
Job Description

Job Title:	Speech & Language Therapist
Grade:	5
Reports To:	Speech & Language Therapist Team Lead
Accountable To:	Clinical & Operational Lead, Community Stroke

Job Purpose:

To work as an autonomous practitioner to provide a speech and language therapy service to patients in Warwickshire Community Stroke Team as part of a speech & language therapy team providing interventions for a range of communication and swallowing disorders as a result of a stroke. The post holder will provide assessment, diagnosis, treatment, and on-going management of acquired communication and swallowing disorders (when appropriately trained).

The postholder will be required to work as part of multi-disciplinary team and to liaise with families and carers where appropriate.

Organisation Chart:



Key Result Areas:

Clinical Responsibilities

- To take shared responsibility for a designated caseload of adults (supported by a band 6 and/or band 7 therapist) with acquired communication and swallowing disorders, predominantly as a result of an acquired neurological condition such as stroke, ABI or a progressive neurological condition; becoming independent with assessing, diagnosing and treating disorders in adults as part of a multidisciplinary team.
- To support patients (and their families) in managing their condition.
- To use a range of evidence-based assessment tools in the assessment of communication and swallowing disorders.
- To provide therapeutic intervention with patients, either individually or in groups as best meets the needs of the patient
- Identify indicators of potential associated medical conditions and refer to other specialists or professionals as appropriate.
- To undertake training to achieve RCSLT competencies in the assessment, diagnosis, and treatment of swallowing disorders (dysphagia)
- To refer patients appropriately for instrumental evaluation of their swallow where appropriate e.g. FEES, Videofluoroscopy
- Use non-verbal communication skills to recognise the emotional needs of the client/carer and maintain sensitivity at all times, particularly when imparting potentially distressing information.
- Use negotiation skills in the management of conflict across a range of situations.
- To use developed interpersonal skills to assess clients own goals where communication ability is a significant barrier
- Provide expert facilitation of clients' communication with others to ensure that they are central to the process
- Play a pivotal role in ensuring effective joint working for clients with communication difficulties.
- To use developed skills in motivating clients and their carers to engage with the therapeutic process, particularly when co-existing apathy or lack of initiation exist.
- Demonstrate clinical effectiveness by use of evidence-based practice and outcome measures.
- To work with the AAC specialist SLT to provide appropriate support with communication where indicated.
- Communicate complex information, regarding communication and/or eating or swallowing, to patients, relatives and other professionals through written reports, programs and face to face discussion, matching communication style and content to the needs of the situation, including where there may be barriers to understanding.
- Adapt practice to meet individual client circumstances including due regard for culture, social and linguistic difficulties.
- To maintain up to date and accurate case-notes in line with SWFT and RCSLT professional standards.
- To maintain clinical and non-clinical standards and work within the policy frameworks laid down (e.g. NHS, Trust, Professional, Health Care Professionals Council, Royal College of Speech & Language Therapists, relevant government policies etc.)
- To participate in team, professional and personal development activities and promote commitment to continuous development and improvement.

General Items:

To provide short-term cover for colleagues during periods of leave.

To ensure that all Trust standards are maintained and monitored to improve the quality of care to all whom come into contact with services provided by South Warwickshire NHS Foundation Trust.

Every employee has a duty to take reasonable care of the health and safety of themselves and of other persons who may be affected by their acts or omissions at work, and to co-operate with the South Warwickshire NHS Foundation Trust to ensure that statutory and Trust regulations are complied with.

To participate in appraisals and personal reviews and work to achieve agreed set objectives.

To participate in appropriate training and development activities

To participate in team, professional and personal development activities and promote commitment to continuous development and improvement.

Ensure that all staff consciously review mistakes, complaints and incidents/near misses as well as successes to improve performance and the level of customer care.

All employees will have an organisational and individual responsibility towards safeguarding vulnerable adults, young people and children. Where employees are working with children, young people and families they have a responsibility to cooperate in national safeguarding policy around early intervention activities appropriate to improving health outcomes.

As a major provider of health care, South Warwickshire NHS Foundation Trust operate a Smoke Free Policy by providing a totally smoke free environment to help aid patients' recovery, promote health and wellbeing and minimize the risks of complications attributed to smoking tobacco and second hand smoke.

To abide by Infection Prevention and Control policies relevant to their area of work, and undertake the necessary level of training. This will be appraised through the KSF review process or other relevant professional review process.

To contribute to promoting and implementing the Trust's Carbon Management policy, in line with team and organisational objectives.

This job description is subject to review at any time in consultation with the post holder.