

Job Description

Job title:	Senior Specialist Speech and Language Therapist – Mental Health and Dementia inpatient services
Directorate:	Mental Health
Department:	Mental Health
Professionally accountable to:	Principal Speech and Language Therapist – Mental Health
Responsible to:	Service Manager
Pay band:	7 (B6 development considered)
Contract:	Agenda for Change
On call requirement:	No
Disclosure required:	Enhanced
Professional Registration:	Yes – Royal College of Speech & Language Therapists/ Health and Care Professions Council

Job outline:

Delivering SLT input within Uckfield Hospital (Dementia ward) and Langley Green Hospital (AMH wards, including Older People's Mental Health and PICU),

You will demonstrate relevant post qualification experience in communication and dysphagia and. If you do not have direct relevant experience you will have the ability to learn on the job. You will be curious and innovative in your approach to providing effective and safe SLT input to this client group and will have a good understanding of Quality Improvement and Clinical Governance. You will support patients to engage in their treatment and to understand their careplans; reducing distress related to communication difficulties; supporting your colleagues with capacity assessments and making reasonable adjustments. You will consider your patients in an holistic way and you will work with your clinical supervisor to ensure that you deliver timely and appropriate interventions, with a flexible approach, to achieve the best possible outcomes. You will be able to carry out effective triage for dysphagia and communication referrals. You will be able to manage a fluctuating, varied and often complex caseload. You will be able to demonstrate effective time management and the ability to prioritise work according to risk and other influences.

We are an Equal Opportunities Employer operating a No Smoking Policy

You will be expected to continue the development and provision of a comprehensive learning and development programme for ward staff.

Your work will be multi-disciplinary in nature and you will require the skills to communicate effectively with colleagues from other professions and at all levels. You will develop ways of working alongside the ward MDTs whilst not being based on the ward full time.

You will provide support to the pan Sussex MH and Dementia SLT referral system.

On a day to day basis you will be supporting multidisciplinary team colleagues to assess and provide therapeutic intervention as part of the individuals' recovery, advocating for the patients and offering support for capacity assessments. You will be supporting patients and their staff, family and carers to understand their eating and drinking difficulties; working to ensure safety, quality of life and patient centredness is at the core of everything that you do.

You will be on the duty rota at least one day per week for SLT referrals, this involves responding to SLT requests, referrals and advice.

You will join a growing group of Mental Health, Forensic and ALD Speech and Language Therapists across the Trust.

Dysphagia and Communication skills are essential.

Job Purpose:

- To provide a senior specialist speech and language therapy service to people with Dementia and people with mental health needs, who have complex communication disorders and dysphagia (eating, drinking, and swallowing disorders).
- To provide a specialist speech and language therapy service to the ward(s) - this has been primarily dysphagia as patient safety is a key priority (especially the risk of choking), however, we have been rolling out our communication offer this year and this will be an integral part of your work going forward.
- To provide and develop a comprehensive training programme to upskill others in recognising and managing risks in relations to dysphagia including establishing a screening process for admissions.
- To provide and develop training programmes in relation to eating and drinking and specific & general communication difficulties
- To provide senior specialist supervision to other speech and language therapists, speech and language therapy assistants and students within Sussex Partnership Foundation Trust (SPFT) as necessary. You may also be required to provide senior support to more junior staff from other professions
- To introduce and support the 5 Good Communication Standards implementation in wards where appropriate.
- To provide support and cover to the Principal SLT and the SLT service.

Working Relationships:

- People with mental health needs, their families and carers.
- People with Dementia, their families and carers.
- MDT colleagues in Mental Health and Dementia inpatient services
- Speech and language therapists in local CCGs and within Sussex Partnership Foundation Trust.
- Voluntary sector groups e.g. Alzheimer's Society.
- GPs/ Dieticians and other primary services.

Duties and Responsibilities:

- To independently prioritise, organise and manage a highly complex caseload of people with mental health needs who have complex communication difficulties and/ or dysphagia (swallowing), and to prioritise cases on the basis of assessed risk.
- To make differential diagnosis following specialist assessment of complex swallowing and communication disorders, plan and provide intervention which is evidence based.
- To use specialist knowledge and be a resource within Mental Health and Dementia services, offering second opinions to colleagues as necessary and supporting colleagues to make reasonable adjustments, based on your assessment and knowledge of communication difficulties, to optimise patients' engagement in their interventions with other professions.
- To inform, support and counsel patients, relatives, carers and significant others, presenting complex information clearly and comprehensively in order to reduce the impact of communication and/ or swallowing difficulties in everyday life.
- To encourage and enable service users and carers involvement and choice in all intervention options and decisions regarding their care plans/ goals wherever possible.
- To negotiate with clients, relatives, carers and relevant others around care plans and complex case management in order to motivate and engage them in the therapeutic process.
- To work as in integral part of multidisciplinary teams in ensuring adequate support for patients with a communication difficulty both during admission and on discharge to other settings.
- To be responsible for clinical administration and record keeping related to the specialist caseload according to Trust policy.
- To be aware of and adhere to, Royal College of Speech and Language Therapy clinical guidelines, HCPC standards of proficiency, conduct, performance and ethics, and policies and guidelines relating to specialism.
- To liaise with referring agents, medical and nursing staff, MDT colleagues and relevant others to ensure effective continuity of care.
- To design, develop and provide training/ learning opportunities to a wide range of professionals, volunteers and generic services to develop their understanding of key issues relating to communication and swallowing difficulties in the Mental Health population.
- To provide regular student placements for speech and language therapists or other professionals as required.
- To participate in case conferences and multi-disciplinary team meetings on a regular basis and to initiate and organise these meetings when required
- To work with MDTs advising on management of specific speech and language therapy

related clinical issues, to collaborate in the development and co-ordination of team objectives and in development of care pathways and care protocols related to the specialism.

- To share information with others, observing information governance principles and guidelines.
- To monitor clinical and service outcomes and effectiveness in specialism and to plan and implement audit activity in line with service and professional Health and Social Care governance requirements.
- To plan research in the speciality in conjunction with supervisors, and to propose and design relevant research and to collate, provide and analyse data as required.
- To participate in relevant mental health service developments and projects leading or contributing as necessary.

Administration:

- To be responsible for the care of equipment and resources; to monitor equipment and resources needs and to request new items when necessary through line managers.

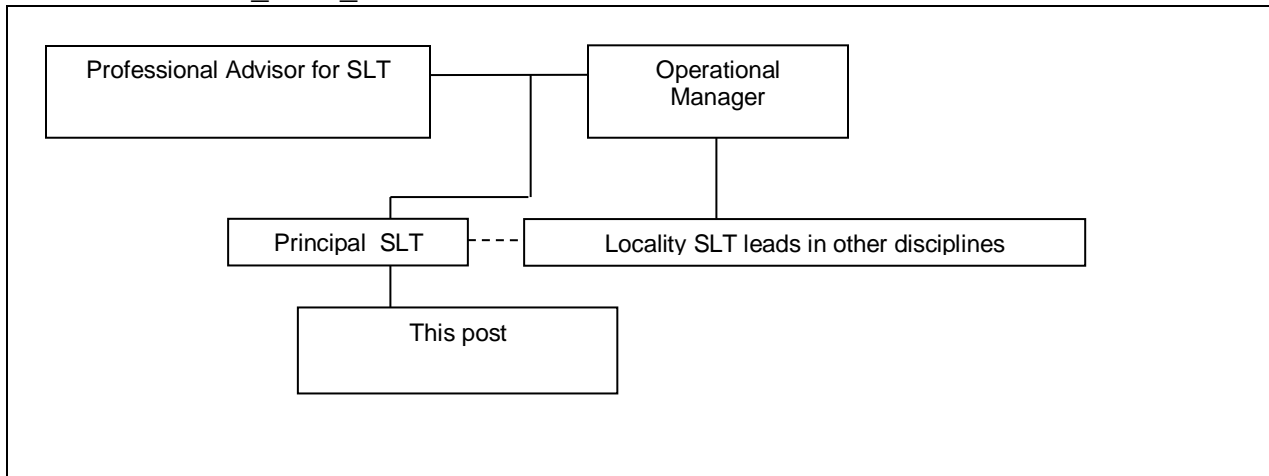
Professional Development:

- To identify own training needs as part of Continuing Professional Development (CPD) plan in discussion with supervisor/ manager and to attend training as appropriate.
- To participate in staff appraisal and contribute to accurate objective setting.
- To maintain clinical expertise in specialist area of Mental Health: communication disorder, dysphagia and other related areas
- To keep up to date with current clinical developments through reading, attendance at relevant courses, meetings and national special interest groups.
- To identify individual training and development needs through supervision and appraisal, maintaining established clinical skills at highly specialist level through attendance at appropriate continuing education events and independent study as identified in the PDP; and to attend mandatory training as required.
- To ensure CPD needs are met in line with RCSLT and HCPC professional requirements

Use of new technology:

The Trust is making increased use of computer technology. The majority of employees (both clinical and non-clinical) should expect to use automated information systems in their work in order to improve quality and co-ordination of services, and to enable faster and more certain communication within the Trust. Necessary training will be provided.

Position in the Organisation & Key relationships:



All staff are required to:

- Abide by the standards of behaviour expected by their professional body and the standards of behaviour expected of all staff in the Trust disciplinary policy and procedure.
- Adhere to all Trust policies and procedures and are responsible for making themselves aware of these policies and procedures.
- Treat information relating to patient, employees and businesses of the Trust in the strictest confidence. Under no circumstances should such information be discussed with any unauthorised person(s) or organisations. At all times employees are required to comply with the provisions of the Data Protection Act.
- Maintain their own awareness of, and comply with, policies and procedures relating to Health and Safety (whether statutory or Trust), and assist in ensuring the compliance of other staff.
- Support the Trust's visions and values and in particular the promotion of a positive approach to diversity, equality, rights, and treating others with dignity and respect; to eliminate discrimination and disadvantage in service delivery and employment, and to manage, support or comply by adhering to the Trust's Equality and Diversity Policy.
- Demonstrate the core principles of safeguarding and protection Human Rights; treating people with dignity, fairness, equality, respect and autonomy.
- Develop and maintain positive relationships with all colleagues, taking account of their age, religion or belief, ethnicity, sex, marital or civil partnership status, sexual orientation, gender identity, pregnancy or maternity status and any disability. Ensure that they are approachable and that their conduct towards colleagues is open and honest, dealing with differences in opinion, in ways which avoid offence.
- Take responsibility for the safeguarding and protection of children and young people and vulnerable adults very seriously, as does The Trust. The Trust works with adult and children's social care to ensure that the integrated service has systems in place to equip staff with the knowledge and skills to recognise abuse, and take action to safeguard and protect vulnerable adults and children and young people. It is expected that all staff familiarise themselves with the appropriate structures and policies and with the Sussex child protection and safeguarding procedures and the Sussex multi-agency policy and procedures for safeguarding vulnerable adults and undertake the relevant essential training and further training appropriate to their role.

Person Specification for B7

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Directorate:	Mental Health		
Department:	Mental Health		
Pay band:	7		
	Essential	Desirable	Evidenced by
A – Qualifications			
▪ Licence to practice as a Speech & Language Therapist	✓		A / C
▪ HPC registration	✓		A / C / I / T
B – Knowledge/Experience			
<ul style="list-style-type: none"> • Extensive experience as a qualified SLT (ideally 5 years+) • Broad experience of working with clients with a range of abilities and disabilities • Experience of working in mental health • Experience of working with people with Dementia • Experience of both group and individual work • Experience of multidisciplinary working • Experience of supervising staff and students • Experience in a clinical area related to the post • Experience of multi-agency work • Leadership experience • Experience in applying a range of assessment tools and a comprehensive knowledge of relevant SLT clinical approaches • Audit experience • Experience of service development 	✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓	✓ ✓ ✓ ✓ ✓ ✓	A / C / I / T
▪ Expert knowledge of SLT assessments and interventions including dysphagia	✓	✓	A / C / I / T
• Lived experience of mental health issues		✓	
C – Skills			
Communication/Relationship skills: <ul style="list-style-type: none"> • Able to communicate complex condition related information to service users, carers and colleagues • Lead others in the development of knowledge, ideas and work practices including policies and strategies. • Develops, sustains and evaluates partnership working with individuals, groups, communities and agencies. • Delegate work to others 	✓ ✓ ✓	✓ 	A / C / I / T
Analytical & Judgement skills <ul style="list-style-type: none"> • Ability to act as specialist SLT for the clinical area, 	✓		A / C / I / T

provide a high level of specialist advice in complex situations			
Planning & Organisational skills: <ul style="list-style-type: none"> Ability to coordinate S&LT activity across the area in collaboration with operational managers Demonstrate track record of writing and delivering key strategies 	✓	✓	A / C / I / T
People Management/Leadership/Resources <ul style="list-style-type: none"> Ability to set up and maintain clinical and professional supervision system for junior staff, including appraisal, allocation of work, and appointment Management of delegated budget when appropriate 	✓ ✓	✓	A / C / I / T
IT skills: Ability to use Trust IT systems including e-mail and electronic clinical records	✓		A / C / I / T
Physical skills: <ul style="list-style-type: none"> Ability to participate in training in de-escalation techniques and breakaway 	✓		A / C / I / T
D - Abilities			
Mental Effort: <ul style="list-style-type: none"> Ability to be able to concentrate on complex client assessment and intervention Ability to be able to deal with conflicting demands 	✓ ✓		A / C / I / T
Emotional Effort: <ul style="list-style-type: none"> Ability to deal with distressing or emotional circumstances due to complex nature of work with service users Ability to carry out investigations into untoward incidents 	✓ ✓		A / C / I / T
Working Conditions: <ul style="list-style-type: none"> Ability to deal with specific working conditions or hazards? Where will the post be working-office/community? Ability to be able to use a PC? 	✓ ✓ ✓		A / C / I / T
E – Approach/Values:			
Demonstrate support for the values and beliefs of the Care delivery service and those of the Trust	✓		I
Demonstrate an understanding of the practices of Human Rights in the delivery of this role	✓		I
Team working	✓		I
Ability to travel across sites	✓		I
Punctual and flexible across hours of work when required	✓		I

To be evidenced by *A – Application C - Certificate I – Interview T - Test*
 key:

Approved by:

CAJE Ref: RW8_1670_

Name	
Post holder	
Approved	
Manager	

Date