

# 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

<b>Job Title</b>	Highly Specialist Speech and Language Therapist- Stroke
<b>Pay Band</b>	7
<b>Department</b>	Speech and Language Therapy
<b>Division</b>	3B
<b>Reports to</b>	Speech and Language Therapy clinical team lead
<b>Professionally Responsible to</b>	Professional Lead for Speech and Language Therapy

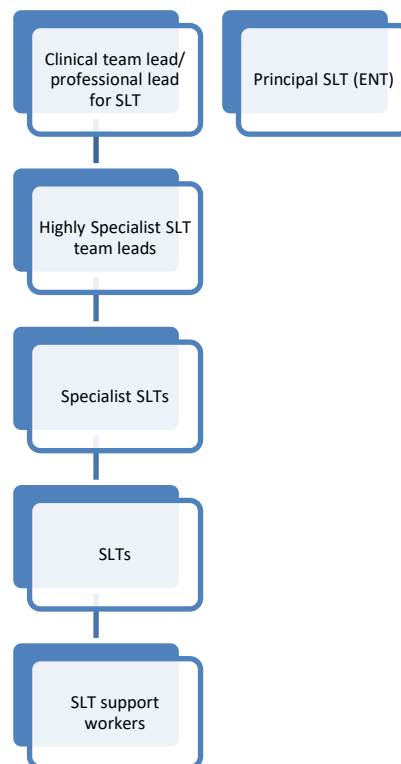
### JOB SUMMARY

To deliver advanced Speech and Language Therapy assessment and treatment of patients and act as a source of expert advice to fellow clinicians, Trust managers, Healthcare Professionals and other services internal and external to the Trust as required. The caseload covers acute stroke patients across the trust as well as enhanced supported discharge (ESD) caseloads.

The post holder will be required to work effectively in collaboration with the full multidisciplinary team, including other health professionals to promote the development, planning and delivery of intervention programmes and training in the specialist clinical area.

To undertake clinical audits and evaluation of evidence based practice, initiating/participating in research within specialist area. To manage, supervise and appraise staff and students within the specialist area.

### TEAM/DEPARTMENT STRUCTURE CHART



## KEY SKILLS

- To use advanced communication skills of persuasion, negotiation, motivation and explanation to address informal complaints and encourage patients, carers and/or staff where there will often be barriers to effective communication due to compromised speech / functional / cognitive ability, resistance, fear, pain or embarrassment.
- To effectively communicate with patients, carers and all relevant individuals, departments and agencies to maximise rehabilitation potential and to ensure understanding of the condition and therapeutic process.
- To demonstrate a high degree of empathy, reassurance and sensitivity when proactively communicating, teaching and providing instruction to patients, relatives, carers, and colleagues.
- To promote an increased awareness of the role of Therapies relating to specialist area, on a formal level (presentations, conferences, displays, awareness events) and informally by appropriate liaison and explanation of the role with other individuals and agencies, either at local, regional or national level.
- To demonstrate excellent verbal and written communication skills, in particular when organising and leading multi-disciplinary meetings and case conferences to resolve highly complex, conflicting issues or potentially hostile situations.
- To demonstrate excellent interpersonal skills, maintaining effective communication structures and being able to express professional opinion and negotiate priorities with patients and with external agencies.

## KEY RESPONSIBILITIES

- To take a lead role within the team, providing advanced Speech and Language Therapy assessment and treatment plans for patients. To take a lead role within the team, providing advanced Speech and Language Therapy assessment and treatment of patients with stroke conditions.
  - To use specialist skills to effectively manage caseload, work priorities including service delivery, patient and professional demands
  - To take responsibility for own professional actions, demonstrating advanced knowledge and skills to manage a caseload including highly complex and specialist cases, evidencing high level problem solving, reasoning skills and independence of judgement.
  - To be a source of expertise, to identify, analyse, evaluate and problem solve to enable the development and delivery of individualised intervention and treatment programmes.
  - To provide a consultative role with relatives and staff providing advice, recommendations, support, training and instruction as identified.
  - To undertake all aspects of clinical duties as an autonomous practitioner, managing and prioritising own caseload and time. Maintain appropriate records and data inputting



- To provide leadership and management on a daily basis to the therapy team within specialist area, including supervision, appraisal and development. To be involved in recruitment process as appropriate.
- To work in close collaboration with carers and community teams as applicable to patient need
- To be accountable for own professional behaviour adhering to the RCSLT Code of Ethics, the Professional Code of Conduct, the Health and Care Professions Council standards of proficiency for Speech and Language Therapy and monitor compliance of same by junior Therapy staff.
- To participate in the 7-day working programme of the service.

#### **BUDGETARY AND RESOURCE MANAGEMENT**

- To observe a personal duty of care in relation to all resources, equipment and assets encountered in the course of your work.
- Additionally ordering, monitoring and ensuring that equipment use is safe by checking / testing equipment prior to use and maintenance reporting

#### **MANAGEMENT , SUPERVISORY, TEACHING, TRAINING RESPONSIBILITIES**

- To provide spontaneous and planned advice, teaching and instruction to relatives, carers and other professionals, to promote understanding of the aims of speech and language therapy, and to ensure a consistent approach to patient care.
- To regularly participate in the staff appraisal scheme as an appraise/ appraiser and be responsible for complying with your agreed personal development programmes to meet set knowledge and competencies.
- Be an active member of the in-service training programme by attendance at, and participation in, in-service training programmes, tutorials, individual training sessions, external courses and peer review.
- To supervise, educate and assess the performance of students. Work with universities to ensure the standard of practice and teaching meets the requirements of the degree level qualification. To contribute to the education of students from other disciplines.
- Provide support, guidance and training to newly qualified therapists and assistants, assessing and evaluating competence.
- Assist with the supervision and co-ordination of staff, students and assistants on a daily basis.
- To deliver training to multi-disciplinary team members ensuring competence in performing duties within their agreed scope of practice.
- To ensure good working practices and the delivery of an effective and efficient therapy service,





including organising duties to cover annual leave, sickness and study leave.

- To be responsible for adhering to and maintaining the administration framework to manage issues such as annual, sickness and study leave requests, as well as disciplinary and work evaluation matters such as performance management.
- To provide effective and professional leadership through the use of clinical expertise to offer advice, supervision and assistance to staff within specialist area, the wider Therapy and multi-disciplinary teams.
- To demonstrate excellent time management, punctuality and consistently reliable attendance acting as a role model for the team.
- To communicate, receive and understand complex and sensitive information with regards to patient care and staffing issues and apply effective strategies to manage positive outcomes.
- To demonstrate specialist knowledge across a range of professional theories / issues as well as local and national policies and be proactive in updating current departmental policies/standards.
- To lead working groups in the reviewing, updating, developing and implementing of policy changes which will impact on the service and its users.
- To promote a positive image, establishing appropriate professional networks, providing a high profile of the therapy service within the Trust.
- To deputise for Clinical Team Leader as requested.

#### **RESEARCH AND DEVELOPMENT**

- To undertake Evidence Based audit and research projects to further own and team's clinical practice, making recommendations for changes. Leading the implementation of specific changes to practice / contributing to service protocols, with own specialist area
- Undertake evidence-based audit and research projects to further own and teams clinical practice. Make recommendations to clinical lead/manager of service for changes to practice by the team. Lead implementation of specific changes to practice or service protocols.
- Undertake the measurement and evaluation of your work and current practices through the use of evidence based practice projects, audit and outcome measures, both individually and supporting other team members
- To undertake the collection of data for use in service audit and research projects, where appropriate. To manage and undertake research into specific areas of clinical practice and/or service delivery using a range of research methodologies as part of MDT audit and departmental research initiatives.



1. Be actively involved in professional clinical groups, such special interest groups and other professional development activities

#### EFFORT

- Resilience to meet the increasing and ever-changing demands of the role.
- Resilience and emotional intelligence whilst working with unwell patients and anxious patients/relatives and carers.
- An ability to cope with occasional exposure to distressing/emotional situations.

#### 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.

Last Updated: 29.6.2022

#### PERSON SPECIFICATION

JOB TITLE: Highly Specialist Speech and Language Therapist	
TRAINING, QUALIFICATIONS AND PROFESSIONAL REGISTRATIONS	
ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>• Speech and Language Therapy Degree Qualification or equivalent</li> <li>• Health Professions Council – Licence to Practice</li> <li>• Registered Member of Royal College of Speech and Language Therapists</li> <li>• Evidence of relevant postgraduate training in specialist area</li> </ul>	<ul style="list-style-type: none"> <li>• Leadership training</li> <li>• Postgraduate advanced accredited dysphagia training</li> </ul>



<b>EXPERIENCE &amp; KNOWLEDGE</b>	
<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<ul style="list-style-type: none"> <li>• Relevant postgraduate experience in key specialist area's relevant to the post</li> <li>• Experience of management of adults with complex swallowing / communication needs</li> <li>• Experience of involvement in VF / FEES clinic</li> <li>• Experience of SLT students at clinical tutor and supervisor levels</li> <li>• Experience of leading audit</li> <li>• Experience of training staff groups at all levels</li> <li>• Evidence of working effectively in partnership with others within multi-disciplinary teams and across agencies</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of staff management</li> <li>• Experience of conducting or being involved in research in the specialist area</li> </ul>
<b>SKILLS &amp; ABILITY</b>	
<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<ul style="list-style-type: none"> <li>• Advanced knowledge of assessment tools and a range of therapeutic interventions relevant to the client group</li> <li>• Advanced knowledge of trends and best practice in the clinical specialism</li> <li>• Good working knowledge of national policies and procedures (relevant to the client group) and their implications for SLT</li> <li>• Competence in the facilitation of mental capacity decision making</li> <li>• Understanding of the principles of clinical governance /audit</li> <li>• Understanding of the roles of other professionals (relevant to the client group)</li> <li>• Understanding of the impact of local cultural, linguistic and demographic factors influencing service</li> </ul>	





<ul style="list-style-type: none"> <li>• Basic knowledge of IT</li> <li>• Good negotiation and influencing Skills</li> <li>• Excellent problem-solving skills</li> <li>• Excellent analytical and reflection skills</li> <li>• Excellent organisational skills and prioritisation skills</li> <li>• Ability to work through interpreters to gain information on communication impairment/ability</li> <li>• Demonstrates ability to be a good team member and function effectively in the multidisciplinary team, leading where appropriate</li> <li>• Demonstrates ability to be a good team leader</li> <li>• Able to judge limits of skills/competence and recognise professional boundaries</li> <li>• Supportive to other staff</li> <li>• Excellent interpersonal skills</li> </ul>	
<b>OTHER SPECIFIC REQUIREMENT</b>	
<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<ul style="list-style-type: none"> <li>• Car driver. Able to meet the travel requirements of the position</li> <li>• Flexible to work between sites</li> <li>• Participation in 7 day working</li> </ul>	



