

JOB DESCRIPTION

JOB DETAILS

Job Title: Speech & Language Therapist

Post Band: Equivalent to Band 6 on the National Profiles

Responsible to: Operations Manager – Upper Springland and Lead SLT for Clinical Governance

JOB PURPOSE

- To provide full speech & language therapy service including assessment, intervention and record keeping for own caseloads.
- To provide supervision and training for assistants, students and other staff
- To participate in audit and research as necessary

JOB INFORMATION

Communication & Relationship Skills

To communicate effectively, both formally and informally, using a variety of methods to suit the needs to recipient which include customers and their families, a variety of staff including Speech & Language Therapy, education and care, external professionals and other management within the organisation

To ensure understanding of complex conditions and associated interventions and implications of this for the individual child and young person requiring diplomacy, empathy & reassurance

Knowledge, Training & Experience

To be able to apply professional knowledge underpinned by theory and acquired through degree or diploma plus post graduate certification in 'Developmental Eating, Drinking and Swallowing'/Dysphagia and experience and knowledge of Augmentative and Alternative systems of communication to ensure best practice

Analytical & Judgemental skills

To be able to process complex facts or situations requiring analysis, interpretation and to compare of a range of options to ensure the best programme of intervention to meet the needs of the customers and their families

Planning & organisational skills

To manage the planning & organisation of programmes of intervention including multi-disciplinary activities requiring frequent monitoring and review to ensure effectiveness and best practice

As necessary, plans & prioritises own workload including the delivery and development of training sessions

Responsibility for Customer Care

To manage the assessment and development of Speech & Language programmes of intervention within a specialist field to ensure best practice

Responsibility for Policy/Service Development

To implement changes in policy and proposes changes to practices and procedures within department.

Responsibility for Financial and Physical Resources

To have a duty of care in relation to equipment and resources used during specific interventions, ensuring their safe use and maintenance.

Responsibility for HR

To provide day to day supervision and appropriate training to assistants, students and staff in relation to specific interventions.

Responsibility for Information Resources

To ensure record keeping is suitable and sufficient for own caseload.

Responsibility for Research & Development

To undertake research and/or audits, as necessary, to ensure best practice and knowledge is kept up to date.

Freedom to Act

To work within codes of practice, occupational standards, organisational policies and procedures and ensures these are adhered to when managing own caseload. Autonomous practitioner.

Physical Skills and Effort

To use a variety of accurate and developed physical and co-ordination skills obtained through practice and development. This will include use of specialist equipment and tools, treating and manoeuvring customers.

Mental Effort

To be able to attend to and concentration on a variety of tasks with competing demands and an unpredictable work pattern

Emotional Effort

To be able to deal with potentially distressing and/or emotional circumstances which may include working with adults with complex learning and life limiting conditions, emotional and behavioural needs, and sensitive staffing issues

Other

To identify and participate in or provide required training relevant to the role

To ensure high standards of service delivery through the consistent application of recognised standards and established policies, procedures and practices

To work in a safe and effective manner at all time

To undertake any other duties related to the responsibilities of the post and which may be delegated by Capability Scotland management.

ESSENTIAL KNOWLEDGE & EXPERIENCE REQUIRED

- A degree or equivalent in designated therapy speciality
- Registration as designated therapy speciality with Health & Care Professions Council (HCPC)
- Post-qualification experience of working with adults with learning and physical disabilities
- Experience of managing a complex case load where compelling demands require the ability to prioritise workload
- Ability to work on own and flexibly as part of a team with good communication skills