



## Royal Hospital for Neuro-disability Job Description

<b>Job title:</b>	Speech and Language Therapist
<b>Salary grade:</b>	Band 6
<b>Responsible to:</b>	Therapy Manager/ Clinical Lead SLT
<b>Behavioural Framework:</b>	Employee

### Scope

The RHN is a leading national centre of excellence, providing adult person-centred services that span the entire care pathway from post-acute rehabilitation services to end of life care, for people with complex Neuro-disability and their families, underpinned by a strong research and education programme.

The Speech and Language Therapy Service at RHN comprises a team of ten Speech and Language Therapists and two SLT Technical Instructors working across a range of specialist units including our Brain Injury Rehabilitation service, neuro-behavioural service, ventilator unit, Huntington's Disease service, young adult unit, and our Specialist Nursing Home. The service runs a FEES clinic on site and has access to a videofluoroscopy clinic. The SLT team works closely with the Compass technology service addressing the assistive technology and communication needs of our patients.

The post holder will be a Specialist Speech and Language Therapist with specialist knowledge and skills in the field of acquired communication and swallowing disorders in adults with complex neuro-disability either as a result of brain injury, damage or neuro-degenerative conditions.

### Main Objectives of the role –

1. To be responsible for the communication and swallowing needs of a designated specialist clinical caseload, including tracheostomies.
2. To provide a clinical support role, advice and support to health care staff, SLT Technical Instructors, volunteers and clinical supervision to SLT students
3. To communicate complex condition related information from assessment to patients, carers, families and members of the multi-disciplinary team/other professions via attendance at multidisciplinary meetings, rehabilitation goal setting meetings and case conferences as required to enable a coordinated care plan.
4. To demonstrate the ability to identify own strengths and development needs and reflect on practice with peers/ supervisor/ Professional Lead SLT
5. To participate in service development projects within the speech and language and multidisciplinary teams.
6. Demonstrate an awareness of RHN's objectives and contribute to achieving them appropriately.
7. Strive to improve efficiency in all areas of your work.

## Key Responsibilities

1. To provide a specialist SLT service consisting of assessment, differential diagnosis, interpretation, treatment, management and evaluation of outcomes of adults with complex neuro-disability resulting in complex communication and swallowing disorders including use of assistive technology where indicated, and tracheostomy
2. To be responsible for managing own specialist caseload within clinical specialisms, accessing support from senior staff when needed, providing a flexible and prioritised specialist SLT service, targeting appropriate intervention where needed and evaluating outcomes.
3. To devise and implement training for carers and family in aspects of management e.g. AAC, transitional oral feeding programmes.
4. To make specialist clinical decisions following assessment, including referrals to other services, professions as appropriate e.g. FEES, videofluoroscopy, COMPASS
5. To participate in providing cover across the SLT service as required.
6. To maintain patient records in line with RHN Policy and standards and to comply with professional and departmental policies and training requirements.
7. To work as an independent practitioner accessing the SLT department's supervision system and seeking and maintaining peer support from other specialist practitioners, in line with clinical governance and professional guidelines.
8. To provide clinical support to technical instructors
9. To undertake MDT roles (patient chair, key therapist etc.) as required by the Service Manager
10. To have working knowledge of relevant guidelines and legal requirements for adults with complex neuro- disability and SLT provision e.g. Mental Capacity Act, Deprivation of Liberty, safeguarding adults, Code of Practice etc.

## Person specification: Essential and Desirable

1. Recognised Speech and Language Therapy Degree or equivalent; Health Care Professions Council license to practice; Certified member of the Royal College of Speech and Language Therapists **ESSENTIAL**
2. Specialist post graduate dysphagia training/ qualification **ESSENTIAL**
3. Post graduate training in tracheostomy assessment and management **DESIRABLE**
4. Specialist clinical skills including knowledge and use of a wide range of assessments, diagnosis, evidence-based intervention and evaluation methods to support best practice. **ESSENTIAL**
5. The ability to communicate complex, sensitive information and manage the emotional consequences of working with patients with a range of swallowing and communication impairments **ESSENTIAL**
6. Knowledge of instrumental swallowing tools to assist in assessment and management of patients presenting with dysphagia **ESSENTIAL**
7. Demonstrable ability for team-working **ESSENTIAL**
8. Competent IT skills **ESSENTIAL**
9. Proven experience of specialist range of therapeutic interventions in relevant field, demonstrating the evidence base for these approaches including selecting, setting & evaluating specialist treatment goals **ESSENTIAL**
10. Good team member able to assume leadership responsibilities **ESSENTIAL**

## Our values

### Seeing the whole person

Understanding who our patients and residents are and what their specific needs involve. Taking an interest in everyone at the RHN – staff, patients, residents and their families – seeing the whole person, with interests, hobbies and commitments. Providing high quality customer service, developing ongoing relationships and caring for patients as individuals.

Treating people as individuals, meeting and exceeding their expectations and treating them with respect, dignity and consideration. It is about providing an exceptional patient/customer experience.

### Delivery on promises

Doing what we say we will do. Working together to deliver the best possible service for patients, carers and key stakeholders. Taking personal responsibility, being pioneering and sharing knowledge, ensuring clarity, compassion and respect.

### Willingness to learn

Giving staff and volunteers the time, support and opportunities to develop both themselves and their roles. Developing new skills, knowledge and technologies, and taking the time to reflect on successes and setbacks.

Demonstrating a commitment to continuous professional and personal development and a flexible approach to working. Being aware of what is over the horizon, anticipating opportunities and having the vision to look forward. Accepting the need for change and developing a culture of continuous learning and improvement.

### Honesty and integrity

Acting as a role model and setting an example that motivates and inspires others. Providing a clear direction that recognises and utilises the strengths of our people. Working with a positive attitude, being friendly, open and honest in interactions with others. When mistakes happen, talking honestly and openly about them, to make sure that they don't happen again.

The job description is not exhaustive and will be reviewed in light of changing needs and organisational development, in consultation with the post holder.

I have read, understood and accepted the responsibilities, expectations and behaviours outlined above.

Signed:

Date: