

| | | | |
|---------------------|---------------------------------------|------------------------|------------|
| Job title | Speech and Language Therapist - Rehab | Job family | Healthcare |
| Reporting to | Therapy Services Manager | Job code | TY/06 |
| Location | | Evaluation Date | 08/02/2013 |

Main Purpose

To manage patients using evidence based and patient centred principles to assess, plan, implement and evaluate interventions, which enable patients to overcome communication and/or swallowing difficulties.

Key Accountabilities**Quality**

1. Manages and co-ordinates the implementation of individual treatment plans for speech and language therapy services ensuring treatments, activities and interventions are delivered through effective application and communication.
2. Receives and responds promptly to referrals undertaking assessments to identify and prioritise patient needs before planning and delivering the appropriate and relevant interventions on an individual or group basis. Maintains accurate and timely records detailing each patient's rehabilitation / progress.
3. Ensures the effective and efficient management of more junior staff.
4. Maintains and develops close working relationships with professional and clinical colleagues within the multi-disciplinary team, ensuring clinical practice is in line with Priory policies and procedures and complies with statutory regulations and quality standards.
5. Contributes to business growth by actively promoting priory therapy services in line with the local units' business plan.
6. Maintains effective communication links with patients, relatives, carers, and purchasers throughout the patient's rehabilitation.

Innovation

7. Leads on implementation of new therapy techniques within own site, sharing best practice with other sites within the region.

Value

8. Ensures the services and support provide offers good value for money and supports the overall aim of the site.

Knowledge & Skills

A relevant degree and HPC registration; post graduate qualification awarded by the RCSLT.

Experience

The role holder will require experience including some experience within the specialised area.

Autonomy & Impact

Working to short-term objectives, the role holder generally operates within existing processes and procedures. The role holder has autonomy and authority for day-to-day clinical decisions.

Intelligent Problem Solving

The role holder needs to keep up-to-date with the latest research and developments in speech and language therapy and contribute to the development and implementation of new techniques, methods and interventions that improve and enhance the speech and language therapy service offered within the Priory Group. The majority of problem solving is thus based on acquired knowledge and experience, although some adaptive thinking will be required in translating best practice and research into practical operational solutions.

Responsibility

Staff

Assists less experienced colleagues and occasionally provides professional supervision to students and trainees.

Budgets & equipment

Shared responsibility for the care and operation of assigned equipment.

Informatics

Shared responsibility for the confidentiality, security and accuracy of assigned patient records, data and information.

Communication & Interaction

Highly sophisticated personal communication and interpersonal skills are integral to this role where the role holder is responsible for enhancing the communication and interactive skills of clients as well as using their own personal skills to gain the trust and build the confidence with patients.

Working environment

The problems faced by patients may present challenging situations, which may increase the physical, sensory and emotional demands of the role.

Special Features

Must participate in appropriate clinical supervision.

Upholding Company Values

| Competency | Req'd Level | Descriptors |
|---|-------------|---|
| Quality - Of care, treatment, of facilities and of staff | 3 | <ul style="list-style-type: none"> ✓ Checks quality of own work ✓ Follows procedures ✓ Corrects errors and mistakes ✓ Complies with relevant regulatory and statutory requirements <hr/> <ul style="list-style-type: none"> ✓ Double checks accuracy of own and work of others ✓ Carefully monitors and checks the accuracy and quality of others' work ✓ Values the input and expertise of colleagues ✓ Keeps clear, detailed records and files <hr/> <ul style="list-style-type: none"> ✓ Introduces new systems and processes to improve quality ✓ Highlights shortcomings in processes, investigating unusual behaviour and identifying underlying causes ✓ Introduces performance standards and relevant KPIs to improve the quality of processes and outputs ✓ Tests out hypotheses using modelling techniques to make predictions and forecasts ✓ Develops broad plans to take into account risks, conflicts, resources as well as timescales |
| Innovation - Being forward thinking and thought leaders | 3 | <ul style="list-style-type: none"> ✓ Adapts new services already introduced in other areas within the group ✓ Amends these services to suit the needs of the local service <hr/> <ul style="list-style-type: none"> ✓ Proposes new services to regional management, taking into account the local needs of the area ✓ Assists and supports regional management with developing and implementing these new services <hr/> <ul style="list-style-type: none"> ✓ Puts forward ideas and contributes towards the development of new services at a local and regional level ✓ Proposes new services to regional management, presenting concise and well thought out proposals which are feasible and financially attractive ✓ Takes calculated risks knowing the potential pitfalls and benefits involved ✓ Leads on implementation of these proposals within own unit, sharing best practice across other units within the region |
| Value - Due to transparency and flexibility | 3 | <ul style="list-style-type: none"> ✓ Prices services in line with local needs ✓ Reacts to local feedback regarding pricing of services <hr/> <ul style="list-style-type: none"> ✓ Regularly reviews services and price points adjusting where appropriate ✓ Adjusts prices in line with demand for services <hr/> <ul style="list-style-type: none"> ✓ Reviews and evaluates price points for services in relation to group wide context ✓ Questions and investigates to 'uncover' the real needs of the customer/clients ✓ Removes barriers to effective customer service ✓ Pre-empted and plans for changes in demand for services |