

Speech and Language Therapist

Service: Adult Services
Responsible To: Lead speech and Language therapist
Salary: PHF payscale points 27-35

Job Purpose

- To assess and provide therapeutic interventions for a caseload of adults with complex needs within an adult day service with support from a clinical supervisor.
- To work in a multidisciplinary team
- To maintain accurate and contemporaneous records following departmental procedures.
- To work closely with carers and external agencies as required.
- To initiate and organise training and provide advice to carers, day service staff and other professionals as required.
- To supervise students, support workers and less experienced therapists, and provide clinical leadership and mentoring for identified staff.
- To use Evidence Based Practice and clinical experience to inform clinical decision making and the delivery of person-centred care.
- To undertake audits and research with supervision.

Main Duties

Clinical

- To implement safe, effective, high quality and evidence-based speech and language therapy interventions in collaboration with Service Users, families, carers, day service staff, and external agencies as required.
- To contribute autonomously to the assessment of speech, language and communication needs and input to decisions around placement.
- To demonstrate excellent assessment skills and contribute effectively to multidisciplinary discussion in order to determine ongoing needs and therapy planning.
- To manage all aspects of a caseload of Service Users following a comprehensive speech and language therapy assessment.
- To produce detailed, comprehensive reports for a range of professionals and carers relating to Service User's needs, current progress and future management, in line with PHF guidelines and expectations.

- To demonstrate clinical effectiveness by use of evidence-based practice and outcome measures, critically evaluating outcomes for further development.
- To compile and maintain accurate and effective case notes, following PHF policy.
- To develop high quality, evidence-based speech and language therapy interventions, tailored to individual need
- To demonstrate skills in working with Service Users with complex disabilities, including physical disabilities, autistic spectrum conditions and behaviours of concern.
- To demonstrate a working knowledge of current legislation relating to autistic adults, adults with a Learning Disability, and adults with cerebral palsy.
- To communicate complex information relating to communication needs to Service Users as appropriate, carers and the multidisciplinary team,
- To show effective communication and negotiation skills and demonstrate these in difficult or emotionally charged situations.
- To recognise potential conflict and breakdown when it occurs and address issues immediately, seeking help if required.
- To deal with initial complaints sensitively, avoiding escalation and seeking support from the Speech and Language Therapy Lead if the complaint cannot be easily resolved

Organisational

- To manage own time within the requirements of the day service, including meeting deadlines for reports and other administrative tasks.
- To prioritise caseload and workload effectively.
- To work with staff to ensure consistency of approach across settings.
 - To provide specific and relevant training and advice for carers, staff and other relevant parties to extend their knowledge base and maintain high standards of care.
 - To develop, supervise and provide ongoing review of therapy interventions carried out by carers, assistants or staff.
 - To provide day to day supervision and mentoring of less experienced staff supporting their caseload management as required.

- To facilitate others in the team to develop competence by providing clinical leadership and specialist clinical advice on more complex cases within the boundaries of professional experience.
- To undertake appraisals of assistants as part of the formal performance review cycle.
- To participate in recruitment of assistants and speech and language therapists.
- To initiate and implement risk assessment plans in conjunction with the multidisciplinary team.
- To understand and adhere to all policies and plans relating to the post and to actively input to policy development, e.g. Moving and Handling, Safeguarding, Health and Safety, Data Protection, Prevent and British Values.
- To have a thorough knowledge of departmental development plans, work to achieve them and to actively input to future planning in order to contribute to the continuing development of the SLT service.
- To initiate and share speech and language therapy innovations, further developing the specialist day service.
- To participate in standard setting, prioritisation, quality assurance and other relevant working groups for the purposes of planning, monitoring and improving services.
- To supervise SLT student placements and input to other disciplines as appropriate.
- To raise awareness and increase the profile of the SLT profession through explanation and demonstration to visitors, students and volunteers.
- To receive regular supervision from a designated clinical supervisor and identify areas of strength and development needs.
- To participate in formal performance and development review sessions, developing an ability to identify relevant targets and training needs.
- To be responsible for updating professional knowledge and requesting additional training or support as needed.
- To develop and maintain a personal CPD portfolio to meet the requirements of the RCSLT and HCPC.

Person Specification

Essential Criteria

Skills and Knowledge

- Ability to work successfully as part of a multidisciplinary team.
- Excellent interpersonal skills.
- Proven ability to be personally well organised and to be able to help others to become well organised.
- Excellent communication skills.
- Ability to communicate clearly with carers in writing and when talking with them.
- Ability to keep sound and efficient records.
- Proven ability to plan effectively and differentiate to meet individual Service User needs.
- Knowledge of a range of therapy strategies appropriate for adults with complex needs.
- Good group management skills.

Qualifications and Training

- Qualified therapist status.
- Member of HCPC
- Member of RCSLT

Experience

- Experience of working with adults with complex needs.
- Experience of communicating successfully carers of adults with complex needs.

Personal Qualities

- Good level of fitness and stamina
- Enthusiastic, energetic, resilient, flexible, creative and resourceful.
- Committed to equal opportunities
- Willingness to become actively involved in the ongoing development of Hedleys Horizons.

Desirable Criteria

Skills and Knowledge

- Knowledge of a range of methods of AAC

Qualifications and Training

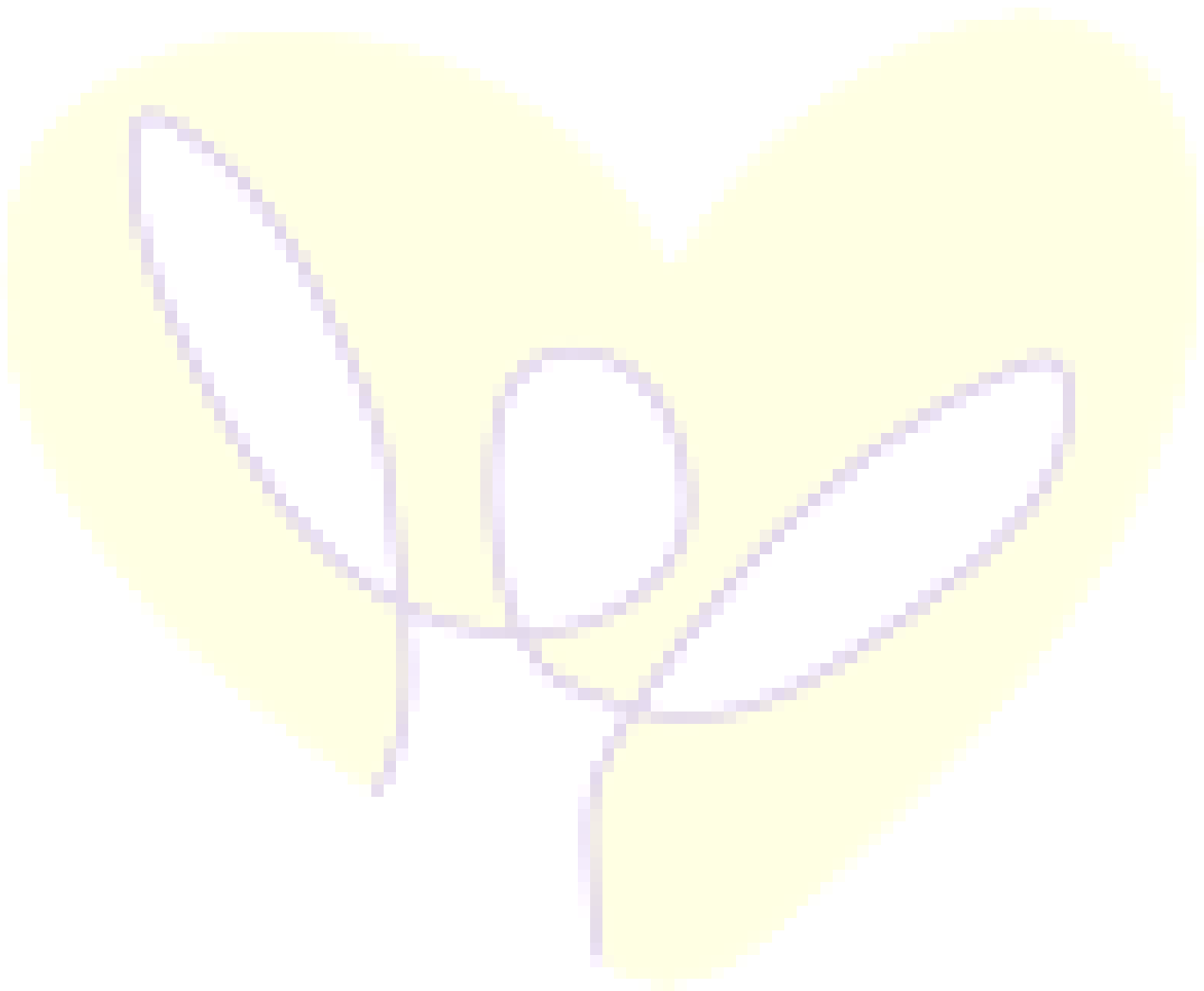
- Dysphagia qualification
- Evidence of recent and relevant CPD

Experience

- Experience of working with adults with a range of complex needs.

Personal Qualities

- Empathy: to be able to understand and connect with Service Users emotions and challenges, creating a supportive and trusting environment.
- Attention to detail: to analyse speech, language, and communication needs, and tailor interventions accordingly.



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.

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.



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