



University Hospitals Birmingham
NHS Foundation Trust

Join us at UHB



Building healthier lives

Welcome from our CEO

Professor David Rosser



Dear Candidate,

Thank you for your interest in working with us here at University Hospitals Birmingham NHS Foundation Trust (UHB).

Please take some time to read through this application pack to gain a better understanding of our Trust in general, this role in particular, and why UHB is a great place to work.

UHB is one of the largest teaching hospital trusts in England, serving a local, regional, national, and international population. We employ around 22,000 colleagues and are committed to investing in your training, development, health and wellbeing and future career with us.

We see and treat more than 2.2 million patients every year across our four hospital sites - Good Hope, Heartlands, Queen Elizabeth Hospital Birmingham and Solihull Hospital - and through our community services and clinics. We are centres of excellence in many clinical specialties.

But it's not just our patients we invest in at UHB; we also invest in our staff. In fact, we believe we are defined by our people, not the state-of-the-art equipment or facilities we work out of. We have high standards and we want to build healthier lives for patients and our teams, wanting you to enjoy your job, and flourish in it.

To reinforce this commitment, we recently refreshed our values after hearing from over 1,400 colleagues about what made them proud to work at UHB

We will be:

Kind: the kindness that people show to each other every day

Connected: the connections we build with everyone around us

Bold: the ability to be bold in how we think, speak and act

We hope you find this pack useful and look forward to receiving an application from you for this role within our Trust.

Yours sincerely,

A stylized, handwritten signature in black ink, appearing to read 'David Rosser'.

Professor David Rosser,
Chief Executive Officer

JOB DESCRIPTION

Job Title	Specialist Speech and Language Therapist
Pay Band	6
Department	Speech and Language Therapy
Division	3
Reports to	Team Leader Speech and Language Therapist
Professionally Responsible to	Professional Lead for Speech and Language Therapy

JOB SUMMARY

The independent provision of Specialist Speech and Language Therapy (SLT) to patients with a wide range of communication or swallowing problems within the QEHB site, specifically patients within critical care and neurological diagnoses. These patients are likely to present with symptoms that arise predominantly from a neurological, trauma, cardiac or respiratory aetiology. This role will primarily be focused within the Critical Care team and the neurosciences team (inpatient and/or outpatient) based at QEHB and will work flexibly alongside the wider SLT team.

This post holder will work at the Queen Elizabeth Hospital critical care unit and acute wards, with line management from the Team Lead in Critical care and Clinical Lead for SLT. They will also work closely with the neurology team and may work across inpatients and/or outpatients which may include general outpatient dysphagia. The post holder will work closely with the wider SLT team to provide care to patients who have transferred out of ITU and have complex dysphagia and or altered airways. The post holder will work closely members of the multidisciplinary team at QEHB, including Nursing and Medical teams, the AHP teams, carers and voluntary organisations.

TEAM/DEPARTMENT STRUCTURE CHART



KEY SKILLS

1. Dysphagia competent.
2. In depth theoretical and practical knowledge of assessment and management of dysphagia, dysarthria, dyspraxia, dysphonia and dysphasia.
3. Excellent written and spoken communication skills.

4. Ability to communicate sensitive and complex information effectively and an awareness of the appropriate use of counselling skills.
5. Excellent skills of persuasion, motivation, negotiation and problem solving skills with patients, colleagues in the department, the multi-disciplinary team and other professionals.
6. Effective communication skills with people who have significant and complex communication difficulties and swallowing difficulties.
7. Well-developed perceptual and auditory skills.
8. Ability to absorb, interpret and summarise verbal information in a clinical environment.
9. Systematic and organised.

KEY RESPONSIBILITIES

Clinical Responsibilities:

1. To have personal, professional and legal responsibility for the day to day management of own specialist caseload of complex patients, including the assessment, diagnosis, treatment, overall management and discharge of patients at QEHB across many specialities.
2. To work flexibly within the SLT team to provide SLT input dependant on caseload demand and peer availability.
3. To assess and manage patients who have symptoms of dysphagia or communication disorders which may be either acute or chronic. Some of the patients may not be considered to have capacity around the decisions regarding feeding and so as part of the ongoing management by the post holder it would be expected that they would contribute to best interest decisions.
4. To select and use specialist knowledge and skills to assess own caseload. Communication assessments can include formal assessments (i.e. published assessments) and informal assessments e.g. own tailor-made assessments, accurate perceptual analysis of patients' speech together with phonetic transcription.
5. To make a differential diagnosis of a wide range of communication disorders e.g. dysphasia, dysarthria, dysphonia, that arise from a variety of conditions. This diagnosis will contribute to the medical diagnosis of patients and will be communicated to the GP and other medical teams via telephone or report writing.
6. To understand and make management decisions based on knowledge of prognosis of condition. This information is then fed back to whole team involved including family, patient themselves and medical professionals.
7. To provide direct intervention within an inpatient setting that may include working with relatives and carers who are caring for patients.
8. To provide and monitor structured communication programmes and strategies for carers, volunteers and other professionals.
9. To attend and make a specialist Speech and Language Therapy contribution to case conferences, clinical meetings and multi-disciplinary team meetings. This will include representing the service within the wider context of the trust.
10. To provide detailed written electronic reports to any receiving Speech and Language Therapists and other professionals when patients are transferred to other hospitals/placements/community services.
11. To maintain appropriate records and data, adhering to Trust and Professional policies regarding documentation within QEHB settings.
12. To work as an independent practitioner in specialist settings and programmes within an inpatient setting. This would include supporting other members of the team if there are particular needs within other specialist areas.



Professional Responsibilities

13. To adhere to National and local standards and guidelines relating to professional practice
14. To adhere to the Code of Ethics and Professional Standards of RCSLT and HCPC
15. To ensure that good working relationships are established and maintained with other team members and with other Speech and Language Therapists locally.
16. To attend meetings of the Department of Speech and Language Therapy and engage in appropriate professional activities.

BUDGETARY AND RESOURCE MANAGEMENT

To research and advise Team Leader on equipment and resource requirements.

MANAGEMENT , SUPERVISORY, TEACHING, TRAINING RESPONSIBILITIES

1. To supervise the work of Speech and Language Therapy assistants and Band 5 Speech and Language Therapists, as appropriate and required.
2. To supervise the work of undergraduate student Speech and Language Therapists and contribute to their assessment and overall mark
3. To engage in a structured programme of professional and personal development based on a system of performance review.
4. To provide support for more recently qualified members of the team, including supporting with dysphagia competencies for newly qualified SLTs.
5. To receive support in the management of highly complex cases.
6. To provide observation sessions to prospective Speech and Language Therapy students.
7. To provide information, observation sessions, and training to other professionals.
8. To keep up to date knowledge and skills through a personal development programme and membership of relevant CENs.

RESEARCH AND DEVELOPMENT

1. To contribute to the evaluation and development of Speech and Language Therapy services in the Trust, for example through involvement in clinical audit
2. To implement all Trust and Departmental policies and procedures in own working practice and comment on policies being developed.
3. To inform team leaders and clinical-leads of actual or potential clinical risks that are seen within clinical settings.

EFFORT

Physical Effort:

The post-holder must make themselves aware of the responsibilities placed on them by the Health and Safety at Work Act [1974] to ensure that the agreed safety procedures are carried out to maintain a safe environment for other members of staff and visitors.

Mental Effort

To use high level of counselling skills e.g. to demonstrate empathy with patients who are unable to

communicate, and with relatives to enhance their understanding of the patient's condition and help them facilitate effective communication with their relative.

Emotional Effort

To communicate effectively with people who have significant and complex communication difficulties. Having the skill to feedback and advise patients and their relatives how symptoms might manifest themselves within a range of settings and circumstances.

TRUST VISION & VALUES

The Trust is clear on its vision and values and aims to make sure that they are reflected in all areas of activity. Our vision is simple; building healthier lives. Our values apply to every member of staff and help us in all we do and how we do it. They are:

Kind: The kindness that people show to each other every day

Connected: The connections we build with everyone around us

Bold: The ability to be bold in how we think, speak and act

ADDITIONAL INFORMATION

This job description is designed to assist post holders with understanding what is expected of them in their role. University Hospitals Birmingham NHS Foundation Trust may ask them to undertake other duties, as required, which are not necessarily specified on the job description but which are commensurate with the grade of the post.

The job description itself may be amended from time to time in consultation with the post holder, within the scope and general level of responsibility attached to the post.

All post holders must take responsibility to ensure that they are aware of and adhere to all Trust policies, procedures and guidelines relating to their employment regardless of their position within the Trust.

With any role within UHB, each post comes with the support of our team and managers. This is extended by support from our School of Nursing, AHPs and Midwifery. The School offers exciting opportunities for career growth and development, and our focus is on providing a supportive environment as part of your continuing professional development. We want you to feel a sense of belonging, community, commitment and support.

The post holder should be able to participate in 7 day working when appropriate service delivery allows and commences

Last Updated: January 2023

PERSON SPECIFICATION

JOB TITLE: Specialist Speech & Language Therapist	
TRAINING, QUALIFICATIONS AND PROFESSIONAL REGISTRATIONS	
ESSENTIAL	DESIRABLE
<p>A good standard of secondary education including A-Level or equivalent.</p> <p>BSc or recognised MSc degree in Speech and Language Therapy.</p> <p>Membership of RCSLT.</p> <p>Registration with HCPC.</p> <p>Completed RCSLT Level C dysphagia competencies (or above).</p> <p>Completed RCSLT NQP competencies.</p>	<p>Advanced competencies such as tracheostomy, FEES or videofluoroscopy.</p>
EXPERIENCE & KNOWLEDGE	
ESSENTIAL	DESIRABLE
<p>Experience of working independently with adult dysphagia caseload.</p> <p>Experience of working within an adult inpatient setting.</p> <p>Experience working within Critical Care and/or with patients with altered airways.</p>	<p>Membership of a relevant CEN.</p> <p>Experience supervising or training junior colleagues.</p> <p>Experience of working successfully as part of a multi-disciplinary team.</p> <p>Experience of working within an adult outpatient setting.</p>
SKILLS & ABILITY	
ESSENTIAL	DESIRABLE
<p>In depth theoretical and practical knowledge of assessment and management of dysphagia, dysarthria, dyspraxia and dysphonia and dysphasia.</p> <p>Excellent written and spoken communication skills.</p> <p>Ability to communicate sensitive and complex information effectively and an awareness of the appropriate use of counselling skills.</p> <p>Excellent skills of persuasion, motivation, negotiation and problem solving skills with patients, colleagues in the department, the MDT</p>	<p>In depth theoretical and practical knowledge of treatment and management of patients with co-morbidities and long term progressive conditions.</p>



<p>and other professionals.</p> <p>Effective communication skills with people who have significant and complex communication and or swallowing difficulties.</p> <p>Well-developed perceptual and auditory skills.</p> <p>Ability to absorb, interpret and summarise verbal information in a clinical environment.</p> <p>Systematic and organised.</p>	
OTHER SPECIFIC REQUIREMENT	
ESSENTIAL	DESIRABLE
<p>Keen to embrace change consistent with delivery of service whilst keeping the patient as an individual at the centre of care.</p> <p>Punctual and reliable in service delivery.</p> <p>Ability to work independently and as part of a team.</p> <p>Ability to work weekends as part of a 7 day working pattern (when appropriate service delivery allows and commences).</p>	

