

Speech and Language Therapy Department

PERSON SPECIFICATION

Speech and Language Therapist Band 5

Attribute/Skill	Essential	Desirable	Assessed by
Qualifications & Training	<ul style="list-style-type: none"> Recognised Speech and Language Therapy Degree Registered member of Health and Care Professions Council Registered member of Royal College of Speech and Language Therapists 	<ul style="list-style-type: none"> Relevant postgraduate courses Postgraduate course in dysphagia and evidence of current dysphagia competencies European Computer Driving Licence 	<p>Application form</p> <p>Certificate / License to Practice</p>
Experience	<p>Clinical placement or previous post:</p> <ul style="list-style-type: none"> Adult assessments Planning and implementation of treatment Autonomous caseload management 	<ul style="list-style-type: none"> Adult caseload experience Working within an MDT Relevant experience, post registration within the clinical area Has some experience in contributing to the training of others Experience of working within hospitals and clinics 	<p>Application form</p> <p>Interview</p>
Knowledge & Skills	<ul style="list-style-type: none"> Knowledge of assessment tools relevant to the client group Accurate administration and analysis of adult assessments leading to differential diagnosis Knowledge of national policies and procedures relevant to the client group Demonstrates understanding of wider Public Service Policies e.g. Safeguarding, Health and Safety, Equality and Diversity etc. Knowledge of a range of appropriate therapeutic interventions relevant to the client group Knowledge of standards of record keeping Has an awareness of local cultural, linguistic and demographic factors which might affect service delivery Ability to manage conflict and 	<ul style="list-style-type: none"> Member of a relevant Clinical Excellence Network Understanding of the principles of clinical governance and audit Knowledge of roles of other professionals relevant to the client group 	<p>Application form</p> <p>Interview</p> <p>References</p>

	<p>generate solutions</p> <ul style="list-style-type: none"> • Good communication and interpersonal skills in communicating complex information when there are barriers to acceptance or understanding • Able to work independently and without direct supervision • Able to take an active role in the multidisciplinary team negotiating case management as appropriate • Ability to identify and work within own competencies • Ability to manage frequent exposure to and delivery of distressing information • Highly developed auditory, perceptual skills and fine motor skills • Good analytical and reflection skills • Ability to concentrate intensely for long periods of time • Good prioritisation skills • Evidence of team working • Good presentation skills, both verbal and written • Computer literate including good knowledge and use of PC software • Ability to manage frequently unpleasant working conditions e.g. sputum, body fluids, aggression 		
Personal Attributes	<p>Demonstrates understanding of own scope of practice and person centred care:</p> <ul style="list-style-type: none"> • Positive • Reflective • Flexible • Motivated • Organised • Innovative • Solution focussed • Reassuring • Approachable • Reliable 	<ul style="list-style-type: none"> • Ambassador for Speech and Language Therapy profession, department and Health Board • Ability to speak Welsh 	<p>Application form</p> <p>Interview</p>
Interests/Other	<ul style="list-style-type: none"> • Car driver 		