



Specialist Speech & Language Therapist (equivalent band 6)

Salary Range: £34,172 - £36,697 per annum inclusive

Full Time

We are looking for a skilled and highly motivated speech and language therapist (SLT) to join our Brain Injury Service. The SLT Service at RHN comprises a team of nine SLTs and two SLT technical instructors working across a range of specialist units, including our brain injury service, neuro-behavioural service, ventilator unit, Huntington's Disease Service and our Specialist Nursing Home.

We run videofluoroscopy and FEES clinics and work closely with the Compass Assistive Technology Service which addresses the assistive technology and communication needs of our patients. We are highly committed to continuing professional development and offer high levels of professional support and supervision as well as regular team meetings. SLTs are actively involved in audit and research and present regularly at national conferences and SIGs. We run regular external courses for SLTs and allied healthcare professionals on clinical specialisms in addition to internal training for the wider clinical team in delivering patient care.

This post is ideal if you are interested in developing your experience in complex neurodisability within a supportive environment. You will have experience of working with adults with acquired neurological disorders within an acute care facility, community or rehabilitation environment, and be confident in independently managing non-complex dysphagia. We provide competency training in tracheostomy, working with patients with disorders of consciousness and assessment and treatment of complex swallowing and communication disorders including F.O.T.T, as required.

You will be an excellent team player with experience of working within a close multidisciplinary team.

For informal visits or further information please contact Amy Pundole, Professional Lead SLT on telephone 020 8780 4500 ext 5230.

To apply for the post, please download an application pack from www.rhn.org.uk, complete and send application to the Human Resources at the RHN.

Application packs are also available from the Human Resources on telephone 020 8780 4500 ext. 5003

Closing date: Wednesday 12 August 2015

Interview dates: TBC

Royal Hospital for Neuro-disability Job Description

| | |
|-------------------------------|--|
| Job title: | Speech and Language Therapist |
| Salary grade: | Equivalent band 6 |
| Responsible to: | Service Manager/Therapy Manager through line manager |
| Behavioural Framework: | Employee |

Scope

The RHN is a leading provider of adult person-centred services that span the entire care pathway from post-acute rehabilitation services to end of life care, for people with complex neuro-disability and their families, underpinned by a strong research and education programme.

The post holder will be a Specialist Speech and Language Therapist with specialist knowledge and skills in the field of acquired communication and swallowing disorders in adults with complex neuro-disability either as a result of brain injury, damage or neuro-degenerative conditions.

Main Objectives of the role

- To be responsible for the communication and swallowing needs of a designated specialist clinical caseload, including tracheostomies
- To provide a clinical support role, advice and support to health care staff, SLT Technical Instructors, volunteers and clinical supervision to SLT students
- To communicate complex condition related information from assessment to patients, carers, families and members of the multi-disciplinary team/other professions via attendance at multidisciplinary meetings, rehabilitation goal setting meetings and case conferences as required to enable a co-ordinated care plan.
- To demonstrate the ability to identify own strengths and development needs and reflect on practice with peers/ supervisor/ Professional Lead SLT
- Demonstrate an awareness of RHN's objectives and contribute to achieving them appropriately
- Strive to improve efficiency in all areas of your work.

Key Responsibilities

- To provide a specialist SLT service consisting of assessment, differential diagnosis, interpretation, treatment, management and evaluation of outcomes of adults with complex neuro-disability resulting in complex communication and swallowing disorders including use of assistive technology where indicated, and tracheostomy
- To be responsible for managing own specialist caseload within clinical specialisms, accessing support from senior staff when needed, providing a flexible and prioritised specialist SLT service, targeting appropriate intervention where needed and evaluating outcomes.
- To devise and implement training for carers and family in aspects of management e.g. AAC, transitional oral feeding programmes.
- To make specialist clinical decisions following assessment, including referrals to other services, professions as appropriate e.g. FEES, videofluoroscopy, COMPASS
- To attend case reviews and communicate specialist skills to members of MDT, patients and carers.
- To undertake suctioning competency training and provide suctioning of patients as part of SLT intervention.
- To participate in providing cover across other parts of the SLT service as required.
- To maintain patient records in line with RHN Policy and standards and to comply with professional and departmental policies and training requirements.
- To work as an independent practitioner accessing the SLT department's supervision system and seeking and maintaining peer support from other specialist practitioners, in line with clinical governance and professional guidelines.
- To provide clinical support to technical instructors
- To undertake MDT roles (key therapist etc) as required by the Service Manager
- To have working knowledge of relevant guidelines and legal requirements for adults with complex

neuro- disability and SLT provision e.g. Mental Capacity Act, Deprivation of Liberty, safeguarding adults, Code of Practice etc.

Person specification: Essential and Desirable

- Recognised Speech and Language Therapy Degree or equivalent; Health Care Professions Council license to practice; Certified member of the Royal College of Speech and Language Therapists **ESSENTIAL**
- Specialist post graduate dysphagia training/ qualification **ESSENTIAL**
- Post graduate training in tracheostomy assessment and management **DESIRABLE**
- Specialist clinical skills including knowledge and use of a wide range of assessments, diagnosis, evidence-based intervention and evaluation methods to support best practice. **ESSENTIAL**
- The ability to communicate complex, sensitive information and manage the emotional consequences of working with patients with a range of swallowing and communication impairments **ESSENTIAL**
- Knowledge of instrumental swallowing tools to assist in assessment and management of patients presenting with dysphagia **ESSENTIAL**
- Demonstrable ability for team-working **ESSENTIAL**
- Competent IT skills **ESSENTIAL**
- Proven experience of specialist range of therapeutic interventions in relevant field, demonstrating the evidence base for these approaches including selecting, setting & evaluating specialist treatment goals **ESSENTIAL**
- Good team member able to assume leadership responsibilities **ESSENTIAL**

Employee Behavioural Framework

Working Collaboratively for RHN

Demonstrating our values and working together to deliver the best possible service for patients and customers.

- I share information within my team.
- I will ask for assistance if I need help.
- I work with my team to resolve problems.
- I am willing to learn new skills.
- I offer help to my team if they need it.

Achieving our Potential

Developing our skills and knowledge, reflecting on successes and set-backs, and demonstrating a commitment to development at RHN.

- I take personal responsibility for my tasks
- I seek opportunities for personal development
- I am willing to carry out new tasks if required
- I suggest improvements and new ideas
- I know what I'm good at and where I need to improve.

Preparing for the Future

Looking forwards, reflecting on current activities, accepting change and being part of a culture of continuous learning and improvement.

- I know what areas I need to improve
- I am willing to learn to broaden my skills and knowledge
- I reflect on my team's successes and challenges
- I speak up in team meetings and express my views

Leading by Example

Acting as a role model and setting an example that motivates and inspires others at RHN.

- I take pride in what I do
- I am punctual
- I try not to let my team down and ask for support when I need it
- I'm a good team player
- I improve my knowledge by learning from others

Committing to our Patients & Customers

Providing high quality patient care and customer service to patients and customers, and treating them with respect, dignity and consideration.

- I demonstrate a positive attitude
- I am proud of the work I do
- I always promote a positive image of the RHN
- I respond in a timely manner
- I share knowledge with my team
- If I cannot answer a question, I'll ask my nearest colleague to help

The job description is not exhaustive and will be reviewed in light of changing needs and organisational development, in consultation with the post-holder.

I have read, understood and accepted the responsibilities, expectations and behaviours outlined above.

Signed:

Date: