

VRANCH HOUSE

JOB DESCRIPTION

JOB GRADE	:	BAND 7
JOB TITLE	:	Highly Specialist Speech and Language Therapist
Managerially responsible to	:	Chief Executive, Vbranch House
Professionally accountable to	:	Head of Therapy, Vbranch House
Job Location	:	Vbranch House

Job Summary

Area of work: Clinical leadership and development of the specialist AAC service for children with high technology AAC needs. This involves working in a child's school and home across Devon and liaising closely with local therapists who refer into the service.

Clinical

- Undertakes the assessment of children and young people with complex communication difficulties who are likely to have a need for high technology AAC aids.
- In consultation with others advises on and procures the AAC equipment required.
- Provides training and ongoing advice and support to parents, carers and school staff in using and programming the high technology AAC aid.
- Liaises with local Speech and Language Therapists to maximise communication opportunities for children with high technology AAC needs.
- Participation in the continuum of care of children with high technology AAC needs.
- Ensures safety and ongoing maintenance and repair of all high technology AAC aids in use within this service.
- Contributes to children's educational Annual Reviews.
- Provides written speech and language therapy advice on the need for AAC aids to the Local Education Authority for Statements of Special Educational Needs and Tribunals when required.
- Leads evidence-based audit and research projects to further own and team's clinical practice.
- Provides evidence of activity levels and outcomes for commissioners.

Professional-

- Maintains own specialist knowledge and skills through participation in CPD and clinical supervision with an appropriate mentor.

Organisational-

- Part of the multidisciplinary team at Vbranch House

Communication/ Links-

- Representing the specialist AAC service and /or individual patients at multi-disciplinary team meetings, to ensure the delivery of a co-ordinated, multidisciplinary service.

Specific Duties and Responsibilities

Clinical

1. Be professionally and legally accountable for all aspects of own work, including the management of own caseload.
2. Gain valid and effective consent or to work within a legal framework with patients who lack capacity to consent to treatment.
3. Accept clinical responsibility for a designated caseload and to organise this effectively and efficiently with regard to clinical priorities and use of time. Seek peer and external specialist support when appropriate.
4. Undertake a comprehensive assessment of patients including those with diverse or highly complex presentations/multi pathologies using investigative and analytical skills to provide an accurate diagnosis of their communication difficulties.
5. Interpret and analyse clinical and non-clinical information to form accurate diagnoses. This requires the interpretation of frequently conflicting information and changing clinical presentation in order to identify the primary impairment underlying the presenting disability. To recommend the best course of intervention.
6. Formulate and deliver individual therapy intervention programmes based on a sound knowledge of evidence based practice and treatment options using clinical assessment, reasoning skills and knowledge of treatment skills.
7. Make judgements involving complex facts and situations relating to patient's presentation using information from a variety of sources including patients, carers, the multi-disciplinary team and medical notes.
8. Use a range of verbal and non-verbal communication tools to exchange complex and sensitive information in order to communicate effectively with patients.
9. Evaluate patient progress, interpret findings of reassessment and alter intervention programmes if required.
10. Work within Vbranch House and Royal College of Speech and Language Therapy (RCSLT) clinical guidelines and have a thorough understanding of national and local standards. Monitor own and others quality of practice as appropriate.
11. Provide spontaneous and planned advice, teaching and instruction to relatives, carers and other professionals, to promote understanding of the aims of the provision of AAC aids, and to ensure a consistent approach to patient care.
12. Provide specialist knowledge, advice, teaching and training to other members of the multi-disciplinary team regarding the use of AAC aids in children's learning and social development.
13. Be responsible for maintaining accurate and comprehensive patient records in line with Vbranch House and HPC and RCSLT standards of practice.
14. Be responsible for the safe and competent use of AAC aids.

Professional

1. Be responsible for maintaining own competency to post registration/graduate diploma level through theoretical study and reflection on practice. This will be through Continuing Professional Development (CPD) activities, and maintaining a professional portfolio which reflects personal development and leading others in similar good practice.
2. Participate in the staff appraisal scheme as both appraiser and appraisee. Be responsible for complying with the agreed personal development plan. Provide on-going support, guidance and training to more junior staff, assessing and evaluating competence.
3. Be an active lead therapist for the in-service training programme by the planning, delivering and attending presentations and training sessions at staff meetings, tutorials, and in house training sessions.
4. Communicate effectively and work collaboratively with medical, nursing and therapy colleagues to ensure delivery of a co-ordinated multidisciplinary service. This may include case conferences, CAFs and Annual Reviews.
5. Be a lead in developing improvements in cross-organisational communication.
6. Be responsible for maintaining and developing current knowledge of evidenced-based practice in relevant area of expertise.
7. Regularly undertake the collection of data for use in service audit and research projects. Manage and undertake research into specific areas of clinical practice and service delivery using a range of research methodologies as part of MDT audit and departmental research initiatives.
8. Undertake the measurement and evaluation of own and others work and current practices through the use of Evidence Based Practice projects, audit and outcome measures, either individually or with clinical specialist or manager.
9. Lead on aspects of changes in working and clinical practices of the specialist AAC SLT team. Ensure that where this impacts on the work of other health professionals or services they are informed and assisted with managing changes to work organisation/service delivery.
10. Join professional clinical groups, such as Journal Clubs, RCSLT Clinical Interest Groups, Local Specialist Interest Groups, Peer Review Groups and other professional development activities in order to share and expand specialist knowledge.

Organisational

1. Be responsible for a designated area of work and to plan and organise efficiently and effectively with regard to patient management and use of time.
2. Ensure that own practice meets the required professional standards of practice.
3. Decide priorities for own work area, balancing patient related and other professional demands, and ensure that these remain in accordance with those of the service as a whole.
4. Be responsible for ensuring the effective use of all treatment resources available in the designated area of work.
5. Be responsible for AAC equipment, ensuring it is safe to use and that repairs are carried out when necessary in a timely manner to reduce inconvenience to the user.
6. Maintain accurate, comprehensive and up-to-date documentation, in line with legal and departmental requirements, and communicate with appropriate disciplines in the form of reports, letters etc.
7. Be actively involved in the collection of appropriate data and statistics for the use of the department.
8. Ensure Health and Safety regulations and appropriate security measures are implemented, e.g. Control of Substances Hazardous to Health (COSHH), Manual Handling of Loads, Accidents/Incidents, fire, etc. This includes prompt recording and reporting of accidents and incidents to the appropriate manager.
9. Represent Vbranch House locally, regionally and nationally, as appropriate, regarding the high technology AAC service. Participate in working parties developing policy changes which will impact on all service users. Ensure that designated staff implement policy and service development changes.

Health and Safety:

The Post holder is required to take reasonable care of their own health and safety and that of other persons who may be affected by their acts or omissions.

The Post holder is required to conform to statutory regulations and Vbranch House Policies, on Health and Safety, fire procedures and confidentiality and to attend any training sessions as required.

This Job Description will be subject to review in the light of changing circumstances, and may include other duties and responsibilities appropriate to the grade, as determined by the Head of Therapy or other designated officers, in consultation with the jobholder.

Supporting Information

Highly Specialist Speech and Language Therapist

Physical Effort

Frequency

	Y/N	occasional	frequent	several	on-going
Static Postures eg sitting, kneeling, standing	Y			√	
Driving (as part of job)	Y			√	
Moving/loading and unloading of equipment	Y			√	

Mental effort

	Y/N	Occasional	Frequent	Prolonged
Concentration with complex patients/clients	Y		√	
Dealing with complex equipment	Y		√	
Concentration for complex written work	Y		√	
Dealing with urgent or crisis situations	Y		√	
Maintaining concentration in intense or demanding situations (e.g. dealing with interruptions, case conferences etc..)	Y		√	

Emotional effort

	Y/N	Occasional	Frequent	Several
Dealing with patients who have chronic or degenerative conditions	Y			√
Dealing with challenging behaviour or conflict	Y		√	
Working with challenging social dynamics (e.g. family breakdown, social isolation, vulnerable adults)	Y		√	

Environment

	Y/N	Little	Occasional	Frequent
Unpleasant body fluids eg sputum, blood, vomit	Y			√
Cramped working environment (limited office space)	Y			√
Contaminated or unhygienic working environments (e.g. infection control issues, exposure to infestations)	Y			√
Working in Isolation (including dealing challenging situations/aggressive behaviour)	Y			√