

## Job Description

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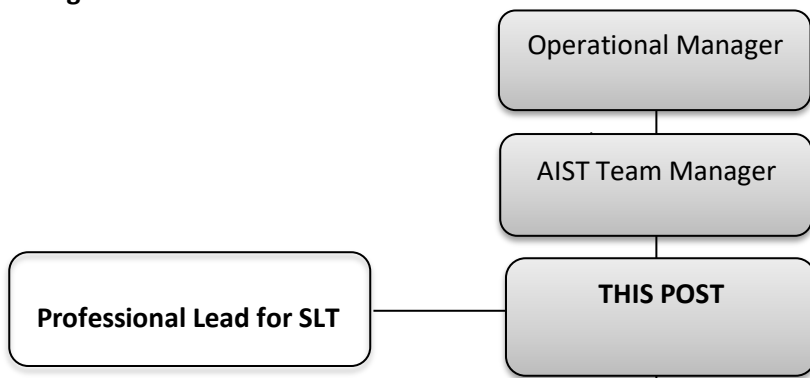
<b>Job Title</b>	Speech and language therapist – Highly Specialist
<b>Salary Band</b>	Band 7
<b>Division/Service Line</b>	AMH & LD Central Division
<b>Department</b>	AIST

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### Job Overview

- To work as a Highly Specialist Speech and Language Therapist with Adults with Autistic Spectrum Conditions to facilitate discharge from inpatient Mental Health settings or provide crisis support in the community to prevent admission.
- To undertake comprehensive assessment of those referred using investigative and analytical skills and to formulate individualized interventions based on advanced clinical reasoning and partnership working.
- To encourage and enable service users and carers involvement and choice in all intervention options and decisions regarding their care plans / goals wherever possible.
- Communicate the outcome of communication assessment to relevant others to ensure that individuals are correctly supported with their communication needs.
- Lead on the planning and delivery of education to other health and social care workers on the topics of communication and/or dysphagia in Adults with Autism.
- Apply specialist knowledge to participate in the planning, development and evaluation of high quality Speech and Language Therapy services for Adults with Autism.

### Organisational Chart



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## Duties and Responsibilities

### *Clinical Activities*

- Apply highly advanced skills and knowledge to provide Speech and Language Therapy specialist assessment and treatment for adults with autism who face significant challenges with their speech, language, communication or social interactions.
- Apply expert skills to utilise a range of standardised and informal communication assessments to provide detailed clinical analysis of an individual's communication profile.
- Apply advanced auditory perceptual skills to analyse and assess an individual's speech, language and communication.
- To diagnose the communication impairments of people with ASC with additional complex/challenging needs
- Plan, implement and monitor highly specialised packages of care including direct therapy, advice and training
- Support with the selection and implementation of AAC when appropriate
- Apply specialist knowledge to demonstrate sensitive, individualised application of a range of alternative communication strategies to those service users experiencing significant communication difficulties
- Where clinically appropriate, to work either independently or in conjunction with another SLT service to manage Dysphagia for clients on the caseload. To liaise with other SLT services to determine clinical needs and where those needs will be most effectively met.
- Provide information and advice to other members of the MDT on communication profile
- Provide highly specialist advice to enable others to adapt assessments and interventions to support the communication needs.
- Apply expert skills to contribute to the specialist assessment and management plans of those who present with complex and significant risks, including possible harm to self or others, utilising the support of colleagues, other services or team lead as required.
- Provide consultative advice to colleagues in other teams who are working with people who have Autism (who are not open to the ASD Crisis team)
- Apply advanced skills to undertake care co-ordination of cases.
- Apply highly advanced and specialist knowledge to provide training and advice to service users, carers, and colleagues on communication and environmental adaptations that are helpful for people with Autism
- Apply expert skills to provide advice to service users, carers, colleagues and other organisations regarding reasonable adjustments that are helpful for people with Autism.
- Apply highly advanced skills and knowledge to provide reports, information and advice (verbal and written) to service users, family/carers and professionals ensuring the communication needs of the person receiving information is taken into account; this will include carefully considering adjustments to how information is presented and utilising easy read, visual formats and unambiguous language, or other adjustments as required.
- Act as a lead or supporting clinician during Mental Capacity Assessments; facilitating communication and ensuring all practicable steps are taken to optimise the individual's communication.
- Write highly specialist clinical reports when requested to support complex decision making around a person's care, including for the Court of Protection.
- Apply specialist knowledge to actively contribute to effective clinical liaison and meetings including: joint agency and multi-disciplinary care planning and case reviews, person centred planning, health facilitation and discharge planning

- Contribute to MDT discussions and support decision making regarding therapeutic interventions, use of medication/medical approaches, impact of medication on functioning and planning for withdrawal of medication
- Apply expert skills to review clinical effectiveness of interventions and apply clinical reasoning.
- Apply leadership skills to influence the clinical direction of the service in relation to communication and/or eating & drinking needs.
- Apply specialist knowledge to work with the Professional Lead Speech and Language Therapist to implement theory-driven, evidence-based practice within the Trust
- Apply expert skills to assist in research and/or audit projects relevant to Speech and Language Therapy/service area as required
- Responsible for ensuring that relevant assessment kits/forms were ordered/stored and replenished as required.

### *Communication and Working Relationships*

- Apply advanced skills to establish communication networks that are timely and appropriate with service users, carers and other health workers and agencies
- Apply specialist knowledge to promote awareness of the role of Speech and Language Therapy within the MDT
- Use advanced skills to deal sensitively with a wide range of emotional responses associated with communication with service users and carers, including people who may be aggressive or have complex needs.
- Apply highly advanced skills and knowledge to adapt the communication approach to service users and their families or carers to meet the needs of individuals who may have limited understanding, or use alternative ways to communicate
- Utilise communications in accordance with Caldicott principles, data protection, freedom of information act and Trust policies and procedures.
- *Working relationships:*
  - Service Users, carers and families, and other people who are significant to the Service User
  - Extended interagency team including psychiatry, psychology, occupational therapy, community nursing, social work, care providers
  - Primary care team, including GP and practice nurses
  - Secondary health services including general hospital and community hospital staff
  - Specialist health services including in-patient and community mental health, regional specialists
  - Speech and Language Therapy colleagues in CFT and county-wide
  - Local Authority Adult Social Care colleagues
  - Residential and nursing homes
  - Supported living settings
  - Day services
  - Housing services
  - Respite services
  - Education
  - Voluntary organisations
  - Employment services
  - Community leisure and recreational facilities
  - Suppliers and manufacturers of specialist equipment, in order to make recommendations and specify needs

- Liaison and networking at County, Regional, and National level to further develop clinical research and the evidence base and knowledge in area of specialist practice
- Autism forums and Special Interest Groups locally and nationally

#### *Management and Personal Development*

- In line with local guidelines review and reflect on own practice and performance through effective use of professional and operational supervision, appraisal and Personal Development Plans
- To demonstrate ongoing professional and personal development through participation in internal and external development opportunities, recording learning outcomes in a portfolio, in accordance with Health Care Professions Council requirements
- Work to the highest ethical and professional standards providing an example to junior staff, students and colleagues, in accordance with professional, organisational, and legislative standards, policies and guidance
- Apply highly advanced skills and knowledge to provide effective guidance, leadership, supervision and appraisal for staff if required
- To be responsible for the induction and training of students and other staff both within or external to the Trust, where relevant.
- To be responsible for the supervision and written assessment of Speech and Language Therapy students on practice placement within the Trust with support from the Professional Lead

#### *Strategic Development, Planning and Organising*

- Apply specialist knowledge to contribute to the operational planning and implementation of policy and service development within the Adult Autism team.
- Apply skills to work autonomously, planning own workload to meet the needs of the service.
- Apply advanced skills to contribute to the identification of service needs
- Apply highly advanced knowledge to contribute in the Trust's and team's clinical governance arrangements and quality agenda, including the setting up and monitoring of practice standards
- To apply national guidelines and legislation relating to health and social care for individuals with Autism

#### *Administrative*

- To ensure that up to date written and electronic records and activity data are maintained in accordance with Professional and Trust standards and provide specialist SLT reports relevant to practice setting

#### *IT Systems and Processes*

- Apply specialist knowledge to record clinical data including progress notes, CPA reviews, risk assessments using a computerised record keeping system, currently Rio.
- Apply highly advanced skills and knowledge to use virtual communication tool such as MS Teams to communicate with service users, carers, and colleagues.
- To use IT systems to record supervision, annual leave, TOIL, expenses and other data as required for the post

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## **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 job description is not intended to be exhaustive and it is likely that duties may be altered from time to time in the light of changing circumstances, in discussion with the post holder. This role profile is intended to provide a broad outline of the main responsibilities only. The post holder will need to be flexible in developing the role with initial and on-going discussions with the designated manager.

### *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

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**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.**

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## Person Specification

<b>Job Title</b>	Speech and Language Therapist - Specialist
<b>Salary Band</b>	Band 7
<b>Division/Service Line</b>	AMH&LD Central Division
<b>Department</b>	Adult Autism Intensive support Team

Role Requirement	Essential	Desirable
<i>Education / Qualifications and Relevant Experience</i>		
A Degree or Diploma in Speech and Language Therapy	✓	
Health Professions Council registered	✓	
Considerable experience of working with people with Autism	✓	
Experience of working in a multi-disciplinary team	✓	
Recent evidence of Continuing Professional Development and ability to complete reflective practice	✓	
Evidence of further study at Masters level or equivalent experience		✓
<i>Skills and Aptitude</i>		
Highly skilled in use of standardised assessments and professionally recognised non-standardised assessment tools relevant to this client group	✓	
Advanced skills in planning and implementing holistic intervention that is service user centred and recognises the needs of carers	✓	
Ability to organise and manage an individual caseload effectively, and to set own priorities	✓	
Willingness to undertake further training relevant for this post	✓	
Ability to use computers and technical equipment as required within the workplace	✓	
<i>Knowledge and abilities</i>		
Specialist knowledge and application of SLT assessments and interventions relevant to people with Autism	✓	
Advanced knowledge and understanding of the impact of autism on language and communication	✓	
Knowledge of Mental Health conditions in association with autism	✓	
Knowledge of the Mental Capacity Act	✓	

Knowledge of Autism and Mental Health legislation and current NICE guidance relevant to this client group		✓
Audit and research experience		✓
<i>Personal Qualities</i>		
Excellent communication skills and ability to engage individuals with complex needs	✓	
Ability to deal with people who may be verbally or physically aggressive in a sensitive and de-escalating manner	✓	
Ability to be involved in a team, providing clear communication, support and motivation	✓	
Excellent ability to engage individuals with Autism and/or their carers in the therapy process	✓	
Demonstrate clinical leadership skills	✓	
<i>Other</i>		
Demonstrates evidence of Trust "CHOICE" values	✓	
Due to the geographical area of Cornwall, a valid UK driving licence is required for this post	✓	
Disclosure and Barring Service check satisfactory to the Trust	✓	
Occupational health clearance satisfactory to the Trust	✓	
This role may be deemed as an Information Asset Owner in line with the Trust Information Risk Policy		