AGENDA FOR CHANGE
NHS JOB EVALUATION SCHEME

JOB DESCRIPTION

1. JOB IDENTIFICATION	
Job Title:	Speech & Language Therapist Band 7
Reports to:	Speech and Language Therapy Lead
Corporate Directorate:	Highland Council Health and Social Care
Post ID:	
Last Update:	October 2023

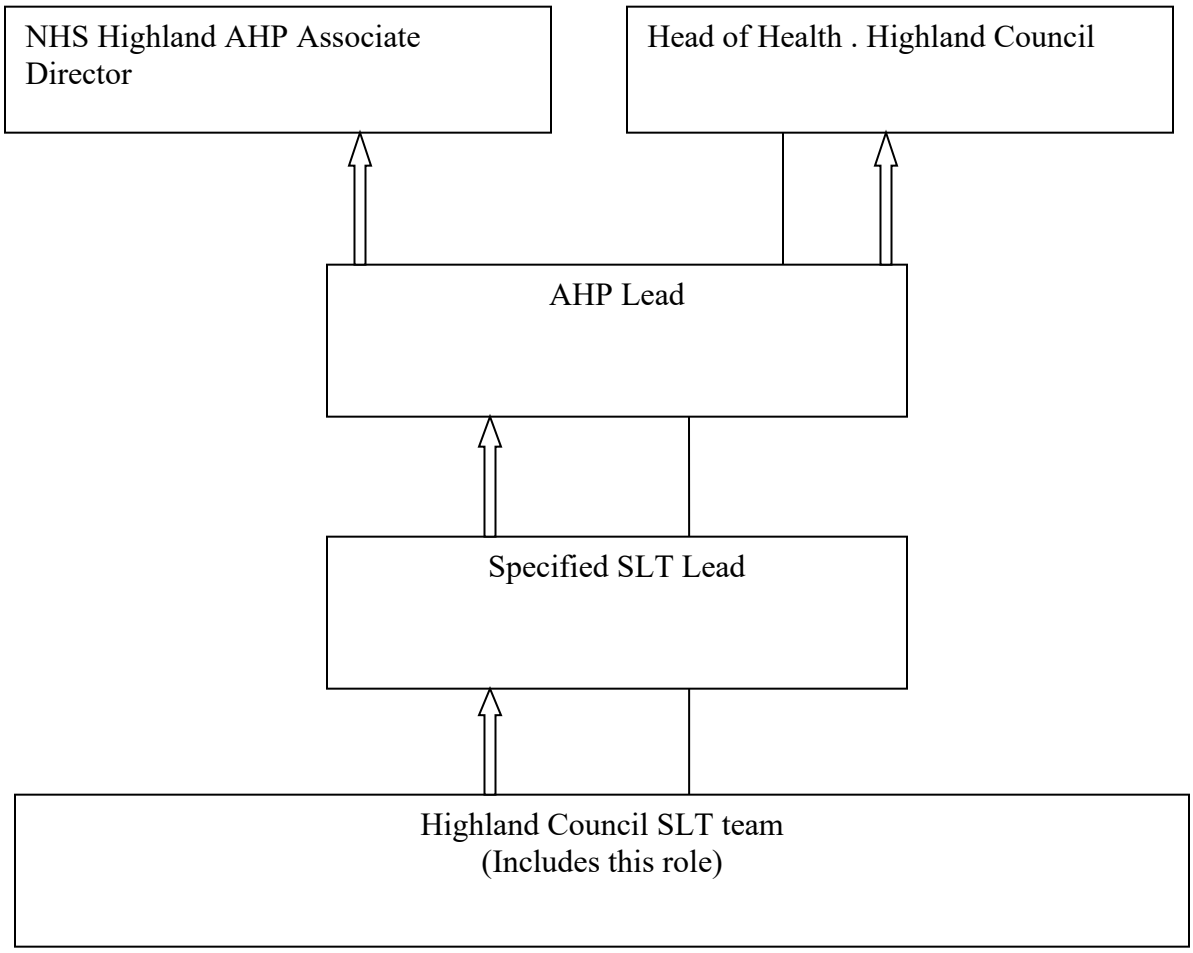
2. JOB PURPOSE

- Lead role in providing a service as part of the Highland Council Health and Social Care , Speech and Language Therapy Team.

3. DIMENSIONS

1. The post holder is required to work across a range of settings: health, education, social work, private care providers, and domiciliary.
2. The service is provided flexibly across the week e.g. start and finish time, weekend and evening work as required.
3. The post involves travel and duties across the Highland area.

4. ORGANISATIONAL POSITION



Key: ⇨ Professional accountability

_____ Operational management

5. ROLE OF DEPARTMENT

To provide services that anticipate and respond to the needs of individuals who experience speech, language, communication and swallowing difficulties. Speech and Language Therapy works in partnership with these individuals and their families, and with other professions and agencies to reduce the impact of these often isolating difficulties on peoples wellbeing and their ability to participate in daily life.

6. MAIN TASKS, DUTIES AND RESPONSIBILITIES

Clinical Practice: Safe, Effective and Person - Centred Care

- Develop advanced competence, innovation and leadership in management and delivery of care interventions appropriate to the individual / setting.
- Practice autonomously and as part of a team, using advanced knowledge, skills, critical thinking and evidence.
- Contribute to the development of organisational objectives and create opportunities to involve other practitioners

Facilitation of Learning: Learning, Teaching and Assessment

- Design, plan, implement and evaluate learning and development programmes.
- Provide advice and support to other practitioners
- Engage with education providers to contribute to curriculum development and delivery
- Take a lead role in ensuring the application of standards and guidelines that underpin quality learning experiences e.g. mentorship and practice education

Facilitation of Learning: Creation of the learning environment

- Build capability and capacity to support learning in practice settings
- Create a positive learning culture through assuring and improving the quality of educational opportunities within the work environment

Leadership: Team work and development

- Provide strong and effective leadership across professional and organisatioal teams / boundaries in specified areas of advanced practice.
- Create a culture of support and empowerment for others
- Critically review team performance and use results to enhance person-centred care
- Monitor the delivery of high quality person-centred care by the team and act on the results
- Provide timely feedback to the team that recognises good performance and identify areas for improvement.

Leadership: Professional and organisational leadership

- Take responsibility for team performance and service development in specific areas of advanced practice
- Assess, lead, manage and monitor the effectiveness and impact of change
- Ensure that organisational goals are reflected in personal and team objectives
- Participate and influence local (and where appropriate national) policy and strategy development.

Evidence, Research and Development Evidence into Practice

- Develop policies, procedures, and protocols in relation to advanced role.
- Contribute to the wider agenda through initiating or supporting NMAHP led research and improvement activity.
- Identify, promote and embed evidence into practice and identify impact measures. Use findings to improve future activity.
- Collate evidence based reports/data to inform service improvement.

7. EQUIPMENT, MACHINERY and SYSTEMS

Adhere to relevant Highland Council and NHSH policies and procedures, HCPC standards and departmental standard operating procedures

8. ASSIGNMENT AND REVIEW OF WORK

- Manage a complex caseload appropriately.
- Work as a reflective practitioner, by seeking advice from colleagues, professional organisations, etc, and participate in regular supervision.
- Monitor and evaluate relevant service delivery and provide progress reports
- Identify own training and development requirements and those relevant to team and service
- Assign tasks to support workers and other staff with reference to their knowledge and skills, and supervise as appropriate.

- Professionally accountable to the Speech and Language Therapy Lead

9. DECISIONS AND JUDGEMENTS

Practice autonomously demonstrating expert problem solving and clinical decision making skills while demonstrating professional accountability and responsibility.

10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

- Support individuals to come to term with diagnosis and prognosis.
- Ensure communication needs are understood and taken into account by all professionals and carers across all environments.
- Work alone making clinical decisions, which can be sensitive and contentious.
- Use effective time management to balance clinical commitments, administrative work, and professional requirements across NHS and Highland Council
- Maintain specialist skills in order to manage a diverse caseload.
- Manage situations where behaviour of others could be challenging.
- Lead in a culture of change

11. COMMUNICATIONS AND RELATIONSHIPS

- Use highly effective communication skills adapted to the needs and understanding of others to form successful professional relationships with families and colleagues.
- Work collaboratively with health, education and partnership agencies to ensure appropriate care and provision of service to meet individual needs.
- Act as advisor and consultant as required.
- Prepare and deliver formal and informal presentations, lectures and training

12. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB

Physical Demands

- Driving is generally a daily requirement
- Lifting and carrying resources and equipment
- Use of keyboard and DSE
- Use of sensory/visual skills for assessment and intervention.

Emotional Demands

- Frequent exposure to situations that are potentially distressing or emotional, and require sensitive management
- Regular lone working.

Mental Demands

- Maintain intense concentration in all aspects of clinical management for prolonged periods.
- Frequently change clinical approach within a short space of time in response to the diverse needs of the caseload.
- Prioritise and manage a wide range of potentially conflicting demands on a daily basis.
- Work in multi-occupancy offices and unfamiliar environments

Environmental Demands

- Work within guidelines for infection control and health and safety.

13. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB

Qualifications/registration

- Recognised Speech and Language Therapy degree qualification or equivalent.
- Licence to practice as a Speech and Language Therapist issued by the Royal College of Speech and Language Therapists (RCSLT)
- Registration with the Health Professions Council (HCPC)

Training and Experience

- Minimum of 5 years' clinical experience with at least 2 of these within an appropriate area of practice.
- Post graduate qualifications/training on specialist courses and advanced training up to Masters level or equivalent
- Advanced knowledge, underpinned by current evidence based practice.
- Up to date knowledge of clinical, social and political drivers relevant to Speech and Language Therapy

- A working knowledge of the principles of clinical governance and their application to professional practice.
- Knowledge of Health and Safety procedures relevant to Speech and Language Therapy.

14. JOB DESCRIPTION AGREEMENT	
I agree that the above Job Description is an accurate reflection of my duties and responsibilities at the date of signing. Job Holder's Signature: Manager's Signature:	Date: Date: