

Job Description

Job Title	Specialist Speech and Language Therapist
Salary Band	Band 6
Service Area	Learning Disabilities
Department	Speech and Language Therapy, Adult LD Community Team

Job Overview

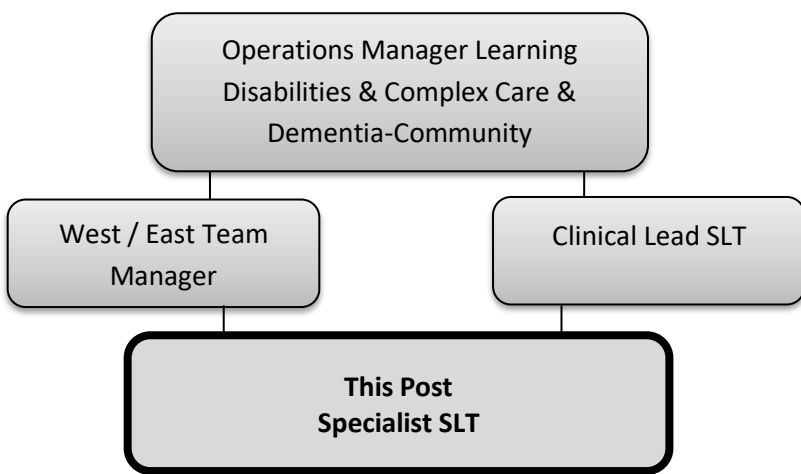
We have the opportunity to offer a few exciting opportunities to join our Learning Disabilities Service in Cornwall as Specialist Speech & Language Therapists. The successful applicants will be working as part of a dynamic and enthusiastic Multi-Disciplinary Team in the Cornwall Adult Learning Disabilities Team. Successful applicants will offer a service to a caseload of adults aged 18 and over with learning disabilities, who are referred to the service.

The ideal candidates will have experience working with Adults with a Learning Disability, assessing and managing complex communication needs, as well as complex dysphagia management experience. Candidates will need to have good understanding of current legislation and practices relating to Learning Disabilities and evidence of this in their day to day working. The successful candidates will also be expected to provide supervision within the team therefore experience providing supervision within a clinical setting is essential. A key aspect of the role is delivering training programmes relating to communication needs and dysphagia so the candidates must have experience in delivering training with excellent presentation and communication skills.

Current ways of working have had to be responsive and have changed frequently in the past 12 months so flexibility and the ability to work independently as well as within a team will also be required. Working using technology has led to exciting developments in the way the team delivers services so candidates will need to be IT literate and have experience using digital clinical records, as well as the desire to explore new ways of engaging with stakeholders using technology. The candidates will also be required to work with multiple agencies and service providers across Cornwall which will require upon excellent communication skills.

Cornwall offers exceptional opportunities to explore the countryside and coast, with a huge variety of activities available letting your career and lifestyle choices come together.

Organisational Chart



Duties and Responsibilities

Communication and Working Relationships

- Member of the multi-disciplinary team and active participation in team meetings.
- To liaise about clients with the multidisciplinary and multi-agency teams, families and relevant primary care professionals and agencies.
- To provide training to staff from health, social services, education and the private sector to ensure best practice and maximise the therapeutic context.
- Work with service users, their family and carers, health professionals within the team and Cornwall Foundation Trust and the wider health community, public, voluntary and private agencies.
- Represent the service and or individual service users at multi-disciplinary meetings, taking a lead role where appropriate and integrating speech and language therapy needs into a service user management plan.
- Communicate often complex information effectively to service users and carers, using alternative methods of communication where appropriate, to maximise treatment potential, whilst ensuring an understanding of risk and benefits of assessment and treatment / interventions.
- Provide advice and teaching to service users, their family and carers, health professionals within the team and Cornwall Foundation Trust and the wider health community, public, voluntary and private agencies.

Management and Personal Development

- Be professionally and legally responsible for your own caseload as an autonomous practitioner, and for all aspects of your work, seeking guidance as appropriate.
- To Care Co – ordinate clients with primary complex communication needs and/or eating and drinking needs.
- To cover senior staff absence with regard to caseload responsibility.
- Maintain own competency in line with HCPC and RCSLT codes of conduct and standards of practice.
- Keep professionally updated with on-going developments in learning disabilities and related areas.
- To pursue and acquire on-going knowledge and expertise for practice with the above client group.
- To supervise and mentor students, SLT Technician and SLTs.
- Follow an evidence based approach to delivering high quality learning disability health services by evaluating, updating, initiating and or participating in training, audit and research.
- Develop area of specialist interest and knowledge in liaison with Professional lead.
- Participate in supervision and appraisal in according with Trust policy.
- Manage and supervise the work of others where appropriate.
- Actively contribute to a variety of professional networks and support the development of relevant local, regional or national Special Interest Groups or Clinical Excellence Networks.
- Any other duties commensurate with the band as agreed with their line manager.

Clinical Activities

- To deliver specialist speech and language therapy assessment, diagnosis and treatment service to adults over 18 who have a learning disability and are eligible for services from the Learning Disabilities Health Team, in a range of settings.

- Be responsible for a clinical caseload, providing specialist speech and language therapy assessment and intervention to service users to meet the specific needs of a learning disability client group, where a generic approach would be ineffective.
- To provide speech and language therapy education and advice to service users, family members, carers, members of the multi-disciplinary team and primary healthcare.
- Be responsible for the safe and competent use of equipment through teaching, training and safe practice.
- To be a member of the specialist Learning disability SLT Team providing a service to adults with learning disabilities and communication/eating and drinking difficulties.
- To provide assessment and management of adults with LD who have eating, drinking and/or swallowing difficulties
- Maintaining high levels of evidence base learning disability practice, contributing to and facilitating care processes and pathways.

Strategic Development, Planning and Organising

- Improve and maintain working relationships with GP's, other professionals and outside agencies working collaboratively to ensure effective referral, assessment, intervention and discharge.
- Participate in speech and language led and multi-disciplinary service development and audits alongside any relevant service line developments.
- Contribute to research and evidence based practice projects.
- Develop and maintain effective working arrangements with other professionals and organisations to support and facilitate them to make reasonable adjustments for people with a learning disability.
- Ensuring compliance with the Trust Standards: CARE (Compassionate Services, Achieving High Standards, Respecting the individual, Empowering people)
- Contribute to compliance with Care Quality Commission Standards which ensure services are Safe, Effective, Caring, Responsive and Well Led.
- Provide leadership for quality improvement and service development to enhance people's experience of health care

Administrative, IT Systems and Processes

- To support the triage process of referrals to the east team and ensure timely responses to those referrals
- Be responsible for maintaining accurate and comprehensive treatment records in line with Trust Policy, Health and Care Professions Council (HCPC) and Royal College of Speech and Language Therapy (RCSLT) standards of practice
- Ensuring that up to date written and electronic records and activity data are maintained in accordance with Trust Policy and HCPC and RCSLT standards of practice.
- Be responsible for the timely triaging and assessment of Speech and Language therapy referrals to the East team
- Demonstrate an awareness of Trust Policies, procedures and relevant legislation and practice.
- Display knowledge and implement relevant national standards and legal frameworks related to your day to day work eg Mental Capacity Act, Human Rights Act
- Use a variety of communication methods (e-mail, telephone and written) to keep patients, carers and other healthcare professional and statutory agencies involved.
- Organise and prioritise own workload
- Regular use of VDU and meeting technology such as Microsoft Teams and Attend Anywhere: following training as necessary

- Use of electronic patient information retrieval systems – following training where necessary

Additional Information

Code of Conduct

The post holder is required to comply with all relevant Code of Conducts for the role, including the Trusts Code of Conduct. All staff are required to support the Trust's commitment to developing and delivering excellent customer service by treating patients their carers, families, friends, visitors and staff with professionalism, dignity and respect. All staff are expected to behave in a professional manner and not to bring the Trust into disrepute.

Confidentiality and Data Protection Act

All NHS employees have a duty to maintain confidentiality under both common law and the Data Protection Act 2018. Service users and staff have a right to expect that any information, whether personal or commercial, held by the Trust will be treated in a confidential manner. All employees of Cornwall Partnership NHS Foundation Trust must not, without prior permission, disclose any information regarding patients or staff.

Safeguarding Children and Vulnerable Adults

All employees of Cornwall Partnership NHS Foundation Trust must be familiar with and adhere to the Trust's safeguarding policies and procedures.

Personal Development

All employees are required to undertake statutory and essential training as directed by the Trust. This will be monitored through the supervision and appraisal process which is in place for all staff to participate in.

Risk Management and Health and Safety

All employees of Cornwall Partnership NHS Foundation Trust are required to make positive efforts to maintain their own personal safety and that of others. You are reminded of your responsibilities for health and safety at work under the Health and Safety At Work Act 1974 as amended and associated legislation. These include the duty to take reasonable care for the health and safety of yourself and of others in your work activities or omissions, and to co-operate with your employer in the discharge of its statutory duties. It is also essential that precautions advised by Management, Occupational Health, Risk & Safety Services, etc. are adhered to for your own protection.

Infection Prevention and Control

All staff, collectively and individually, has a duty of care in following best practice in adherence to guidelines which is a fundamental requirement in underpinning the management of infection control.

Location/Mobility

In accordance with the Trust's requirements, all staff are required to undertake work and alternative duties as reasonably directed at variable locations in the event of, and for the duration of a significant internal incident, major incident or pandemic. You may be required to work at or from any additional location as determined by the Trust. You may also be required to travel between Trust premises for the performance of your duties.

Equal Opportunities

The aim of the Trust's policy is to ensure that no job applicant or employee is discriminated against either directly or indirectly on the grounds of race, creed, sex, marital status, disability, age, nationality, ethnic or national origins. The Trust commits itself to promote equal opportunities and will keep under review its policies, procedures and practices, to ensure that all users and providers of its services are treated according to their needs.

Review of the Job Description

This is a generic job description and is intended as an outline of the general area of activities. It may be amended in light of the changing needs of the organisation, in which case it will be reviewed.

Rehabilitation of Offenders Act

The Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 is applicable to this post. Therefore should you be offered the post it will be subject to a Disclosure & Barring Service check satisfactory to the Trust. You will therefore be required to declare all criminal convictions, cautions, reprimands and warnings that would not be filtered in line with current guidance

The Trust operates a no smoking policy. Employees are not permitted to smoke anywhere in the premises of the Trust or when outside on official business. Staff must be mindful of public perception and therefore must not smoke whilst travelling in Trust identified vehicles or when can be identified as a member of CFT staff.

Person Specification

Job Title	Specialist Speech and Language Therapist
Salary Band	Band 6
Service Area	Learning Disabilities
Department	Speech and Language Therapy, Adult LD Community Team

Role Requirement	Essential	Desirable
<i>Education / Qualifications</i>		
Degree in Speech and Language Therapy	✓	
Current professional registration with HCPC	✓	
Evidence of being an autonomous SLT practitioner	✓	
Evidence of short specialist courses in relevant subject area	✓	
Evidence of related CPD	✓	
<i>Experience</i>		
Qualified SLT registered with HCPC	✓	
Member of Royal College of Speech and Language Therapy (RCSLT)		✓
Clinical experience in a range of core areas including dysphagia and AAC	✓	
Experience of working in a multi-disciplinary team	✓	
Experience of working within a community setting	✓	
Experience of working with adults with learning disabilities	✓	
<i>Skills and Aptitude</i>		
Ability to work alone and part of a team	✓	
Excellent communication and interpersonal skills	✓	
Ability to manage own time and caseload	✓	
Knowledge of alternative communication strategies	✓	
Motivated to service development and self-directed learning	✓	
Evidence of training or teaching other staff in an MDT or multi agency setting	✓	
Interest and passion to work with people with learning disabilities	✓	

<i>Knowledge and Abilities</i>		
Knowledge of best practice in core SLT practice	✓	
Understanding of governance related activities e.g. audit, CQC	✓	
Awareness of relevant legislation related to learning disability	✓	
Understanding the health needs of people with a learning disability	✓	
<i>Personal Qualities</i>		
Positive valuing approach to people with learning disabilities	✓	
Flexibility	✓	
Ability to communicate motivation and enthusiasm	✓	
<i>Other</i>		
Demonstrates evidence of Trust "CARE" values	✓	
Ability to travel independently where required	✓	
Disclosure and Barring Service check satisfactory to the Trust	✓	
Occupational health clearance satisfactory to the Trust	✓	
Due to the geographical area of Cornwall, a valid UK driving licence is required for this post.	✓	
Computer literate	✓	