



Royal Hospital for Neuro-disability Job Description

Job title:	Advanced Specialist Speech and Language Therapist
Department:	Compass Assistive and Rehabilitation Technology Service
Salary grade:	Band 7
Matched to Role Profile:	Speech and Language Therapist Advanced
Responsible to:	Clinical Lead for Assistive and Rehabilitation Technology
Responsible for:	Carrying out SLT assessment and treatment of a complex caseload of clients who have barriers to communication and working within a team to provide an effective and efficient AAC service.
Behavioural Framework:	Employee Level 1

Scope

Compass is the Assistive & Rehabilitation Technology Service at the RHN. It is a multi-disciplinary team (MDT) providing technological solutions for profoundly disabled individuals who experience communication difficulties as a result of physical and cognitive impairments. The service provides electronic communication and other assistive technology to meet the needs of patients and clients located within the RHN and across West London under contract to NHS England.

The role of the Speech and Language Therapist (SLT) is to provide assessment and treatment of a highly specialist and complex patient/client caseload using knowledge of specialist augmentative and alternative communication systems (AAC). The role also includes supervision of support workers and students and some training activities. The post holder will be required to work alone, on and offsite and to deliver on contractual targets and deadlines.

Main Objectives of the Role

1. To work within the MDT to deliver AAC and assistive technology services in community and inpatient settings to adults with complex physical and cognitive impairments.
2. To provide highly skilled support, advice and training in AAC and other assistive technologies to members of RHN and community teams who refer to the specialist AAC assessment service.
3. To work with the team to enable delivery of AAC activity to contractual requirements
4. To keep up to date with any developments in the field of AAC and other assistive technologies and to maintain CPD as required for professional registration with the HCPC.
5. To demonstrate an awareness of RHN's objectives and contribute to achieving them appropriately.

Key Responsibilities

1. To provide high level specialist speech and language assessment and input to adults with a variety of neurological conditions who may require AAC to help them communicate.
2. To be responsible for independently managing a caseload of RHN patients and community clients. The postholder will be a keyworker responsible for clients from referral to prescription and provision of final equipment, providing a flexible high quality service within given timescales.
3. To demonstrate highly specialist knowledge and clinical effectiveness underpinned by current evidence based practice and outcome measures and to use this knowledge to continue to develop and improve service provision.
4. To maintain high standards of clinical record keeping, ensuring contemporaneous and accurate case notes, well defined and achievable goals and clear reports in line with RCSLT and HCPC standards and RHN policies.
5. To participate in and contribute to developing educational resources and the delivery of training on AAC to local teams and RHN teams as part of overall AAC specialist service provision, including open days and courses.
6. To actively research development and advances in high tech AAC devices and associated access equipment (available in the UK) and draw on this knowledge to contribute towards the development of the Compass and AAC Service.
7. To assist with liaison with fundraising team and donor visits to showcase the Compass service
8. To initiate and contribute to service development, including policies and procedures. To attend meetings as agreed with line manager
9. Be responsible for maintaining own knowledge and expertise and sharing through contribution to training events, open days and visits to RHN

This role requires the post holder to maintain restrictive positioning for moderate periods of time with frequent periods of intense concentration. The post holder will be required to work in some distressing situations which may include the need to manage patients/clients body fluids or sputum and with patients who are palliative. The post holder will also at times work alone in the community.

Person specification: Essential and Desirable

1. Registered with HCPC – Essential
2. Recognised Speech and Language Therapy degree - Essential
3. Previous work within the field of AAC (not necessarily high tech) - Essential
4. Knowledge of the principles of assessment and management of communication disorders in adults - Essential
5. Highly 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
6. Ability to work well in a multi-disciplinary team – Essential
7. Technical skills in setting up and modifying AAC systems and software - Desirable
8. Knowledge of current AAC hardware and software and associated access equipment - Desirable
9. Excellent organisation and time management skills – Essential
10. Current valid UK driving license – 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 postholder.

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

Signed:

Date: