

Senior 2 Paediatric Speech and Language Therapist

Department: Health and Community Services

Division: Women's Children's and Families Care Group

Reports to: Head of Speech and Language (Job Vacant)

JE Ref: HCS547

Grade: CS10

JE Date: 05/06/2020

Job purpose

To contribute to the Speech and Language Therapy Department in developing and implementing a specialist Speech and Language Therapy Service for a paediatric client group.

This service is to include the provision of specialist evaluation, advice and training of clients, families and other professional staff on the management of complex communication and language disorders to maximise function and participation and minimise the impact of disability on wellbeing and ability to participate in daily life.

To provide a professional resource for other disciplines so that the contribution of Speech and Language Therapy can be integrated within the total service provision.

As a specialist and autonomous practitioner, the post holder will demonstrate a high level of clinical reasoning, diagnostic and therapy skills within the community and hospital setting. They will report on clinical findings and advise on recommended management providing second opinion where required.

As a specialist practitioner this will include additional training and expertise for extended scope of practice and differential diagnostics E.g. Autistic Spectrum Disorder, dysfluency, hearing impairment, Developmental Language Disorder, voice, dysphagia, speech disorders.

Job specific outcomes

1. Contribute to the Speech and Language Therapy Department in developing and implementing a specialist area of speech and language therapy. To identify needs, research, interpretation and to implement developments in speech and language therapy practice.
2. Contribute to broader organisational objectives and changes in order to support a continuously improving high quality service to clients.
3. Receive and manage direct referrals from a range of professionals from in-patient and community settings.
4. Assess and diagnose clients to identify how they may benefit from speech and language therapy with ongoing dynamic assessment and management of the client and family's needs. To provide support and collaborate with other professional disciplines, service providers and agencies to ensure each client receives the specific care required.

5. Manage the ongoing, appropriate treatment, advice and strategies to support the specific language, communication and feeding needs of a client, their family, education setting and wider professional disciplines.
6. Contribute to the departmental business plan, guidelines and policies for the specialist area of responsibility to ensure that client cases are effectively managed within best practice guidelines, time and resourcing constraints.
7. Maintain appropriate client records of assessment, intervention, progress and relevant statistics and administrative records regarding all areas of work.
8. To monitor the effectiveness of intervention, to facilitate intervention planning and long term client management and to support the ongoing evaluation of the efficiency and effectiveness of the service to inform departmental service planning.
9. Develop and deliver specialist training programmes, providing information and advice to professional qualified and unqualified staff, voluntary organisations and family carers in order to improve the understanding of clients need and promote effective management and development of communication, language and feeding needs.
10. Act as mentor and provide regular supervision, advice, support and where necessary training for professional peers, speech and language keyworkers and assistants, speech and language therapy students on work experience and staff from other services allocated to assist with client intervention. To support their personal development aims and help them to fulfil the requirement of their roles.

Statutory responsibilities

Active engagement, participation and compliance with any other statutory responsibilities applicable to the role, as amended from time to time.

<Delete the following statement if not applicable>

This role is politically restricted. The job holder is not permitted to undertake political activity involving standing for election to the Government or as a Parish Constable, or publicly supporting someone who is standing for election or playing a public part in any political manner.

Organisation chart

Insert an organisation chart showing this role and its line managers and reports (individual names must not be included only post titles)

Person Specification

Specific to the role

Describe the knowledge, skills, experience, and qualifications required to perform the job to a satisfactory standard.

It is important to convey what the job requires, rather than what an individual might have, as these may be different. For example, you may have a postgraduate level qualification, however, an A' Level standard qualification is the requirement for the job.

Attributes	Essential	Desirable
Qualifications	<p>BSc / BA/ MSc degree in Speech and Language Therapy to meet standards required for professional registration to practice with Royal College of Speech and Language Therapists and standards set out by HCPC.</p> <p>Post graduate training in specialist area through professional courses or equivalent experience, relevant to the extended scope of practice</p>	A clean and current driving licence and access to a car during work hours.
Knowledge	<p>In depth, practical knowledge in a specialist area of speech and language therapy e.g. linguistics, phonetics, anatomy, neuroanatomy, aphasia, dysarthria, dyspraxia, voice disorders, fluency, neurological disorders to inform assessment and management of clients</p> <p>Good understanding of medical diagnostic schedules and classification systems (e.g. ICD, DSM) and medical conditions impacting on communication and swallow function.</p> <p>Specialist and detailed knowledge of language, communication and/or eating and drinking disorders and current</p>	

	<p>professional best practise guidelines for assessment and management.</p> <p>Specialist detailed knowledge of standardised professional assessment tools and observational assessment.</p> <p>Familiarity with codes of practice of The Health and Care Professions Council (HCPC) and Royal College of Speech and Language Therapists (RCSLT).</p> <p>Excellent understanding of safeguarding.</p>	
<p>Technical / Work Based Skills</p>	<p>Able to demonstrate a range of information technology skills, e.g. an ability to effectively use IT equipment and software.</p> <p>Sound knowledge of IT equipment in order to use with alternative and augmentative communication aids and technology based therapy.</p>	
<p>General Skills/ Attributes</p>	<p>Highly developed skills for assessing clients on specialist caseload</p> <p>Strong relationship building with clients and internal and external agencies.</p> <p>Excellent communication skills to use with professionals, clients and family conveying information of complex and sensitive nature.</p> <p>To communicate patient related information effectively and efficiently to clients, team members, relatives and other service providers through written documentation, and verbal communication in line with professional, legal department and local requirements.</p> <p>Demonstrate a high level of clinical reasoning and problem solving abilities.</p> <p>Ability to adapt personal style in order to influence others and gain support for ideas. Always demonstrates empathy and non-judgemental attitude towards individual clients.</p>	

	<p>Supports the development of and shares learning with other members of staff.</p> <p>Able to remain professional and effective under pressure.</p> <p>Committed to continuous service improvement and professional development for themselves and their team.</p> <p>To work as a specialist and autonomous practitioner demonstrating self-directed learning and resourceful working within their area of specialism.</p> <p>Flexible approach to work and able to work under safe and reasonable time constraints.</p> <p>Responding to complaints in sensitive and professional manner.</p>	
Experience	<p>A minimum of 3 years post registration experience to include working in a specialised clinical area.</p> <p>Able to differentially diagnose in a specialist area.</p> <p>Ongoing post-qualification and clinical practice to extend and maintain experience and knowledge in the specialist area.</p> <p>Experience of working effectively within a multidisciplinary team.</p> <p>Facilitate and support clinical staff and deliver specialist training to qualified and unqualified staff and colleagues.</p> <p>Experience in clinically supporting allocated staff such as speech and language therapy colleagues, speech and language keyworkers, assistants, students and other professionals.</p> <p>Able to independently manage a specialist client caseload.</p>	

	Demonstrates specialised understanding of the ethical and moral dimensions of practice e.g. management of dysphagia.	
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Core Accountabilities, Attributes and Behaviour Indicators

Appointees to this role will be required to adhere to and perform their duties in line with the standards identified in the States of Jersey tier 5 core accountabilities attributes and behaviour indicators.

The standards relevant to this tier, identified in the States of Jersey core accountabilities attributes and behaviour indicators, are to be attached in a separate document.