

# Job Description

Job Title:	Speech and Language Therapy Administrator
Reports to (job title):	Team Leader
Line Manager to:	This post does not have line management responsibilities.

## Job purpose

The post will be part of a wider business support function and has a key role in providing secretarial, administrative and organisational support to the Speech and Language Therapy Team of frontline clinicians and managers.

Fixed Term Contract of 1 Year : 37.50 hours Mon- Fri

Competitive Salary

## Base

White Horse Business Park / Derby Court/ Epsom Square/ Trowbridge/ BA14 0XG

After successful 3 month probationary period Hybrid Working will be introduced

## This post is responsible for

This list is intended to summarise the key responsibilities and is not intended to cover every task that may be required of the role: -

Maintain effective working relationships with colleagues within the organisation. In particular, work with managers and senior practitioners to ensure that statutory and other timescales for tasks are achieved.

Advise managers and practitioners at all levels within the service area on queries and issues relating to IT systems, processes and procedures.

Attend and actively support meetings to represent Speech and Language Therapy Team required as required.

Maintain effective communication with Service Lead to ensure tasks are prioritised and resourced effectively.

# Job Description

Ensure high standards of customer service are provided by communicating effectively and appropriately with service users, colleagues, managers and a range of professionals from within and outside of the organisation.

Excellent telephone skills which may encounter challenging callers or upsetting content.

Responding and completing daily electronic tasks. Monitoring, sorting and addressing email inboxes on daily basis.

Processing completed Outcome Forms from Clinics ensuring next step for service user is smart and effectively entered on appropriate database.

## Key responsibilities

### Proposed job plan

Working with Systm1 Database adding and accessing client records.

Take notes or minutes at Monthly Team Meeting

The postholder is required to use his or her personal judgement to escalate or refer issues to colleagues/managers within the guidelines provided by their line manager.

Deal effectively with routine situations without further escalation (within the guidelines provided).

Attend statutory and mandatory training as required.

Maintain a high standard of personal development.

Participate and contribute to supervision sessions with line manager.

Attend and contribute to team meetings.

Support new and existing colleagues as directed by line manager.

Contribute to the induction and training of new staff as directed by line manager.

# Job Description

## Outline of Provisional Job Schedule:

**Daily prioritisation of tasks and processes within the Speech and Language Therapy Team**

## Our values

Our values are our moral compass and core to our DNA. They underpin the way we deliver our services and treat those who use our services.

To many organisations values are just words which don't translate into reality of the day to day but our values flow through everything that we do, they define who we are, what we stand for and set the expectations of our colleagues, communities, customers and partners. They have been defined by our colleagues and have been integral to our journey so far and will be integral to our future as well.

We have three values which help us stand out from the crowd, not just because there's only three, but because they are unique to who we are. We care, we think, and we do.

### Care

- Inspire
- Understand
- Communicate

### Think

- Challenge
- Improve
- Learn

### Do

- Accountability
- Involve
- Resilience

## Confidentiality and Information Security

As our employee you will be required to uphold the confidentiality of all records held by the company, whether patients/service records or corporate information. This duty lasts indefinitely and will continue after you leave the company's employment.

All information which identifies living individuals in whatever form (paper/pictures, electronic data/images or voice) is covered by the 2018 Data Protection Act and should be managed in

# Job Description

accordance with this legislation. This and all other information must be held in line with NHS national standards including the Records Management: NHS Code of Practice , NHS Constitution and HSCIC Code of Practice on Confidential Information and should only be accessed or disclosed lawfully. Monitoring of compliance will be undertaken by the Company. Failure to adhere to Information Governance policies and procedures may result in disciplinary action and, where applicable, criminal prosecution.

## Information governance responsibilities

You are responsible for the following key aspects of Information Governance (not an exhaustive list):

- Completion of annual information governance training
- Reading applicable policies and procedures
- Understanding key responsibilities outlined in the Information Governance acceptable usage policies and procedures including NHS mandated encryption requirements
- Ensuring the security and confidentiality of all records and personal information assets
- Maintaining timely and accurate record keeping and where appropriate, in accordance with professional guidelines
- Only using email accounts authorised by us. These should be used in accordance with the Sending and Transferring Information Securely Procedures and Acceptable Use Policies.
- Reporting information governance incidents and near misses on CIRIS or to the appropriate person e.g. line manager, Head of Information Governance, Information Security Lead
- Adherence to the clear desk/screen policy
- Only using approved equipment for conducting business

## Governance

Clinical governance is a framework through which organisations delivering health and care services are accountable to continuously improving the quality of their services and safeguarding

# Job Description

high standards of care by creating an environment in which clinical and other forms of care flourishes. Employees must be aware that clinical governance places a duty on all staff to ensure that the level of care services they deliver to patients is safe and high quality, and that they follow/comply with our policies and procedures.

## Registered Health Professional

All staff who are a member of a professional body must comply with standards of professional practice/conduct. It is the post holder's responsibility to ensure they are both familiar with and adhere to these requirements.

## Risk Management/Health & Safety

The post holder has a responsibility to themselves and others in relation to managing risk, health and safety and will be required to work within the policies and procedures laid down by the company. Staff are required to observe the Hygiene Code and demonstrate good infection control and hand hygiene.

Employees must be aware of the responsibilities placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe environment for other employees, patients and visitors. It is essential to observe strict fire and security precautions at all times.

All staff must report accidents, incidents and near misses so that the company can learn from them and improve safety.

## Safeguarding Children and Vulnerable Adults Responsibility

We are committed to safeguarding and promoting the welfare of children and adults at risk of harm and expects all employees to share this commitment.

## Medicines Management Responsibility

### Nursing or registered healthcare professionals

Undertake all aspects of medicines management related activities in accordance within the company's medicines policies to ensure the safe, legal and appropriate use of medicines.

### Skilled non-registered staff

Undertake all aspects of medicines management related activities in accordance with the company's medicines policy where appropriate training has been given and competencies have been achieved.

## Policies and Procedures

All colleagues must comply with the Company Policies and Procedures which can be found on the company intranet.

## General

We are committed to serving our community. We aim to make our services exemplary in both clinical and operational aspects. We will show leadership in identifying healthcare needs to which we can respond and in determining the most cost-effective way of doing so.

We recruit competent staff that we support in maintaining and extending their skills in accordance with the needs of the people we serve. We will recognise the commitment from our staff to meeting the needs of our patients.

The company recognises a "non-smoking" policy. Employees are not able to smoke anywhere within the premises or when outside on official business.

# Job Description

## Equal Opportunities

It is the company's intention to be an employer of choice and ensure that no job applicants or employees are unfairly disadvantaged on the grounds of gender, disability, race, ethnic origin, colour, age, sexual orientation, religion or belief, trade union membership or any other factors that are not relevant to their capability or potential. To this end, the company has an Equality and Diversity policy and it is the responsibility of each employee to contribute to its success.

## Flexibility Statement

This job description is not exhaustive and may change as the post develops or changes to align with service needs. Any such changes will be discussed directly between the post holder and their line manager.

# Job Description

## Personal Specification

### Essential

Good general education e.g. GCSEs or equivalent.

### Knowledge & Skills

Computer literate.

Good working knowledge of Microsoft Office packages including Outlook, Word, Excel.

Accurate and efficient IT and keyboard skills.

Effective interpersonal, organisational and communication skills. Ability to communicate clearly with a wide variety of colleagues and service users, both verbally and in writing.

Ability to work with discretion, sensitivity and maintain confidentiality.

Good planning and organisational skills and ability to meet deadlines.

Ability to prioritise and manage workload within a busy environment.

Ability to work as part of a team.

Responsive attitude to delegation of tasks.

Punctual, cheerful, reliable and dependable.

Minute taking.

### Experience

Clerical, administrative experience (minimum 1 year).

### Personal Attributes (demonstrable)

Reliable

Flexible

Able to contribute to the changing demands of the service.



# Job Description

**Willing to undertake training relevant to the post**

## **Desirable**

NVQ level 3 Business Administration or equivalent experience.

Good knowledge of a wide range of office procedures.

Ability to support and advise lower banded staff.

Ability to delegate tasks.

Clerical, administrative experience (minimum 2 years). Experience within a customer care, healthcare, education or social care setting.

Knowledge/experience of working within System 1

Interested/enthusiastic about working within our services.

**Employee signature**

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**Manager signature**

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