

## Job Description

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### Job Details

<b>Job Title:</b>	Highly Specialist Child & Adolescent Speech and Language Therapist
<b>Grade:</b>	Equivalent to Band 7
<b>Hours:</b>	40
<b>Department:</b>	CAMHS, Maudsley Health, Abu Dhabi
<b>Location:</b>	Abu Dhabi, United Arab Emirates but travel to other locations may be required.
<b>Reports to:</b>	Consultant Lead, (under review)

**Prof Accountable To:** Under review

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### Job Purpose:

The postholder will be responsible for providing a highly specialist Speech and Language Therapy Service, to children and young people accessing the Maudsley Health Child and Adolescent Mental Health Service (CAMHS), presenting with speech and language delays and communication difficulties.

### Communications and Working Relationships:

Daily	Weekly/Monthly	As necessary
<ul style="list-style-type: none"> <li>• Multidisciplinary Team</li> <li>• Consultant staff</li> <li>• Administration staff</li> <li>• Professionals and other agencies working with service users</li> </ul>	<ul style="list-style-type: none"> <li>• Lead Clinician</li> <li>• Clinic Manager</li> <li>• Supervisor</li> </ul>	<ul style="list-style-type: none"> <li>• South London and Maudsley NHS Foundation Trust Staff</li> <li>• Chief Medical Officer</li> <li>• Service Director</li> <li>• Members of relevant professional networks</li> <li>• Researchers/Educators</li> <li>• Trainers</li> </ul>

### Relevant Information about the Trust and area of work:

#### **MAUDSLEY HEALTH**

South London and Maudsley NHS Foundation Trust has set up Maudsley Health, Abu Dhabi, to develop services in the Middle East, in conjunction with Macani. Ambitious development plans are in the process of being developed and the service will grow

geographically and clinically in a planned way.

The service in Abu Dhabi provides the highest quality evidence based assessment and treatment services. The Core Clinical Team is permanently based in Abu Dhabi with additional specialist input from visiting specialist teams and individuals. Access to all the SLaM highly specialist CAMHS services is available in the UK. Staff training and development is expected to take place both in Abu Dhabi and at the Maudsley Hospital's key clinical sites.

## **THE SOUTH LONDON AND MAUDSLEY NHS FOUNDATION TRUST**

The South London and Maudsley NHS Foundation Trust is part of King's Health Partners Academic Health Sciences Centre (AHSC), which includes seven hospitals and over 150 community based services. It is responsible for seeing 2 million patients each year, has 25,000 employees and 19,500 students, and a £2 billion annual turnover. It brings together the best of basic and translational research, clinical excellence and world-class teaching to deliver ground breaking advances in physical and mental healthcare. See [www.kingshealthpartners.org](http://www.kingshealthpartners.org)

The South London and Maudsley NHS Foundation Trust is committed to innovation, effective interventions and improved service user outcomes. The Trust has a broad range of staff in all disciplines with the widest range of skills and interests that provides many opportunities for new consultants to thrive and develop. It provides mental health and substance misuse services to the people of Lambeth, Southwark, Lewisham and Croydon, as well as substance misuse services for people in Bexley, Greenwich and Bromley. We also provide specialist services to people from across the UK. In addition, services are provided internationally, including in the Middle East.

The Trust has close links in education and research with the Institute of Psychiatry and Guy's, King's and St Thomas' School of Medicine, both of which are part of King's College London. This close collaboration involves working to ensure that developments and research feed directly into clinical practice. It's academic links with King's College, London, which also include the Nightingale Institute and South Bank University, enables us to ensure that our health care staff receive high quality clinical training at both pre-qualification (or registration) stage and in specialist skills (post qualification).

The Trust is committed to managing and developing a range of mental health services, working closely with users and carers; Specialist Commissioning Groups; our partner local authorities; Clinical Commissioning Groups and NHS Trusts. Services are primarily focused on people with severe and enduring mental illness. In addition, it promotes good mental health, early intervention to prevent more serious problems and provides support to primary care in dealing with people with less severe problems.

The Trust has a strong community focus and our services are provided in a wide range of settings including people's own homes, GP practices, day centres, residential and nursing homes, prisons and hospitals. The Trust's core value states that 'everything we do is to improve the experience of people using our services and to promote mental health and wellbeing for all'.

The Executive Directors of the Trust include Dr Matthew Patrick, Chief Executive Officer; Dr Michael Holland, Medical Director; Gus Heafield, Chief Finance Officer; Beverley

Murphy, Executive Director of Nursing; Kristin Dominy, Chief Operating Officer and Altaf Kara, Director of Strategy and Commercial and the CAG Directors.

## **INSTITUTE OF PSYCHIATRY, PSYCHOLOGY AND NEUROSCIENCES**

The Institute of Psychiatry is a postgraduate Medical School of the King's College London. It carries out an extensive programme of teaching and research in basic, behavioural and social sciences. The three complementary roles of the Institute of Psychiatry are: to offer advanced university training for psychiatrists, psychologists, neurologists and other scientific and paramedical workers; to pioneer research into new and improved ways of understanding and treating mental illness and brain disease; and to assist with the provision of high standards of treatment and care to the patients of South London and Maudsley Hospital Trust and other hospitals with which the Institute is associated.

GKT Medical and Dental Schools are both undergraduate and postgraduate Schools of King's College London. The academic departments of both institutions have recently merged to form a single department based within the Institute of Psychiatry structure, but combining the responsibilities held by each department. The combined University Department of Child Psychiatry, along with the Social, Genetic and Developmental Psychiatry Research Centre, based at the Institute of Psychiatry, constitutes the country's major grouping of researchers in the field of developmental psychopathology. There is extensive collaboration with other research groups both within the Institute and elsewhere in the UK and abroad. There is an active programme of research seminars and discussions.

## **SLAM & THE CHILD AND ADOLESCENT CLINICAL ACADEMIC GROUP (CAG)**

The Child and Adolescent Mental Health Services (CAMHS) are managed within a single structure, the CAMHS Clinical Academic Group, with the Service Director, Jo Fletcher, Academic Lead Professor Emily Simonoff and Clinical Director, Dr Bruce Clark as CAG co-leads with Kings Health Partners. Each service within the CAG has a Lead Clinician and Service Manager.

South London and Maudsley NHS Trust has the most comprehensive child and adolescent mental health service in the country. The Child and Adolescent Mental Health Service Clinical Academic Group operates across the Trust and has a budget of circa £40 million. The CAG provides local child and adolescent mental health services in the London Boroughs of Lambeth, Southwark, Lewisham and Croydon as well as a National and Specialist outpatient services and five inpatient wards, including inpatient and adolescent intensive community liaison services in Kent. The CAMHS CAG also has responsibility for Maudsley Health, Abu Dhabi.

The CAMHS CAG provides mental health services for children and young people with emotional, behavioural, psychiatric and neurodevelopmental problems. Our services cover a range of inpatient, outpatient and community based resources delivering care to local and national patients. We aim to utilise the skills, experience and commitment of our clinicians to provide first class, effective, safe and innovative care in community borough based and national and specialist inpatient, outpatient and day patient multidisciplinary teams.

## Key Responsibilities:

- 1)** To have responsibility for the assessment, diagnosis and management of children and young people presenting with speech and language delays or acquired communication difficulties, in accordance with SLaM and Maudsley Health Speech and Language Therapy Policies and standards.
- 2)** To communicate skilfully complex and sensitive clinical information to patients and carers in clear, accessible, empathetic and culturally appropriate format, both in written and verbal form. To liaise effectively and work collaboratively with the relevant multidisciplinary teams to plan and facilitate appropriate management. To carry out joint assessments with other members of the multidisciplinary team where appropriate. To attend case conferences and MDT meetings as appropriate.
- 3)** To act as a source of highly specialist information / resource for the multidisciplinary teams, patients, carers / relatives and external contacts, (including the provision of relevant training and support as required). To liaise with other agencies to ensure appropriate follow up and care arrangements for patients.
- 4)** To input to local policies and protocols regarding speech and language provision in the service, in keeping with national guidelines and clinical need.
- 5)** To pursue an active programme of continuing professional development including feedback to the service on any courses or conferences attended. To attend clinical supervision regularly.
- 6)** To demonstrate comprehensive understanding of the issues associated with clinical governance and their application to professional practice. This will include compliance with / adherence to and implementation of service and service area policies, national and local guidelines and professional and clinical guidelines.
- 7)** To participate regularly in the evaluation of the effectiveness of intervention and models of service delivery, maintaining up to date knowledge of relevant clinical practice and research. To publish and disseminate information which results from research and audit activity. To evaluate outcomes for client and the service. To ensure that users and user groups are involved with projects and service developments wherever appropriate.
- 8)** To develop and contribute, in agreement with the senior clinical team, to evidence-based guidelines and care pathways within the service.
- 9)** To maintain full, accurate and contemporaneous patient records. To provide timely and accurate reports.
- 10)** To contribute to the infection control and cleanliness of the clinical area, by ensuring cleanliness of own equipment, undertaking mandatory training, abiding by the hand washing policy and other policies related to barrier nursing.
- 11)** To undergo all mandatory training requirements including infection control training and abide by the hand washing policy and other policies related to barrier nursing.

- 12)** To maintain equipment in good clinical order, carry out inventory checks as requested and report any defects or accidents to the clinic manager.
- 13)** To work flexibly, which will include offering a regular commitment to late clinics and Saturday working, within the overall Job Plan.
- 14)** To demonstrate an enthusiastic, professional and committed approach to clinical, professional and service matters.
- 15)** To be responsible, with management support, for your personal development and to actively contribute to the development of colleagues. To prepare for and participate in an annual job appraisal with the line manager and professional lead. To maintain and record an active programme of continuing professional development.
- 16)** It is the responsibility of the post holder to ensure they obtain and retain the required professional license to work in the UAE. Support will be provided.

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## Person Specification

Verified at interview **(I)**, by application form **(A)** or by a test **(T)**

### **Essential**

#### **Knowledge, training and experience:**

BSc or recognised post graduate MSc or diploma in speech and language therapy (A).

MSc or specialist postgraduate training/ experience to masters level equivalent (A).

Registration with the Health Professions Council & RCSLT or equivalent in country of origin (A).

Significant post graduate experience of working as an SLT with children and young people presenting with speech and language delay and/or acquired communication difficulties in a community or mental health setting (A).

Active membership of relevant CENs or other networks (A&I).

Knowledge of relevant guidelines and policies (A&I).

Understanding of quality issues and audit (I)

Ability to work flexibly and under pressure (I)

Contribution to the development of a new service (A&I).

Physical Skills:

Knowledge of physical safety issues and interventions when dealing with challenging behaviour (violence and aggression) (I).

**Communication and relationship skills:**

Excellent written and spoken communication skills and ability to communicate sensitive and complex and emotive information where there are barriers to understanding (A&I).

Collaborative and consultative skills within multidisciplinary working (I).

Proven ability to work successfully as part of a multidisciplinary team (A&I).

Previous experience of participating in multidisciplinary service development and policies (I).

Good presentation and teaching skills and ability to devise appropriate training and information packages (A&I).

Commitment to equal opportunities and issues relating to culture and community (I).

Highly motivated and able to demonstrate ability to develop service within designated clinical area (I).

Ability to work in partnership with other professionals and agencies (A&I).

**Analytical Skills:**

Ability to undertake highly complex assessment and make differential diagnoses (A/I).

Ability to plan and implement appropriate highly specialist management plans(A&I).

Good observational and analytical skills(I).

**Planning and organisational skills:**

Good organisational and time management ability(A)

Ability to plan and prioritise own autonomous caseload within professional guidelines and policies(A)

Ability to plan and implement appropriate clinically reasoned treatment packages (I)

Demonstrates motivation, flexibility, adaptability and resilience (I)

Able to use appropriate conflict resolution skills (I)

**Desirable**

The ability to speak fluent Arabic and practice in Arabic is desired.

Previous research/audit experience (A&I)

Experience of management/supervision of SLTs, Student Supervision and Training (A&I)

Experience of leading development of a new service area (A&I)

Physical Skills: Good auditory and perceptual skills

Development and/or Evaluation of training packages (A & I)

Training in physical safety issues and interventions when dealing with challenging behaviour (violence and aggression) (I)

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Other Information:

**Confidentiality**

Confidentiality/data protection regarding all personal information and Maudsley Health Service activity must be maintained at all times (both in and out of working hours) in accordance with professional codes of conduct and relevant legislation such as the Data Protection Act. The post holder should ensure that they are familiar with and adhere to all Service Information governance policies and procedures. Any breach of confidentiality will be taken seriously and appropriate disciplinary action may be taken.

**Equal Opportunities**

Promote the concepts of equality of opportunity and managing diversity Trust wide.

**Health and Safety**

Employees must be aware of their responsibilities and pay due regard to health and safety in the workplace and management of risk to maintain a safe working environment for service users, visitors and employees.

**Infection Prevention and Control**

Employees must be aware of their responsibilities to protect service users, visitors and employees against the risks of acquiring health care associated infections, in accordance with service policy.

**Professional standards and performance review**

Maintain consistently high professional standards and act in accordance with the relevant professional code of conduct. Employees are expected to participate in the performance review process.

**Service/Department standards**

Support the development of performance standards within the service, in agreement with the senior management team to ensure the service is responsive to and meeting the needs of its service users.

**Finance**

All staff will comply with the financial processes and procedures.

**Safeguarding Children & Vulnerable Adults**

Employees must be aware of their safeguarding responsibilities with respect to local and national policies.

**Code of Conduct**

The post holder is required to adhere to the relevant professional standards of conduct.

**SUMMARY**

This job description is an outline of the key tasks and responsibilities of the post and the post holder may be required to undertake additional duties appropriate to the pay band. The post may change over time to reflect the developing needs of the Trust and its

services, as well as the personal development of the post holder. This job description will be subject to regular review and adjustment.

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