

## JOB DESCRIPTION

<b>Job Details</b>	
<b>Job Title:</b>	Specialist Speech and Language Therapist (SLT)
<b>Band:</b>	7
<b>Department:</b>	Therapies
<b>Directorate:</b>	Patient and Family Services Directorate
<b>Reporting to:</b>	Deputy Director Patient and Family Services Directorate
<b>Location</b>	Winsley / Hybrid Remote working

### **Job Summary / Main Purpose:**

A senior member of the multidisciplinary Therapies team at Dorothy House Hospice comprising of Day Patient Services, Physiotherapy, Occupational Therapy, Lymphoedema, Dietetics and Complementary therapy.

The post holder will be responsible for implementing recommendations from a comprehensive review of our current service provision in relation to people experiencing swallow and communication difficulties.

The post holder will provide Specialist support and care to patients who have difficulties with communication and swallow. ,

To contribute to the DH clinical governance programme by taking a lead within this specialist area for audit, development and implementation of evidence based guidelines/protocols/policies.

The post holder will be an autonomous practitioner who will take a leadership role in providing expertise, education, resources and training around communication and dysphagia across our inpatient, day patient and community services.

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**Main Duties & Responsibilities:****Clinical**

- Provide clinical leadership on evidence-based approaches to palliative and end of life care, for people who have difficulties with communication, eating, drinking and swallow.
- Provide patient centred support and advise on the care of people who have difficulties with communication, eating, drinking and swallow.
- To provide SLT rapid response service to patients on In-Patient Unit
- To provide SLT support and advice to Community Palliative Care Team, Day Patient Services and Hospice at Home Service
- Work collaboratively with other professionals to improve the identification and management of people who have difficulties with communication, eating, drinking and swallow
- To undertake a review of current support and develop a strategy for supporting Dorothy House patients with communication needs including Communication Partner Training for people with dementia alongside Admiral Nursing Service
- Act as an advocate for people who have difficulties with communication, eating, drinking and swallow
- Develop a range of resources for patients, families and carers around swallow, communication and texture modified diets
- To work closely with the dietitian, catering team and therapy lead on areas of joint working and shared service developments
- Participate in MDT meetings and best interest meetings where required
- Ensure that care is delivered in accordance with relevant local and national guidelines and all relevant Dorothy House Hospice's policies
- Recognise the limits of own competency and professional boundaries and make appropriate and timely referrals to other services where required

**Education Managerial and Leadership**

- Develop and deliver Training and education package for registered and unregistered clinical staff to include
  - a. basic awareness of normal swallowing
  - b. recognising dysphagia
  - c. supporting people with swallowing difficulties

- d. Understanding decisions regarding eating and drinking with acknowledged risks (EDAR)
- e. Additional for registered nurses – knowing when/how to identify needs and refer to SLT
- To develop training package for catering staff on preparing food to IDDSI standards and how to improve appearance/palatability (moulds etc.)
- Development of Speech and Language policy(s), to include safe swallowing and the use of thickener and texture modification, communication and choking
- To implement a SOP for safe swallowing on the inpatient unit
- Development of guidance and tools to support and aid effective communication
- To develop a framework and guidance around risk feeding for use in community and on the In Patient Unit
- Participate fully in multi-professional, department and directorate meetings as appropriate
- Act as responsible clinician to review policy/procedures and training, and to ensure compliance with latest guidance
- Advise and support on the development and delivery of relevant work streams as part of Dorothy House Hospice's Strategy
- Work proactively with key local and national stakeholders to develop more integrated care pathways and holistic models of care, through dissemination of specialist skills and knowledge

### **Evaluation and Audit**

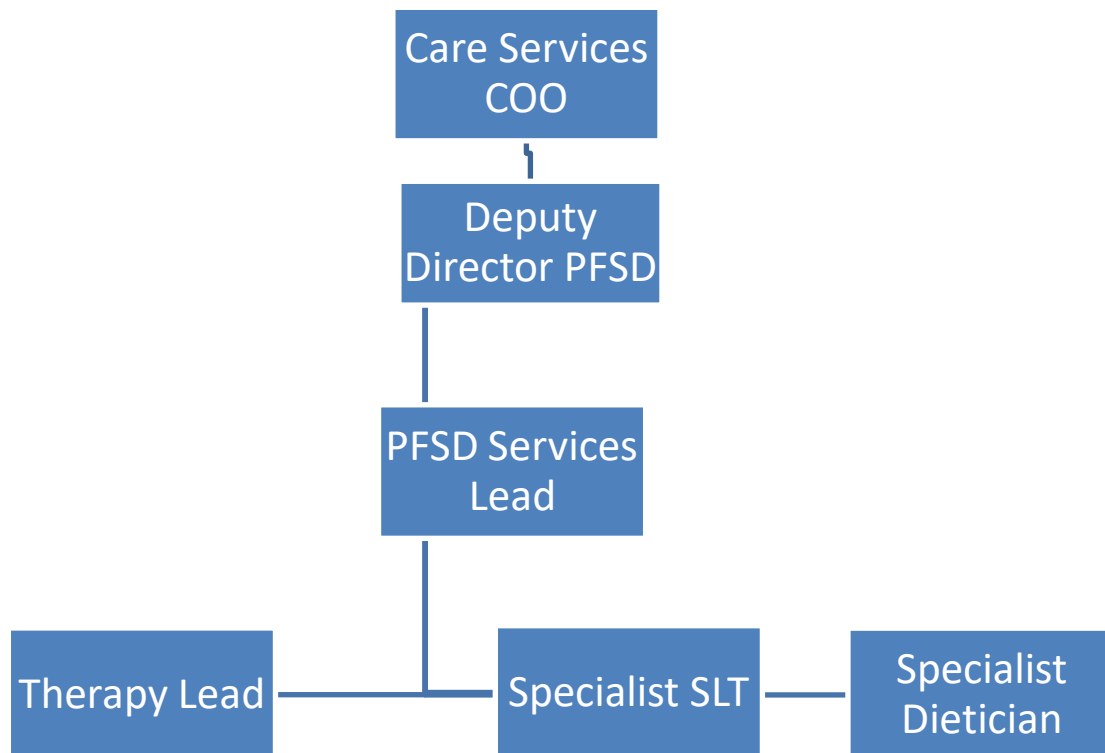
- Support the audit and evaluation of quality improvements and initiatives aimed at improving the delivery of palliative and end of life care for people who have difficulties with communication, eating, drinking and swallow
- Collect and review quantitative and qualitative data, as agreed, to evaluate and audit the Specialist Speech and language therapy service
- Ensure information and data recorded is relevant, accurate, complete and captured in a contemporaneous manner

### **Professional**

- Actively participate in practice development, clinical supervision, and continuing professional development.
- Maintain professional registration
- Contribute to the development of policies, procedures and protocols relevant to Specialist Speech and language therapy within Dorothy House Hospice, including the Standard Operational Policy

- Ensure compliance with Dorothy House Hospice’s clinical governance requirements
- Maintain up-to-date knowledge of evidence-based palliative and end of life care recommendations on supporting people who have difficulties with communication, eating, drinking and swallow.

### Structure Chart



### Contacts

Inpatient unit (IPU)  
 Day patient services (DPS)  
 Therapy Team  
 Hospice at home (H@H)  
 Community palliative care team (CPCT)  
 Medics  
 Senior social worker , safeguarding, MCA and DOLs lead  
 Education and research team

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**Special Note**

This job description does not form a part of the contract of employment but indicates how that contract should be performed. The job description will be subject to amendment in the light of experience and in consultation with the post holder.

**No Smoking Policy**

Dorothy House operates a No Smoking Policy for all staff, volunteers and visitors in relation to promoting health. It applies to the Hospice premises and grounds at Winsley, all Dorothy House shops and when staff are on duty in patients' homes.

**Confidentiality**

All of the work relating to patients, carers, donors, staff and volunteers and any other information gained are of a confidential nature and must not be communicated to other persons except in the course of duty.

**Safeguarding**

Dorothy House is committed to promoting the wellbeing of all adults and children who use our services, ensuring that they live a life that is free from harm, abuse and neglect. We work in an open and transparent way and encourage staff, volunteers, patients and families to raise any safeguarding concerns. All staff should ensure that they are aware of their responsibilities and attend the mandatory training as required.

**Health and Safety at Work Act**

It is the responsibility of all employees to ensure that the requirements of the Health and Safety at Work Act are complied with safe working practices are adhered to and that hazards are observed and reported to the appropriate office.

**Person Specification –**

Criteria	Essential	Desirable
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Speech and Language Therapy professional qualification	X	
Registration with the HCPC	X	
Experience of leading clinical practice, service development or project work including audits	X	
Experience of representing Speech and Language Therapy within a service and Organisation	X	
Relevant post qualification clinical experience working with people who have end of life care needs		X
Experience of developing and delivering training programmes	X	
Ability to work autonomously	X	
Understanding of national guidelines and standards relevant to swallow and communication	X	