



**Central and
North West London**
NHS Foundation Trust

CNWL - MILTON KEYNES COMMUNITY HEALTH SERVICES

Person Specification

**POST: Specialist Speech and Language Therapist (ALD and paediatric special needs)
Band 6**

COMPETENCY REQUIREMENT FOR THIS POST		NHS KSF DIMENSION		HOW TESTED
		Essential	Desirable	
Qualifications	Recognised Speech and Language Therapy Degree Qualification (or equivalent)	✓		Application form
	Degree level 2:1 or above		✓	Application form
	Registered Member of Royal College of Speech and Language Therapists	✓		Application form
	Health Professions Council Licence to Practice	✓		Application form
Experience	Assessment skills for SLCN in Adult LD	✓		Application form
	Assessment skills for SLCN in paediatric special needs		✓	Application form
	Confident with training others	✓		Application form
	Knowledge and skill in providing evidence – based interventions for ALD and paediatric special needs		✓	Application form
	Paediatric/adult dysphagia skills		✓	Application form
	Work within the principles of empowerment and personalised care	✓		Application form and interview
	Understanding of the code of practice in relation to EHC plan contributions		✓	Application form
NHS KSF Core Dimensions & Level Descriptors				
1.	Communication	Develop and maintain communication with people about difficult matters and/or in difficult situations		Level 3 Application form and Interview
2.	Personal & People Development	Develop oneself and contribute to the development of others		Level 3 Application form and Interview
3.	Health Safety & Security	Assist in maintaining own and others' health, safety and security		Level 1 Interview
4.	Service Improvement	Contribute to the improvement of		Level 2 Application form

		services		and Interview
5.	Quality	Maintain quality in own work and encourage others to do so	Level 2	Application form and interview
6.	Equality & Diversity	Support equality and diversity	Level 2	Interview
Other KSF dimensions required for the post & Level Descriptors				
HWB4	Enablement to address health and wellbeing needs	Empower people to realise and maintain their potential in relation to health and wellbeing	Level 4	Interview
HWB6	Assessment and treatment planning	Assess complex SLCN and develop, monitor and review related treatment plans	Level 4	Interview
HWB7	Interventions and treatment	Plan, deliver and evaluate interventions and/or treatments when there are complex issues	Level 4	Interview
G2	Development and innovation	Appraise concepts, models, methods, practices, products and equipment developed by others	Level 1	Interview
Other essential general requirements of the post				
Workload		Ability to work flexibly in a range of settings and use IT to support working in different locations.		Interview
		Evidence of highly developed time management, organisational skills and ability to work under pressure		Interview
		Ability to independently manage and prioritise a caseload		Interview
Travel		Has use of a car and able to travel across Milton Keynes as required		Application Form & Interview
Communication		Excellent communication skills with the ability to relate and interact with Service Users and their carers with ease, be able to overcome communication barriers and display sensitivity to social, cultural and economic issues, taking the wider needs of the Service User and family into account		Application Form & Interview Possible visit to setting
Trust values		Able to demonstrate CNWL trust values		Application form
Influencing		Demonstrable ability to influence the practice of others to accommodate and address SLCN within service organisation and delivery		Application Form & Interview
Clinical management		Evidence of the ability to identify clear outcomes and action plans for the involvement of SLT with individuals and settings		Application Form & Interview
Clinical assessment and diagnosis		Specialist knowledge in the differential diagnosis and management of paediatric Autism Spectrum Condition		Application Form & Interview
Clinical evidence base knowledge		Understanding of the current intervention evidence base relating to paediatric SLCN		Application Form & Interview
Service development		Evidence of contribution to service development in this or other areas of practice		Application Form & Interview