

Powys Teaching Health Board

Job Description

Job Details

Job Title:	Speech & Language Therapist
Pay Band:	Band 5
Hours of Work and Nature of Contract:	37.5 hours per week 2 years fixed term contract
Service Group:	Women & Children's
Department:	Speech & Language Therapy
Base:	Park Street Clinic, Newtown

Organisational Arrangements

Managerially Accountable to:	Head of Children's Speech and Language Therapy
Professionally Accountable to:	Team Leader Children's Speech and Language Therapy North

VALUES & BEHAVIOURS



Our Values and Behaviours are demonstrated through our 'Health Care Strategy' centred on the Needs of the Individual' through Respect, Trust, Integrity, Working Together, Kindness and Caring and Fairness and Equality.

Job Profile

- To work as a speech and language therapist with children who have a communication disorder, under the direction of a specialist/senior speech and language therapist.
- To provide effective and evidence-based speech and language therapy for clients on own caseload within the appropriate level of expertise.
- To contribute to relevant research and clinical development.
- To contribute to training provided by the children's service with a senior colleague.

Main tasks and responsibilities

1. Clinical duties

- Independently assess, diagnose, and implement speech and language therapy to children on own caseload.
- Make a differential diagnosis and clinical decisions based on evidence from assessment seeking advice as appropriate.
- To provide appropriate intervention and evaluate outcomes.
- To use knowledge to inform sound clinical judgements and decision making for case management.
- To work within own level of competence and to seek and accept clinical support and advice from senior speech & language therapists.
- Request and undertake joint assessments and treatment sessions with senior speech & language therapists for complex cases or as required.
- To request second opinions from a more experienced or specialist speech & language therapist.
- Prepare reports on children's condition and therapy as required for colleagues and other professionals.
- To employ counselling skills with children and carers.
- Adapt practice and resources to meet individual children's circumstances and ensure they are linguistically and culturally appropriate.
- To take an appropriate role within multi-disciplinary teams contributing professional expertise in the management of children with communication disorders, ensuring that complex information about the child is understood by all involved.
- To demonstrate clinical effectiveness by use of evidence-based practice and outcome measures.
- To develop clear care plans based on best practice.
- To maintain close liaison with patients and carers providing information, explanation, advice, and support and ensure their understanding, collaboration, and participation at each stage of therapy.
- Refer children to other professionals and agencies.
- Develop the ability to reflect on auditory, visual and kinaesthetic aspects of child's communication and to identify appropriate strategies to facilitate and enhance communicative effectiveness.
- To communicate complex condition related information from assessment to child if appropriate, carers and families, agreeing decision making relevant to the child's management.

- To maintain intense concentration in all aspects of patient management for prolonged periods. In particular, to monitor auditory, visual and kinaesthetic aspects of children's communication, adapting and facilitating according to perceived needs including cultural and linguistic differences.
- To always maintain sensitivity to the emotional needs of children and their carers, particularly when imparting potentially distressing information regarding the nature of the communication disorders and implications of the same.
- To develop auditory and perceptual skills in the assessment, diagnosis and treatment of children.
- To develop skills in motivating children and/or carers to engage in the therapeutic process.
- To develop the ability to manage children with challenging behaviours arising from special needs/learning disabilities.

2. Caseload Management

- To manage a work programme for own defined clinical area.
- To negotiate with child if appropriate, carers and others around case management.
- To develop skills in dealing with complex issues to generate appropriate strategies for caseload management, seeking advice as appropriate.
- To monitor and evaluate own service delivery to the agreed caseload under the supervision of a senior speech & language therapist.
- Keep concise, accurate and contemporaneous clinical records in line with LHB policy and RCSLT standards.
- Share information with others, observing data protection guidelines.
- To contribute to clinical teams both multidisciplinary and uni-disciplinary by discussing own and others input around children's needs ensuring a well co-ordinated care plan.
- Liaise with speech & language therapy colleagues in neighbouring Trusts to ensure smooth transfer of patients both in and out of Powys e.g. cleft palate.
- Identify equipment needs for children on caseload and refer on to a specialist communication aid centre in liaison with AAC specialist speech & language therapist.

3. Service Duties

- Attend and take an active part in clinical and service meetings to exchange professional experiences and ideas, to discuss problems and service development and improvements.
- To gather activity data accurately and regularly, ensuring the provision of such information within the expected timeframe and as requested by the Head of Childrens Speech & Language Therapy.
- To deal with initial complaints sensitively, avoiding escalation where possible and with notification to a senior speech & language therapist.
- Manage time appropriately to ensure a balance between child/parent contacts and the administration and preparation needed to deliver effective therapy.

- To be flexible to the demands on the environment including unpredictable work patterns, deadlines and frequent interruptions.

4. Research & Development.

- To participate in research and audit projects as authorised by the Head of Service.
- To collect and provide research data as required.
- To assist in the improvement of service delivery through the implementation of agreed best practice to participate in department evaluation and monitoring activities, clinical audits, data provision and research surveys.

5. Supervision.

- To provide observation placements for the first-year speech and language therapy students as directed and with guidance from a senior clinician and authorisation from the head of Children's Speech & Language Therapy Service.
- To supervise work delegated to speech and language therapy assistants working in the same clinical setting.

6. Training

- To participate with senior colleagues in the delivery of core and specialist training provided by the Children's Service.
- To employ excellent presentation skills to promote multidisciplinary and interagency liaison and collaborative practice to a broad range of audiences including other professionals and users.
- To participate with senior colleagues in the delivery of training to other professionals and carers in relation to speech and language therapy and the management of communication disorders.
- To assist in the support to students from other professional groups as appropriate and authorised by the Head of Children's Speech & Language Therapy.
- Contribute to ongoing training of speech & language therapy assistants as directed by a senior clinician and authorised by the Head of Children's Speech & Language Therapy.
- To explain the role of Speech & Language Therapists to visitors, students and volunteers.
- To develop the ability to target training (formal and informal) appropriately to the needs of the course participants.
- To reflect on and evaluate training provided.

7. Continuing Professional Development

- To identify personal and professional development within an appraisal framework, ensuring that the objectives set reflect the service and LHB plans, including specific objectives relating to communication disorders in children.
- To accept advice and support from more senior clinicians on a regular basis to promote professional development.

- To attend relevant training and development to maintain skills and knowledge required of a therapist working in the field of paediatric communication disorders.
- To keep up to date with new techniques and developments for the promotion and maintenance of good practice in paediatric communication disorders.
- To attend relevant courses, meetings and clinical excellence networks.
- To demonstrate the ability to reflect on practice with peers/clinical supervisor and identify own strengths and development needs.

8. Professional Standards

- To be accountable for own professional action and recognise own professional boundaries, seeking advice as appropriate.
- Adhere to RCSLT, HCPC, local and national standards/guidelines in relation to professional practice within postholder's competence.
- To demonstrate empathy with children, carers and colleagues ensuring that effective communication is achieved, particularly where barriers to understanding exist.
- To develop negotiation skills across a range of situations including the management of conflict, seeking advice and support to resolve.
- To form productive relationships with others who may be under stress and/or have challenging communication difficulties.

9. Clinical Governance

- To participate in clinical governance projects as delegated and to contribute to governance for the SLT service.
- To identify risk factors and be responsible for risk management within own caseload under the guidance and supervision of an experienced speech & language therapist.
- To develop a working knowledge of the principals of Clinical Governance and their application to professional practice.
- To develop a knowledge of government directives and national service frameworks relevant to children.
- To develop a working knowledge of relevant procedures including Child Protection, ALNET and other legal frameworks.

10. Health & Safety

- To work within infection control and health and safety guidelines in order to deal appropriately with unpleasant conditions related to contact with children as they arise: e.g. exposure to body fluids, infectious conditions.