



Royal Hospital for Neuro-disability Job Description

Job title:	Speech and Language Therapist Band 7
Salary grade:	Band 7
Responsible to:	SLT Clinical Leads/Therapy Manager
Behavioural Framework:	Leadership

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 post holder is responsible for the provision of a highly specialist speech and language therapy (SLT) service involving the assessment, complex differential diagnosis, interpretation and management of specialist clinical areas in the specialism of complex neuro-disability and neuro-rehabilitation. This includes the management of tracheostomy, Prolonged Disorders of Consciousness and AAC. The RHN provides an on-site FEES service and has access to an external Videofluoroscopy Clinic. The post holder will be responsible for a delegated clinical caseload across the Brain Injury Service and/or Continuing Care Service as required. Continuing Care includes the following services: Neuro-Behavioural Rehabilitation Unit, Ventilator Units, Young Disabled Unit, Huntington's Disease Unit and Specialist Nursing Home. The post holder is a key member of the interdisciplinary team and works actively with other members in assessment, goal planning and intervention.

Main Objectives of the role

1. To provide a flexible and prioritised autonomous highly specialist SLT service in the clinical specialisms, targeting intervention and education where needed.
2. To work as part of an integrated multidisciplinary team, contributing to patient care plans and goal setting as appropriate.
3. To demonstrate highly specialist knowledge and skills in relevant clinical specialisms underpinned by current evidence based practice and outcome measures and to use this knowledge to continue to develop and improve service provision in liaison with the Clinical Lead for SLT, Therapy Manager and Head of Service. Specialist areas include:
 - Severe brain injury/ stroke
 - Prolonged Disorders of Consciousness
 - Neurogenic dysphagia
 - Tracheostomy management and complex respiratory needs
 - Neuro-degenerative conditions

The post holder will continue to develop areas of specialism while in post.

4. 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. This will include supporting the patient, family and MDT with best interests decision making.
5. To demonstrate the ability to identify own strengths and development needs and reflect on practice with peers/ supervisor/ Professional Lead SLT
6. To provide supervision to more junior SLTs, SLT assistants and SLT students as well as providing advice and support to health care staff, SLT Technical Instructors and volunteers.
7. To lead service development projects within the speech and language and multidisciplinary teams.
8. Demonstrate an awareness of RHN's objectives and contribute to achieving them appropriately.
9. Strive to improve efficiency in all areas of your work.

Key Responsibilities

1. To provide a high level specialist SLT service consisting of assessment, differential diagnosis, interpretation, treatment, management and evaluation of outcomes of adults with acquired brain injury resulting in complex communication and swallowing disorders including use of assistive technology where indicated using an holistic person centred approach to assessment and management
2. To be responsible for managing a highly complex defined caseload independently, providing a flexible and prioritised highly specialist SLT service, targeting appropriate intervention where needed and evaluating outcomes.
3. To make highly specialist clinical decisions following assessment, including referrals to other services and professions as appropriate e.g. FEES, videofluoroscopy, COMPASS
4. To work as part of an integrated multidisciplinary team, contributing appropriately to patient care plans, goal setting and multidisciplinary meetings, taking a leadership role where required.
5. To demonstrate high standards of clinical record keeping reflecting highly specialist knowledge, ensuring contemporaneous and accurate case notes, well defined and achievable goals and clear reports in line with RCSLT and HCPC standards and RHN policies.
6. To employ appropriate strategies to manage adults with challenging behaviours where required, including the application of appropriate management strategies and recognising when to refer or access specialist support from the neuro-behavioural team.
7. To counsel and advise patients with highly complex needs and their caregivers regarding swallowing and feeding problems and their impact, sometimes in emotive and ethical situations regarding possible management options including advanced decision-making, risk feeding and quality of life issues.
8. To participate in providing cover across other parts of the SLT service as required.
9. To provide clinical supervision and line management to less experienced SLTs , technical instructors and students as needed.

Person specification: Essential and Desirable

1. Recognised Speech and Language Therapy Degree or equivalent; Health Care Professions Council license to practice; Registered Member of the Royal College of Speech and Language Therapists **Essential**
2. Membership of relevant special interest group /CEN **Desirable**
3. Training in clinical supervision for SLT students, and able to supervise junior colleagues **Essential**
4. Ability to manage tracheostomy patients independently **Desirable**
5. Good team member able to assume leadership responsibilities **Essential**
6. Experience in specialist assessment, diagnosis and management of adults presenting with a range of communication and swallowing disorders in a relevant field (Disorders of Consciousness, cognitive communication impairment, aphasia, locked in syndrome etc) including referring for instrumental swallowing examination where indicated. **Essential**
7. Experience of assessing communication in order to contribute to mental capacity assessments. **Essential**
8. Competent FEES assessor **Desirable**
9. Level 2 endoscopy competencies achieved **Desirable**

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 postholder.

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

Signed:

Date: