

POST TITLE:	Clinical Lead Speech & Language Therapist – Stroke Inpatients
BAND:	Band 7
ACCOUNTABLE TO:	Inpatient Therapy Service Manager
RESPONSIBLE TO:	Inpatient Therapy Team Leads
LINE MANAGEMENT RESPONSIBILITY FOR:	Inpatient Speech and Language Therapists and assistant practitioners.

JOB OVERVIEW

Post Description

This is an exciting opportunity for an experienced speech and language therapist to lead speech and language therapy across the stroke wards through advancing clinical practice in this specialty, by improving and embedding best practice into service provision.

There will be opportunities to develop your knowledge and competencies within videofluoroscopy and fiberoptic endoscopic evaluation of swallowing assessments.

Main Tasks

- To manage the stroke caseload, including own caseload and appropriately delegating work to others within the MDT to deliver the service required.
- To perform specialist assessment of patients with diverse presentations and complex conditions.
- To implement, evaluate and modify highly complex, individualised care and interventions.
- To be involved in best interest and mental capacity assessments as required.
- To lead development and implement evidence-based protocols and standards of care.
- To provide support and supervision to lower grade staff (both for inpatient and community colleagues were required), and supervision of student(s) on clinical placement.
- To be involved in MDT events, including workforce development and training, meetings and conferences

DETAILED JOB DESCRIPTION AND MAIN RESPONSIBILITIES

Clinical Duties

- Work within the Stroke therapy service leading, co-ordinating and developing effective clinical interventions within the speciality of stroke care to advance clinical practice in the team in line with current evidence base.

- Manage autonomously a clinical workload of patients / clients at a highly specialist level, assessing and treating patients and maintaining clinical records.
- Have highly specialist assessment and treatment skills in the areas listed but not limited to:
 - Speech disorders
 - Language disorders
 - Swallowing disorders
 - Videofluoroscopy
 - Assessment for suitability for augmentative communication
- Apply evidence-based knowledge within the highly specialist clinical area acquired through in depth experience and academic study to a highly specialist post graduate level.
- Act, within the Stroke therapy service, as a resource and provide advice for Speech & Language Therapists, other professionals and colleagues within the MDT about the assessment, treatment, management and care of patients / clients who have a multi-pathological illness and/or complex psychosocial need.
- Work collaboratively with health and social care, community and acute colleagues. Especially establishing a close working relationship with the community Stroke ESD service.
- Take a lead, and work with other members of the MDT to ensure effective care pathways and transfer of care / discharges.
- Proactively and appropriately facilitate a seamless transfer of care and continuing therapeutic management of stroke patients between care settings.
- Work collaboratively in an interdisciplinary manner within the MDT, being able to debate the blurring of boundaries across professions and where competent take on aspects of blurred boundary working.
- Develop highly specialist programmes of assessment, treatment and intervention for stroke patients with communication and/or swallowing deficits.
- Manage and prioritise own clinical workload as appropriate, working efficiently to manage professional time and delegate according to the training and competency levels of other team members to ensure the effective delivery of the service.
- Deliver Speech and Language Therapy on stroke and acute wards.
- Participate in the supervision process with staff on a daily basis and for students as required.
- Ensure a high standard of patient care is provided including implementing and reviewing clinical standards relevant to the work undertaken.
- Provide highly specialist assessment and advice for the multidisciplinary team and actively participate in MDT meetings as appropriate.
- To comply with and, along with the Team Leader, write, develop and implement protocols, procedures and guidelines both clinical and service specific. To give feedback on policies when required which may impact on the management and care of clients on the stroke wards.
- To actively undertake the Sentinel Stroke National Audit Programme (SSNAP) and lead and develop other local audits as required.

- To identify any training needs within the Speech & Language Therapy Stroke service, to support staff in meeting these needs (either through in-house or external training) and evaluate any in-house training for Speech & Language Therapists and the wider multi professional team as appropriate.
- In conjunction with the Team Leader, ensure adequate staff cover within the team by agreeing annual leave/study leave and reporting sickness absence to the Team Leader.
- To participate in the staff recruitment process and in issues of staff retention.
- Along with the Team Leader generate, collect, analyse and disseminate data as required for the service, both manually and computerised.
- On a day to day basis, to support members of the Speech & Language Therapy team and enable them to meet their objectives and development needs.
- To assist the Team Leader to manage the performance of the Speech & Language Therapy staff.
- Have the ability to work flexibly and contribute to changing working patterns including bank holidays and 7 day working as required.

Professional Duties

- To comply with, develop and implement protocols, procedures and guidelines both clinical and service specific.
- To give feedback on policies when required which may impact on the management and care of patients who have had a stroke.
- To ensure specialised treatments offered to clients are based on the best available clinical evidence by keeping up to date with current literature, implementing research tools and liaising with other practitioners, both within and outside the service, in order to develop and maintain best practice.
- To be responsible for the issue and safe use of equipment used in your area of work and to adhere to the appropriate service policies.
- To lead, develop and actively undertake clinical audit, some of it complex.
- To participate in the clinical and line management supervision processes.
- To ensure a high standard of client care is provided including implementing and reviewing clinical standards relevant to the work undertaken.
- To organise, participate and lead in-service training programmes, ensuring appropriate training is delivered.
- To engage in appropriate development opportunities as identified at yearly personal development reviews and through personal development plans.

- To incorporate acquired knowledge into working practice as appropriate, following discussion with peers.
- To disseminate information from training effectively throughout the team, the service and MDT as appropriate.
- To be responsible for the supervision and education of student Speech & Language Therapists to graduate level in the role of clinical educator.
- To be responsible for the supervision and education of students from other professional groups e.g. Nurses, Physiotherapists, etc as required.
- To support and advise on the delivery of the stroke service within the wider MDT.
- To work with fellow team leaders and the service manager to plan and develop the service. Identifying potential areas for service and quality improvement and ensuring the necessary evaluation.

Managerial Duties

- To encourage the development of any staff directly managed to their full potential through systematic individual performance review and the establishment of personal development plans, reflecting the needs of the organisation and the individual.
- To demonstrate leadership behaviours and motivate staff within the service area.
- To ensure effective systems of communication are in place and utilised.
- To ensure compliance with all relevant Trust policies, as documented in the locally agreed protocols.
- To support the recruitment and induction of staff in line with Trust policies and procedures, as documented in the locally agreed protocols.
- To support the monitoring of compliance with internal and external governance and best practice requirements in the Service.
- To participate as appropriate in the proper investigation of patient complaints or complaints from other users of the service, drafting of responses as necessary and taking identified corrective actions. Ensure all action plans are completed and implemented appropriately.
- To support the education of staff by encouraging learning from complaints to ensure the highest quality of patient care is delivered.
- To maintain and develop an environment and culture of care that improves health, wellbeing, safety and security of staff and patients.
- To regularly assess risks to health, safety and security using the results to promote and improve practice.

Financial Duties

- To be mindful of the budgetary constraints within the Trust and the wider health economy and to provide a quality service which is efficient within these constraints.

Managing Self

- Participate in regular supervision.
- Attend all essential service and role specific training.
- Participate annually identifying, developing and agreeing your own development plan with your line manager using the Trust Appraisal.
- Comply with all Trust policies, procedures and protocols.
- Carry out duties with due regard to the Trust's Equal Opportunity Policy.
- Seek advice and support from Line Manager whenever necessary.
- Maintain professional conduct including appearance at all times.
- Ensure maintenance of Professional Registration.
- Undertake all such reasonable other duties as may be required as part of the role.

This job description is an outline only and is not definitive or restrictive in any way. It will be regularly reviewed and may be amended in the light of changing circumstances following consultation with the post holder.

PERSON SPECIFICATION

ROLE TITLE: Clinical Lead Speech & Language Therapist – Stroke Inpatients

BAND: Band 7

REQUIREMENTS	Essential or Desirable	Application	Interview	Reference
QUALIFICATIONS / TRAINING				
Relevant Degree/Diploma	E	√	√	√
Registered with HCPC	E	√	√	√
Postgraduate dysphagia training	E	√	√	√
Member of Professional Body	D	√	√	
Masters Level of Study	D	√		
Leadership or management qualification	D	√		
Clinical educator training	E	√	√	√
KNOWLEDGE, EXPERIENCE & EXPERTISE				
Specialist experience of assessment and therapeutic techniques for adults with acquired communication and swallowing disorders.	E	√	√	√
Experience in assessment, treatment and evaluation therapy in communication and swallowing disorders associated with stroke.	E	√	√	√
Experience in staff development, including providing supervision and completing appraisals.	E	√	√	√
A proven ability to learn with evidence of ongoing continue professional development	E	√	√	√
Experience in case management of people with complex needs.	E	√	√	√
Experience of developing and delivering training on communication and swallowing disorders.	E	√	√	√
Evidence of ongoing CPD	E	√	√	√
Ability to identify own learning needs and engage in self directed learning	E	√	√	√
Membership or working towards membership of Special interest groups/Clinical Excellence Networks	E	√	√	√
Experience of dealing with complaints	E	√	√	√
Evidence of relevant post graduate training	E	√	√	√
Ability to prioritise own caseload and assist others to do the same	E	√	√	√
Ability to demonstrate clinical leadership	E	√	√	√
Proven ability to work within a team	E	√	√	√

Ability to manage customer expectation e.g. dealing with complaints	E	√	√	√
Experience of liaison with other health professionals and multi agency partnership working	E	√	√	
Experience of working with Speech & Language Therapy assistants	D	√	√	
Experience of multi-disciplinary working.	D	√	√	
Experience of working on Acute wards	D	√	√	
Experience of managing teams	D	√	√	
COMMUNICATION AND RELATIONSHIPS (INCLUDING MANAGEMENT RESPONSIBILITIES)				
Ability to support and coach others in the management of complex cases.	E	√	√	√
Critical appraisal skills	E	√	√	√
Demonstrates positive attitude and behaviours	E	√	√	√
Excellent time management skills	E	√	√	√
Ability to make decisions and problem solve when dealing with complex issues	E	√	√	√
Self-motivation and the ability to work independently and influence others	E	√	√	√
Excellent communication skills and an ability to communicate effectively with people who have complex difficulties.	E	√	√	√
Ability to work in a stressful environment and concentrate in conditions requiring emotional demands	E	√	√	√
Ability to recognize own limitations and have a willingness to share and learn skills from others	E	√	√	√
Willingness to work flexibly to meet the service needs	E	√	√	√
Ability to recognise stress in self and others and develop effective coping strategies	E	√	√	√
DBS REQUIREMENTS				
<p>Please state regulated activity as appropriate - Role eligibility for DBS checks NHS Employers</p> <p><i>This position is eligible for an enhanced check with adults and children's barred list information</i></p>				