

HOLY CROSS HOSPITAL

JOB DESCRIPTION

Job title:	Speech and Language Therapist
Responsible to:	Director of Therapy
Accountable to:	Director of Therapy
Key working relationships:	Medical and clinical staff, all caregivers

The post holder will be expected to comply with the standards and codes of conduct as laid down by the Health Professions Council and be professionally and legally accountable for all aspects of work, including management of patients.

The post holder must provide evidence of current professional registration.

1. JOB SUMMARY

The post holder will part of a Multidisciplinary Team at the Hospital and provide a high standard speech and language therapy service to patients with neurological conditions, performing assessments, diagnosis, planning and delivering individualised treatment programmes.

The post holder will be actively involved in implementation of specific changes to practice and contribute to service protocols.

The post holder will be involved in provision of education and training to other members of the clinical team, patients, carers and relatives as appropriate.

2. MAIN DUTIES AND RESPONSIBILITIES

2.1. Clinical

Management of a highly complex and demanding caseload of patients with physical disabilities, neurological conditions, severe or profound learning difficulties and complex needs.

Provide specialist intervention demonstrating clinical effectiveness by the use of evidence-based practice and outcome measures while being able to adapt practices to meet individual patients' needs.

Provide specialist therapy services utilising a variety of service delivery models including individual, joint, multidisciplinary and group sessions.

Develop and implement speech and language programmes for individuals and groups using expertise to create innovative and effective ways of working where appropriate to maximise individual patients' potential.

Undertake all aspects of clinical duties as an autonomous practitioner, working with minimal supervision.

Demonstrate ability to undertake a comprehensive assessment of patients including those with diverse and complex presentations using advanced clinical reasoning skills and assessment techniques to record baseline measures.

Demonstrate a full understanding of the IDDSI framework and work with the relevant caregivers to ensure effective implementation.

Develop comprehensive discharge plans in negotiation with patients and carers where appropriate

Assess patient understanding of treatment proposals, gain valid informed consent and have ability to work within a legal framework with patients lacking capacity to consent to treatment.

Maintain accurate and comprehensive clinical records in line with Holy Cross documentation standards. Provide appropriate and timely reports and other patient correspondence.

Manage clinical risks within own caseload.

Responsible for ensuring equipment is appropriate, in good condition and replenished as necessary.

Work with the Director of Therapy to plan and deliver service developments for the therapy service and speech and language service ensuring it is in keeping with evidence-based practice and national guidance.

2.2. Interpersonal and communications

Communicate in a clear, concise and culturally appropriate manner to patients, caregivers and family members.

Effectively motivate patients to engage in therapy by utilising a range of activities, strategies and techniques.

Attend and participate in relevant clinical, care and organisational meetings as required.

Promote positive relationships with patients, families and staff.

Ensure that patients are involved in the planning and prioritisation of their programmes wherever possible.

Contributes to the planning, setting, reviewing of objectives and projects in line with hospital business plan.

Advice Director of Therapies on resources required to meet objectives.

Contribute to the induction of new caregivers and provide ongoing training for caregivers to maintain knowledge in swallowing and communication.

3. PROFESSIONAL DEVELOPMENT

Maintain professional status and competence at a specialist level, taking responsibility for keeping own knowledge and skills up to date by engaging in continuing professional development and maintaining a portfolio of CPD.

Identify professional development evidenced within an annual appraisal with line manager.

Contribute to education and assessment of performance of students.

Contribute to in-service training programmes by attendance and participation in formal training both internal and external.

Undertake evidence-based audit and evaluate research literature to develop and improve clinical practice.

To have knowledge of and work within the framework of relevant procedures including Safeguarding, etc.

4. HEALTH AND SAFETY

Work at all times within the scope of the Health and Safety at Work Act of 1974 and the hospital policy for reporting of accidents, incidents, hazards and risk management.

Maintain and protect the safety, confidentiality and dignity of patients and families.

Manage a clean, safe and tidy environment.

Ensure programmes are in place for the cleaning and maintenance of equipment.

Take an active role in the prevention and control of infection.

Understand and work within the guidelines of the Patient Safety, Medicines and Healthcare Products Regulatory Agency.

5. GENERAL

Maintain the principles of the Data Protection Act of 1998 both within and outside of the hospital environment.

Act in accordance with the hospital's Data Protection Policy.

Monitor the use of stock items, ordering stock as necessary.

Be aware of the Equal Opportunities Act and how it is implemented within Holy Cross Hospital.

Adhere to diversity and ethical principles with particular attention to the Race Relations Act (1976), Disability Act (1995) and the Sex Discrimination Act (1975).

6. Miscellaneous

This job description represents an outline of the main components of the job and is not intended to be exhaustive. It may, with consultation, be subject to additions and amendments, as the need arises.

In addition to the duties and responsibilities listed the post holder is required to perform other duties as might reasonably be required.

This job description has been agreed between the post holder and the person to whom he/she is accountable.

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Manager

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Print name

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Date

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Speech and Language Therapist

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Print name

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Date

PERSON SPECIFICATION AND COMPETENCY PROFILE

SPEECH AND LANGUAGE THERAPIST – NEUROLOGICAL PATIENTS

Qualifications and knowledge	
Essential	Desirable
Degree in Speech and Language Therapist HCPC-registered	Membership of relevant special interest group Evidence of post graduate training and experience in relevant area
Evidence-based practice in assessment, differential diagnosis and management of neurological conditions	
Knowledge of clinical governance and risk management	
Knowledge of relevant NICE guidelines	
Record of CPD	

Skills and abilities	
Essential	Desirable
Ability to demonstrate awareness of neurological conditions and tracheostomy related respiratory management	Experience in prolonged disorders of consciousness (PDOC) and tracheostomy
Excellent verbal and written communication skills	Ability to delegate appropriately
Ability to share knowledge and develop staff in line with evidence based practice	Good presentation skills
Basic IT skills	
Ability to work flexibly	
Ability to prioritise and organise work	

Other attributes
Sensitivity to needs of others
Team player, ability to foster and maintain good relationships
Self motivated
Ability to innovate
Effective coping skills
Evidence of commitment to CPD