

Lead Clinician – Dysphagia

Service: Percy Hedley Foundation
Responsible To: Director of Health & Wellbeing
Salary: £55k

Job Purpose

- To be an exemplar and model of dysphagia therapy within the foundation, leading the development and improvement of the eating and drinking and dysphagia services offered in all services.
- To impact positively and directly on the quality and service user outcomes within services.
- To report as required to the foundation executive team on all aspects of auditing, training compliance figures, incidents and impact data.
- To provide support and direction for other members of staff in collaboration dysphagia trained speech and language therapists.

Main Duties

- To develop, implement and evaluate policies and practice, specifically those which focus on improvement and to promote a collective responsibility for implementation.
- To work collaboratively with service leads service quality assurance and provide a consistent, clear approach across services.
- To lead steering group meetings to ensure that all dysphagia trained therapists have timely and effective lines of communication regarding service processes and developments.
- To respond to concerns or incidents as needed in a timely and sensitive manner, reporting to the Health and Safety Manager as required.
- To ensure best practice clinical guidelines are adhered to at all times in line with NICE, HCPC and RCSLT.
- To provide practical support to therapists in order to continually develop and extend their skills and also, to facilitate their daily work.
- To contribute to the professional development of colleagues using a broad range of techniques and skills appropriate to their needs e.g. formal coaching and mentoring demonstrating enhanced and effective practice and providing effective advice and feedback.
- To disseminate materials, advise on practice, research and continued professional development.
- To monitor the skill mix and competencies across the therapy team and advise the executive team on aspects of continued professional development required.
- To make well-founded appraisals of situations upon which external advice may be sought, applying high-level skills of therapy to evaluate and advise colleagues on their work and devising effective strategies to develop and improve performance.
- To lead by example including maintaining a small dysphagia caseload.

- To provide support to therapists who may need additional support with particularly complex cases.
- To set standards for and monitor therapy record keeping ensuring that records are of high quality and fit for purpose.
- To work effectively with dysphagia trained therapists, acting as a key link to support staff to integrate new policies and developments into their daily practice and effectively manage change.
- To provide advice to colleagues, parents and carers and external agencies on the dysphagia needs, development and well-being of service users.
- To research and evaluate innovative practices and draw on research outcomes and other sources of external evidence to inform own practice and that of colleagues.
- To promote effective trans-disciplinary practice. To ensure that practice adheres to evidence-based research on MDT working.
- To undertake external supervision with colleagues in dietetics, medicine and SALT in other locations to ensure that clinically evidenced based practice is adhered to.

Organisational

- To manage own time within the requirements of the day and caseload priorities, including meeting deadlines for reports and other administrative tasks. To prioritise caseload and workload effectively.
- To work with service leads from the PHF where required to ensure consistency of approach across settings.
- To provide specific and relevant training and advice for carers, educational staff and other relevant parties to extend their knowledge base, maintain high standards and maximise access to therapy support.
- To develop, supervise and provide ongoing review of therapy interventions carried out by carers, assistants or class staff.
- To monitor and advise on risk assessment plans in conjunction with the Health and Safety Manager and executive team.
- To be aware of and adhere to all policies and plans relating to the post and to develop and monitor policies as needed.
- To receive regular supervision from a designated clinical supervisor, (dysphagia specialist) external to the organisation.
- To be responsible for updating professional knowledge and requesting additional training or support as needed.

Person Specification

Essential Criteria

Skills and Knowledge

- Leadership experience (at a Band 7 level)
- Evidence of excellence in therapy delivery using skills which lead to excellent results and outcomes.
- Evidence of contribution to leading the improvement of therapy delivery.
- An ability to create, sustain and develop high quality team working.
- Extensive knowledge and understanding of how to use and adapt a range of therapy, learning and behaviour strategies including how to personalise skill building plans to provide opportunities for all service users to achieve their potential.
- Have a developed, extensive and deep knowledge and understanding of the needs of the population gained through experience and involvement in wider professional networks.
- Excellent communication skills both verbal and written including presentation skills.
- Excellent ability to observe, assess and evaluate a range of situations.
- Good interpersonal skills with proven ability to establish and maintain effective and supportive relationships with peers, colleagues, service users and their families, the wider multi-disciplinary team and external agencies.
- A good ability to guide colleagues through difficult situations which may involve conflict or delivering unwelcome news.
- Ability to plan, organise and manage own workload and to demonstrate the required maturity, initiative, flexibility and professionalism to work independently and under own initiative including when under pressure.

Qualifications and Training

- Qualified Speech and Language Therapist Status
- Post Graduate qualification in Dysphagia.
- At least 3 years' experience working with service users who have eating and drinking / Dysphagia and complex needs

Desirable Criteria

- Evidence of high level CPD relating to the population of service users.
- Sustained track record of successful performance as an outstanding therapist.
- Experience of managing change in a complex organisation.
- Experience of school development planning.
- Knowledge of current relevant legislation.

Organisational Standards

The Percy Hedley Foundation operates in a demanding and often changing environment. Members of staff must be flexible, adaptable, willing to face up to changing circumstances and new opportunities. The following list of duties and responsibilities must therefore be taken as a guide and is not to be comprehensive.

Professional Duties

- Participate in the review of the Foundations Policies, Procedures and Processes
- Participate in arrangements for the performance development review process
- Participate in arrangements for further training and professional development
- Keep up to date with changes or developments within your professional area
- Fully participate in the induction and training programme provided by the Percy Hedley Foundation
- Contribute to the professional development of other staff, including the induction of new staff.
- Maintain professional accountability to therapy professional bodies and work within HCPC Code of Conduct.

Equality and Diversity

- Promote equality of access to education, training, and employment opportunities for disabled people, and advocate a positive attitude
- Recognise that disabled people are individuals who have specific needs
- Employ support strategies that will empower disabled people
- Show awareness of knowledge and display non-discriminatory behaviours at all times in relation to culture, race, ethnicity, disability, gender, sexuality, and age
- Recognise the importance of inclusion by using appropriate means of communication at all times
- Be flexible, trying to meet the changing needs of both disabled people and environment.

Discipline, Health and Safety

- Adhere to and promote Percy Hedley Foundation Health, Safety and Welfare policy at all times
- Purchase equipment from a recognised source
- Report all incidents and accidents to Health and Safety Officer
- Maintain a high standard of record keeping in line with Percy Hedley Foundation policies and procedures.

Safeguarding

- Safeguarding is everyone's responsibility.
- Percy Hedley Foundation have adopted recruitment and selection procedures, and other Human Resource Management processes, that help deter, reject, or identify people who might abuse vulnerable children/adults, or are otherwise unsuited to work with them.
- The Trustees/Governing Body are committed to promoting the welfare of children and young people/adults and staff are expected to ensure that the highest priority is given to following guidance and regulations to safeguard those in our care.

Confidentiality

- Respect confidentiality. All personal information about people using the foundations services to which you have access should be treated as confidential. Information about the people's needs, progress and assessment should only be shared with the team to aid support
- Remain objective and do not favour any gender, language or culture and comply with the Percy Hedley Foundation policy.

About Us

We are an ambitious, entrepreneurial, and innovative charitable business working in a person-centred way to meet the needs of people with disabilities and their families. We provide a range of high-quality services and seek out opportunities to inspire and support people with disabilities to achieve their ambitions. We believe that working together as one Foundation we achieve more than individual services would achieve alone. Our influence will be regional, national & international.



0191 238 1301



Hampeth Lodge
Station Road
Forest Hall
NE12 8YY



recruitment@
percyhedley.org.uk



<https://www.facebook.com/percyhedley>