Interaction.
10. To enable the implementation, adaptation and use of alternative and augmentative communication (AAC) across a variety of communication environments. Working collaboratively with service users and their support staff.
11. To identify the need for, and be involved in, the development and delivery of training packages to enhance the communication and other skills of support workers and others working with adults with learning disability within your area.
12. To utilise highly specialist observation skills to assess the interaction of service users and support staff (including verbal, non-verbal communication etc) encouraging adaptive strategies to maximise effective communication, being aware of cultural and/or linguistic differences.
13. To take a lead in the coordination of complex case work as a case manager for individuals as appropriate.

14. To recognise the potential impact of a person's communication and/or dysphagia needs and develop clear Care Plans to address these needs.
15. To write timely clinical case records, action plans and professional reports in line with professional guidelines that comply with CPFT/HCP and County Council record keeping policies and standards as appropriate.
16. To provide specialist clinical advice in relation to individual case work to professionals within the LDP.

Equipment & Systems

1. To have the IT skills to input, analyse and present data/statistics to inform evidence-based practice.
2. To have good keyboard skills and knowledge of Teams
3. To have demonstrable experience of use of communication software packages. (GRID, Proloquo etc)
4. To use MOSAIC in line with CPFT and CCC Policies.

Decisions & Judgements

1. To promote and safeguard the welfare of children, young people and vulnerable adults.
2. To be compliant with NICE guidance and other statutory / best practice guidelines.
3. To report any incidents of harm or near miss in line with the County Council /Trust's incident reporting policy as appropriate. To ensure appropriate actions are taken to reduce the risk of reoccurrence.
4. To contribute to the identification, management and reduction of risk in the area of responsibility.
5. To ensure day to day practice reflects the highest standards of governance, clinical effectiveness, safety and service user experience.
6. To ensure monitoring of quality and compliance with standards is demonstrable within your clinical practice and for those you supervise.
7. To be aware of the responsibility of all employees to maintain a safe and healthy environment for service users, carers, visitors and staff.
8. To follow infection control guidelines as a priority.
9. To have a good understanding of the specific needs of the service user group including at times of crisis, such as during placement breakdowns, mental and physical health relapses, and periods of challenging behaviour.
10. To work to ensure that reasonable adjustments are in place to facilitate access to generic health services and to recognise when a health facilitation role may be required.

Research & Audit

1. To contribute to the implementation of local, national strategies and service development using evidence-based practice.
2. To participate in research and practice-based projects within the multi-agency context and present findings when required.
3. To participate in audit as required.
4. To support the lead Speech and Language Therapist in the identification and evaluation of local therapy policies in line with national government directives such as NICE guidelines etc.

5. To contribute to the planning, development, and evaluation of learning disability services, including contributing to defined projects as delegated by the LDP management team via the Lead Speech and Language Therapist.

Communication & Relationships

1. To liaise and communicate effectively and sensitively with other professionals within the MDT and external agencies (e.g. Older peoples teams, Mental Health Teams, Drug and Alcohol, Palliative and Children's Service's) providing highly specialist advice as necessary.
2. To develop close working relationships where appropriate with other agencies involved in current cases, maintaining the requirement for confidentiality, to promote complementary working relationships and ensuring a quality service in relation to service user care.
3. To work effectively as part of a multi-disciplinary team and across partner agencies as required.
4. To work collaboratively with service users, their support workers and families as appropriate, to make decisions relevant to the service users' individual needs.
5. To have developed effective skills in conflict resolution and positive behaviour approaches.

Managerial & Financial Requirements

1. To participate with the lead Speech and Language Therapist in the recruitment of staff as requested.
2. To undertake delegated tasks in absence of Lead Speech and Language Therapist.
3. To have the knowledge and skills to offer and organise student Speech and Language Therapists' clinical placements.
4. To provide regular line management and clinical supervision of Band 6 Speech and Language Therapists in line with CPFT Policy as required.
5. To manage Speech and Language Therapy resources within the area as efficiently and effectively as possible, ensuring an equitable and quality service.
6. To support the lead Speech and Language Therapist in the implementation and understanding of local health needs and responds to changes and care provision as outlined within government initiatives.

Physical, mental, emotional & environmental demands of the job

1. To work in domestic and community settings where conditions may pose a risk, including lone working.
2. To have the ability to communicate highly sensitive or distressing information to service users and carers as required.
3. Ability to manage a busy and complex SLT caseload.

Training & Development

- To participate in regular supervision (clinical or management) in accordance with good practice guidelines and Trust policy.
- To participate in the Trust's annual Appraisal process.
- To attend all relevant mandatory training as and when required to do so.
- To fulfil the annual HCPC hours of CPD requirement.

Quality & Patient Safety

- Protection of Children & Vulnerable Adults – To promote and safeguard the welfare of children, young people and vulnerable adults.
- Implementation of NICE guidance and other statutory / best practice guidelines. (if appropriate)
- Infection Control - To be responsible for the prevention and control of infection.
- Incident reporting - To report any incidents of harm or near miss in line with the Trust's incident reporting policy ensuring appropriate actions are taken to reduce the risk of reoccurrence.
- To contribute to the identification, management and reduction of risk in the area of responsibility.
- To ensure day to day practice reflects the highest standards of governance, clinical effectiveness, safety and patient experience.
- To ensure monitoring of quality and compliance with standards is demonstrable within the service on an ongoing basis.
- To be aware of the responsibility of all employees to maintain a safe and healthy environment for patients/ clients, visitors and staff.

General

- To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health.
- To comply with the Professional Codes of Conduct and to be aware of changes in these. To maintain up to date knowledge of all relevant legislation and local policies and procedures implementing this.
- To ensure that all duties are carried out to the highest standard and in accordance with currently quality initiatives within the work area.
- To comply with all relevant Trust policies, procedures and guidelines, including those relating to Equal Opportunities, Health and Safety and Confidentiality of Information and to be aware of any changes in these.
- To comply at all times with the Trust's Information Governance related policies. Staffs are required to respect the confidentiality of information about staff, patients and Trust business and in particular the confidentiality and security of personal identifiable information in line with the Data Protection Act. All staff are responsible for ensuring that any data created by them is timely, comprehensive, accurate, and fit for the purposes for which it is intended.

Equality & Diversity

The Trust is committed to equality and diversity and works hard to make sure all staff and service users have access to an environment that is open and a free from discrimination. As a Trust we value the diversity of our staff and service users, and therefore recognise and appreciate that everyone associated with the Trust is different and so should be treated in ways that are consistent with their needs and preferences.

Therefore, all staff are required to be aware of the Trust's Equality and Diversity Policy and the commitments and responsibilities the Trust has to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

<p>We firmly believe that it makes good business sense to have a workforce representative of the communities we serve and so encourage applications from all sections of the community.</p>

To be noted:

- This is not an exhaustive list of duties and responsibilities, and the post holder may be required to undertake other duties, which fall within the grade of the job, in discussion with the manager.
- This job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the post holder.
- This post is subject to the Rehabilitation of Offenders Act 1974 (Exemption Order 1975) and as such it will be necessary for a submission for disclosure to be made to the Criminal Records Bureau to check for previous criminal convictions. The Trust is committed to the fair treatment of its staff, potential staff or users in line with its Equal Opportunities Policy and policy statement on the recruitment of ex-offenders.

Person Specification

Job Title:	Advanced Speech and Language Therapist
Band:	7
Responsible to:	Lead Speech and Language Therapist
Department:	Learning Disability Partnership

Criteria	Essential	Desirable
Education / Qualifications	<ul style="list-style-type: none"> Recognised SLT degree or Postgraduate equivalent. Health Care Professions Council(HCPC): current Licence to Practice. Registered member of Royal College of SLTs. Advanced Postgraduate Dysphagia qualification. Makaton/SignAlong signing tutor at regional level. Active membership of Clinical Excellence Networks related to ALD. 	<ul style="list-style-type: none"> Masters degree or equivalent in relevant subject area. Recognised Foundation Management qualification
Experience	<ul style="list-style-type: none"> High levels of clinical experience: 3-5 years minimum in the area of ALD. Experience of developing and delivering training programmes within Specialist area. Experience of supervising colleagues, students, SLT Assistants/Associate Practitioners. 	<ul style="list-style-type: none"> Has proven experience of joint working.
Knowledge & Skills	<ul style="list-style-type: none"> Has embedded knowledge of a broad range of assessment 	<ul style="list-style-type: none"> Has good understanding of a range of training approaches.

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	<p>tools relevant to the ALD population.</p> <ul style="list-style-type: none"> • In depth knowledge of national and local policy relating to Services for the ALD population. • In depth knowledge of Alternative and Augmentative Communication Aids. • Recognised highly Specialist knowledge in the assessment and management of Dysphagia. • A well-developed understanding of the roles of multidisciplinary team members 	<ul style="list-style-type: none"> • Confident • Has sound knowledge of the clinical evidence base underpinning practice in the field of ALD. • Knowledge of Social Care provision for the ALD population at local level.
Personal Qualities	<ul style="list-style-type: none"> • Excellent interpersonal skills. • Highly developed negotiation and problem-solving skills. • Excellent presentation skills, both written and verbal. • Excellent organisational skills. • Demonstrates ability as an effective team member and assuming leadership responsibilities. 	
Other		

The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The Trust believes in treating everyone with dignity and respect and encourages applications from all sectors of the community. We guarantee an interview to candidates with disabilities who meet the minimum essential criteria.