

National profiles for Speech and Language Therapy



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Version history and amendments

| Action | Date | Notes |
|--------------|----------|--|
| Rebranding | Nov 2023 | Profile suite has been transferred onto new template. No changes to wording, scores or levels. |
| New Profiles | May 2006 | Profiles with an Asterisk (*) were newly added in 2006 |



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|--------------------------------|---|
| Profile Suite and Label | Speech and Language Therapy – Clinical Support Worker (Speech and Language Therapy) |
| Job Statement | 1. Assists speech and language therapists to carry out duties 2. Records patient information |

| Factor | | Level descriptor and example job information | JE Level | JE Score |
|--------|--|--|---------------|----------|
| 1. | Communication & Relationship Skills | Provide and receive routine information requiring tact or persuasive skills; barriers to understanding; provide and receive complex or sensitive information Exchanges information with patients/ clients and relatives using tact and persuasion; communication difficulties, may use sign language | 3 (a) - 3 (b) | 21 |
| 2. | Knowledge, Training & Experience | Range of routine work procedures requiring job training Knowledge of language therapy procedures; acquired through combination of training and induction | 2 | 36 |
| 3. | Analytical & Judgemental Skills | Judgements involving facts or situations, some requiring analysis Assess client's response to treatment, judge when to progress therapy | 2 | 15 |
| 4. | Planning & Organisational Skills | Organise own day to day tasks or activities Plans own work | 1 | 6 |
| 5. | Physical Skills | Physical skills obtained through practice Standard keyboard skills, sensory skills for hearing client's articulation, manipulating wheelchairs, Makaton signing | 2 | 15 |
| 6. | Patient/Client Care | Implement clinical care / care packages Implements treatment with a programme of speech therapy | 4 (a) | 22 |
| 7. | Policy/Service Development | Follow policies in own role, may be required to comments Follows departmental policies | 1 | 5 |
| 8. | Financial & Physical Resources | Personal duty of care in relation to equipment, resources/ maintain stock control Careful use of equipment/ orders supplies | 1/2(c) | 5-12 |
| 9. | Human Resources | Demonstrate own activities to new or less experienced employees Demonstrates duties to less experienced staff | 1 | 5 |
| 10. | Information Resources | Record personally generated information Record client observations | 1 | 4 |
| 11. | Research & Development | Undertakes surveys or audits, as necessary to own work Completes e.g. staff surveys | 1 | 5 |
| 12. | Freedom to Act | Standard operating procedures, someone available for reference Use initiative when working with clients, supervision available | 2 | 12 |
| 13. | Physical Effort | Combination of sitting, standing, walking/Frequent sitting or standing in a restricted position Light physical effort/ sits on small chairs in schools | 1-2 (a) | 3-7 |
| 14. | Mental Effort | Frequent concentration; work pattern predictable concentration is required when carrying out therapy sessions, work pattern is generally predictable | 2 (a) | 7 |



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|-------------------------|---------------------------|---|---------------|-------|
| 15. | Emotional Effort | Occasional/ frequent distressing or emotional circumstances Dealing with clients with complex mental and physical needs | 2(a)-3(a) | 11-18 |
| 16. | Working Conditions | Frequent unpleasant conditions; occasional highly unpleasant conditions Verbal aggression; contact with saliva | 3(a),(b) | 12 |
| JE Score 184–202 | | | Band 2 | |



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|--------------------------------|--|
| Profile Suite and Label | Speech and Language Therapy – Clinical Support Worker Higher Level (Speech and Language Therapy) |
| Job Statement | <ol style="list-style-type: none"> Undertakes implementation of speech and language therapy under direction of SLT Records patient information |

| Factor | | Level descriptor and example job information | JE Level | JE Score |
|---------------|--|--|-----------------|-----------------|
| 1. | Communication & Relationship Skills | Provide and receive routine information requiring tact or persuasive skills; barriers to understanding; provide and receive complex or sensitive information Exchanges information with patients/ clients and relatives using tact and persuasion; communication difficulties, may use sign language | 3 (a)- 3 (b) | 21 |
| 2. | Knowledge, Training & Experience | Range of work procedures and practices; base level of theoretical knowledge Knowledge of language therapy procedures; acquired through combination of formal training and experience, NVQ3 and equivalent | 3 | 60 |
| 3. | Analytical & Judgemental Skills | Judgements involving facts or situations, some requiring analysis Assesses client's response to treatment, judges when to progress therapy | 2 | 15 |
| 4. | Planning & Organisational Skills | Plan and organise straightforward activities, some ongoing Plan timetables for therapy sessions | 2 | 15 |
| 5. | Physical Skills | Physical skills obtained through practice Standard keyboard skills, sensory skills for hearing client's articulation, manipulating wheelchairs, Makaton signing | 2 | 15 |
| 6. | Patient/Client Care | Implement clinical care / care packages Implements speech therapy programmes | 4 (a) | 22 |
| 7. | Policy/Service Development | Follows policies in own role, may be required to comment Follows departmental policies | 1 | 5 |
| 8. | Financial & Physical Resources | Maintain stock control Orders departmental stock | 2 (c) | 12 |
| 9. | Human Resources | Demonstrate own activities to new or less experienced employees / day to day supervision Demonstrates duties to less experienced staff/ day to day supervision of less experienced staff | 1 - 2 | 5-12 |
| 10. | Information Resources | Record personally generated information Records client observations | 1 | 4 |
| 11. | Research & Development | Undertake surveys or audits, as necessary to own work Completes e.g. staff surveys | 1 | 5 |
| 12. | Freedom to Act | Standard operating procedures, someone available for reference Use initiative when dealing with clients, supervision available | 2 | 12 |
| 13. | Physical Effort | Combination of sitting, standing, walking/Frequent sitting or standing in a restricted position Light physical effort/ sits on small chairs in schools | 1 - 2 (a) | 3-7 |

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|-------------------------|---------------------------|--|---------------|-------|
| 14. | Mental Effort | Frequent concentration; work pattern is predictable Concentration is required when carrying out therapy sessions, work pattern is generally predictable; | 2 (a) | 7 |
| 15. | Emotional Effort | Occasional /frequent distressing or emotional circumstances Deals with clients with complex mental and physical needs | 2 (a)- 3 (a) | 11-18 |
| 16. | Working Conditions | Frequent unpleasant conditions; occasional highly unpleasant conditions Verbal aggression; contact with saliva | 3 (a) (b) | 12 |
| JE Score 224-242 | | | Band 3 | |



| | |
|--------------------------------|---|
| Profile Suite and Label | Speech and Language Therapy – Speech and Language Therapy Assistant/Associate Practitioner |
| Job Statement | <ol style="list-style-type: none"> 1. Implements SLT programmes devised by Speech and Language Therapist for groups and individuals 2. Modifies approaches and activities within programmes to meet requirements of clients, contexts; develops group activities to meet defined intervention needs |

| Factor | | Level descriptor and example job information | JE Level | JE Score |
|--------|--|--|--------------|----------|
| 1. | Communication & Relationship Skills | <p>Provide and receive routine information requiring tact and persuasion, barriers to understanding; provides and receives complex or sensitive information</p> <p>Communicate factual information to clients using persuasion, reassurance, tact and sensitivity, overcome barriers to understanding when communicating with clients with language impairment, using an appropriate method of communication; exchanges patient information with colleagues</p> | 3 (a) (b) | 21 |
| 2. | Knowledge, Training & Experience | <p>Understanding of a range of procedures, requiring an intermediate level of theoretical knowledge</p> <p>Knowledge of language therapy and modification procedures,, verbal and non-verbal methods of communication.; acquired through combination at format training, short courses and experience to diploma level or equivalent</p> | 4 | 88 |
| 3. | Analytical & Judgemental Skills | <p>Judgements involving range of facts or situations requiring analysis</p> <p>Assess client's response to treatment; judgements on modifications to suit clients, circumstances</p> | 3 | 27 |
| 4. | Planning & Organisational Skills | <p>Plans and organises straightforward activities, some ongoing</p> <p>Plan timetables, group activities for therapy sessions</p> | 2 | 15 |
| 5. | Physical Skills | <p>Physical skills obtained through practice</p> <p>Standard keyboard skills, driving skills, auditory and perceptual skills, Makaton or other signing system</p> | 2 | 15 |
| 6. | Patient/Client Care | <p>Implement care packages</p> <p>Implements speech therapy packages, makes modifications within programmes to suit clients or circumstances</p> | 4 (a) | 22 |
| 7. | Policy/Service Development | <p>Follows policies in own role, comments on policies</p> <p>May comment on departmental policies</p> | 1 | 5 |
| 8. | Financial & Physical Resources | <p>Handles cash, responsible for maintaining stock control</p> <p>Handles cash; orders departmental stock</p> | 2 (a) (c) | 12 |
| 9. | Human Resources | <p>Day to day supervision.</p> <p>Day to day supervision of less experienced staff</p> | 2 (a) | 12 |
| 10. | Information Resources | <p>Record personally generated clinical observations</p> <p>Updates client records</p> | 1 | 4 |
| 11. | Research & Development | <p>Undertakes surveys or audits as necessary to own work</p> <p>May participate in SLT research projects</p> | 1 | 5 |



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|-------------------------|---------------------------|--|---------------|-------|
| 12. | Freedom to Act | Guided by standard operating procedures Use initiative, supervisor available by phone | 2 | 12 |
| 13. | Physical Effort | Combination. of sitting, walking and standing; sitting in a restricted position Light physical effort sitting on small_chairs at low tables in schools | 1- 2 (a) | 3-7 |
| 14. | Mental Effort | Frequent requirement for concentration, work pattern is predictable Concentration is required when carrying out therapy sessions, predictable work pattern | 2 (a) | 7 |
| 15. | Emotional Effort | Occasional /frequent exposure to distressing or emotional circumstances Dealing with clients with complex mental and physical needs | 2-3(a) | 11-18 |
| 16. | Working Conditions | Frequent exposure to unpleasant working conditions/occasional highly unpleasant Verbal aggression/ contact with saliva | 3(a) (b) | 12 |
| JE Score 271-282 | | | Band 4 | |



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|--------------------------------|--|
| Profile Suite and Label | Speech and Language Therapy – Speech and Language Therapy Associate Practitioner (bi-lingual) |
| Job Statement | <ol style="list-style-type: none"> 1. Assesses client’s abilities and difficulties in speaking their home language, under the guidance of Speech and Language Therapist 2. Implements therapy programmes in clients’ home language, under supervision of Speech and Language Therapist 3. Translates and processes advice and materials in clients’ home language |

| Factor | | Level descriptor and example job information | JE Level | JE Score |
|--------|--|--|----------|----------|
| 1. | Communication & Relationship Skills | <p>Provide and receive complex information, barriers to understanding</p> <p>Communicate assessment and therapy related information to clients and relatives in their home language, overcome barriers to understanding when communicating with clients with language impairment, using an appropriate method of communication, overcome cultural barriers</p> | 4 (a) | 32 |
| 2. | Knowledge, Training & Experience | <p>Understanding of a range of procedures, requiring an intermediate level of theoretical knowledge</p> <p>Knowledge of assessment, therapy and modification procedures; verbal and non-verbal methods of communication, knowledge of language other than English; acquired through combination of formal training, short courses and experience to diploma level or equivalent</p> | 4 | 88 |
| 3. | Analytical & Judgemental Skills | <p>Judgements involving facts or situations, some requiring analysis/ range of facts and situations requiring comparison of range of options</p> <p>Identifying changes in clients’ conditions to therapy staff/ assessment of client difficulties in speaking home language</p> | 2-3 | 15-27 |
| 4. | Planning & Organisational Skills | <p>Plans and organises straightforward activities, some ongoing</p> <p>Plan timetables, group activities for therapy sessions, workload of client contact and translation</p> | 2 | 15 |
| 5. | Physical Skills | <p>Developed physical skills; advanced sensory skills</p> <p>Listening skills for identifying speech or language defects</p> | 3(a) | 27 |
| 6. | Patient/Client Care | <p>Implement care packages</p> <p>Implements speech therapy packages in clients’ home language, makes home language assessments under SLT guidance</p> | 4 (a) | 22 |
| 7. | Policy/Service Development | <p>Follows policies in own role, comments on policies</p> <p>May comment on departmental policies</p> | 1 | 5 |
| 8. | Financial & Physical Resources | <p>Personal duty of care in relation to equipment, resources</p> <p>Careful use of communication aids</p> | 1 | 5 |
| 9. | Human Resources | <p>Demonstrates own duties/ day to day supervision</p> <p>Demonstrates own duties/ day to day supervision of less experienced staff</p> | 1-2(a) | 5-12 |
| 10. | Information Resources | <p>Data entry, text processing, storage of data</p> <p>Processes non-English script for materials in clients’ home language</p> | 2(a) | 9 |

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|-------------------------|-----------------------------------|--|---------------|-------|
| 11. | Research & Development | Undertakes surveys or audits as necessary to own work May participate in SLT research projects | 1 | 5 |
| 12. | Freedom to Act | Standard operating procedures, someone available for reference Use initiative, supervision available | 2 | 12 |
| 13. | Physical Effort | Frequent sitting or standing in a restricted position Sitting on small chairs at low tables in schools, in circle on floor | 2 (a) | 7 |
| 14. | Mental Effort | Occasional prolonged concentration Concentration is required when carrying out therapy sessions in addition to communicating in another language | 3 (b) | 12 |
| 15. | Emotional Effort | Occasional /frequent exposure to distressing or emotional circumstances Dealing with clients with complex mental, social (cultural) and physical needs | 2(a)/3 (a) | 11-18 |
| 16. | Working Conditions | Frequent exposure to unpleasant working conditions/ occasional highly unpleasant Verbal aggression contact with saliva | 3(a) (b) | 12 |
| JE Score 282-308 | | | Band 4 | |



| | |
|--------------------------------|---|
| Profile Suite and Label | Speech and Language Therapy – Speech and Language Therapist |
| Job Statement | <ol style="list-style-type: none"> 1. Assesses & treats own caseload of patients/clients & maintains associated records 2. Liaises with other agencies e.g. education, social services 3. Provides communication advice to other professions |

| Factor | | Level descriptor and example job information | JE Level | JE Score |
|--------|--|--|--------------|----------|
| 1. | Communication & Relationship Skills | Provide and receive complex, sensitive information; barriers to understanding Communicates condition related information to clients including children, relatives | 4 (a) | 32 |
| 2. | Knowledge, Training & Experience | Expertise within discipline, underpinned by theory Professional knowledge acquired through degree or equivalent qualification(s) | 5 | 120 |
| 3. | Analytical & Judgemental Skills | Range of facts or situations requiring analysis Skills for assessing clients, appropriate treatment from range of options | 3 | 27 |
| 4. | Planning & Organisational Skills | Plan and organise straightforward activities, some ongoing Plans & prioritises own patient workload | 2 | 15 |
| 5. | Physical Skills | Developed physical skills; advanced sensory skills Developed auditory & perceptual skills | 3 (a) | 27 |
| 6. | Patient/Client Care | Develops programmes of care/ care packages Develops & implements SLT treatment | 5 (a) | 30 |
| 7. | Policy/Service Development | Follows policies in own role, may be required to comment Contributes to discussions on service/policy development, provides comments on proposals | 1 | 5 |
| 8. | Financial & Physical Resources | Personal duty of care in relation to equipment, resources; Safe use of equipment other than equipment used personally; maintain stock control Careful use of equipment/ responsible for equipment used by others; orders equipment | 1- 2 (b) (c) | 5-12 |
| 9. | Human Resources | Demonstrate own activities to new or less experienced employees/ Day to day supervision Demonstrates own duties/ supervises work of assistant(s) | 1- 2 (a) | 5-12 |
| 10. | Information Resources | Record personally generated information Updates patient/client records | 1 | 4 |
| 11. | Research & Development | Undertake surveys or audits, as necessary to own work/ regularly undertake R & D activity Participates in clinical audits/ undertakes research | 1 - 2 (a) | 5-12 |
| 12. | Freedom to Act | Clearly defined occupational policies, work is managed, rather than supervised Accountable for own professional actions, work is managed | 3 | 21 |
| 13. | Physical Effort | Combination of sitting, standing, walking/ Frequent sitting or standing in a restricted position; occasional moderate effort for several short effort Light physical effort, sits in awkward positions with children; manoeuvres clients | 1/2(a) (d) | 3-7 |



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|-------------------------|---------------------------|---|-------------------|-------|
| 14. | Mental Effort | Occasional intense concentration Intense concentration on patient assessment, treatment | 4 (b) | 18 |
| 15. | Emotional Effort | Occasional / frequent distressing or emotional circumstances Clients with degenerative diseases, strokes and communication impairments | 2(a)/3(a) | 11-18 |
| 16. | Working Conditions | Occasional/frequent unpleasant conditions, occasional highly unpleasant conditions Children with lice, clients with halitosis, verbal aggression/ body fluids, sputum | 2(a)/3(a), (b) | 7-12 |
| JE Score 335-372 | | | Band 5 | |



| | |
|--------------------------------|--|
| Profile Suite and Label | Speech and Language Therapy – Specialist Speech and Language Therapist |
| Job Statement | <ol style="list-style-type: none"> 1. Assesses, treats and manages own caseload of patients/clients and maintains associated records 2. May participate in research in specialist area 3. Advises, provides clinical support to other therapists/staff on SLT issues 4. Supervises work of assistants, students & others working with postholder |

| Factor | | Level descriptor and example job information | JE Level | JE Score |
|--------|--|--|------------------|----------|
| 1. | Communication & Relationship Skills | Communicates complex information: requires empathy & reassurance, barriers to understanding Communicates condition related information to clients, relatives | 4 (a) | 32 |
| 2. | Knowledge, Training & Experience | Specialist knowledge, underpinned by theory or practical experience Professional knowledge acquired through degree, state registration, short specialist courses, experience, CPD | 6 | 156 |
| 3. | Analytical & Judgemental Skills | Complex facts, requiring interpretation & comparison of range of options Skills for assessing clients in specialist caseload, appropriate treatment from range of options | 4 | 42 |
| 4. | Planning & Organisational Skills | Plans straightforward ongoing activities Plans and prioritises own patient workload | 2 | 15 |
| 5. | Physical Skills | Highly developed skills Highly developed auditory and perceptive skills | 3 (b) | 27 |
| 6. | Patient/Client Care | Develops specialised programmes of care Assesses, develops and implements specialised SLT treatment | 6 (a) | 39 |
| 7. | Policy/Service Development | Implements policies, proposes changes for own area Makes recommendations on specialised SLT issues | 2 | 12 |
| 8. | Financial & Physical Resources | Personal care of equipment; maintains stock control; authorised signatory May order equipment, have small equipment budget | 1 - 2 (c) (d) | 5-12 |
| 9. | Human Resources | Day to day, clinical supervision Supervises work of assistant(s), students; provides clinical support to less experienced SLTs, students | 2 (a) (b) | 12 |
| 10. | Information Resources | Records personally generated clinical observations Updates client records | 1 | 4 |
| 11. | Research & Development | Occasionally/regularly undertakes R&D activities Contributes to departmental R&D activities; undertakes R&D | 1 - 2 (a) | 5-12 |
| 12. | Freedom to Act | Guided by occupational policies; work is managed/ guided by broad occupation policies Accountable for our professional actions: not directly supervised. works within codes of practice, professional guidelines and policies | 3 - 4 | 21-32 |



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|---------------------------|---------------------------|--|------------------|-------|
| 13. | Physical Effort | Standing, sitting, walking, occasional light effort; occasional moderate effort for short periods Occasional manoeuvring. of client: | 1-2(d) | 3-7 |
| 14. | Mental Effort | Occasional, frequent intense concentration Intense concentration on patient assessment, treatment | 4(b)-5 | 18-25 |
| 15. | Emotional Effort | Occasional/frequent distressing circumstances Clients with degenerative diseases, strokes, communication impairments | 2-3 (a) | 11-18 |
| 16. | Working Conditions | Occasional/frequent unpleasant conditions, occasional highly unpleasant conditions e.g. children with lice, clients with halitosis, sputum, verbal aggression, body fluids | 2(a)-3(a) (b) | 7-12 |
| JE Score 409 - 457 | | | Band 6 | |



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|--------------------------------|--|
| Profile Suite and Label | Speech and Language Therapy – Specialist Speech and Language Therapist Advanced |
| Job Statement | <ol style="list-style-type: none"> 1. Takes a leading role in assessment & treatment of specialist/ wide ranging/ complex caseload of patients/clients; maintains associated records 2. Undertakes research in a specialist area(s) 3. Supervises work of other SLTs, assistants, students working with Post Holder 4. May undertake teaching in specialist area for qualified SLTs and/or other professionals |

| Factor | | Level descriptor and example job information | JE Level | JE Score |
|--------|--|--|------------------|----------|
| 1. | Communication & Relationship Skills | <p>Provide and receive complex, sensitive information: barriers to understanding/ provide and receive complex, sensitive or contentious information; hostile, antagonistic or highly emotive atmosphere</p> <p>Communicates condition related information to clients including children, relatives/ clients with significant physical, mental impairments</p> | 4(a)–5(c) | 32-45 |
| 2. | Knowledge, Training & Experience | <p>Highly developed specialist knowledge, underpinned by theory & practical experience</p> <p>Professional knowledge acquired through degree or equivalent qualification(s), further theoretical training & experience to master's level equivalent</p> | 7 | 196 |
| 3. | Analytical & Judgemental Skills | <p>Complex facts or situations requiring analysis, interpretation, comparison of range of options</p> <p>Skills for assessing clients in specialist caseload, appropriate treatment from range of options</p> | 4 | 42 |
| 4. | Planning & Organisational Skills | <p>Plan and organise straightforward activities, some ongoing</p> <p>Plans & prioritises own patient workload, teaching</p> | 2 | 15 |
| 5. | Physical Skills | <p>Developed physical skills; manipulation of objects, people; narrow margins for error</p> <p>Developed auditory & perceptual skills</p> | 3(a) | 27 |
| 6. | Patient/Client Care | <p>Develop specialised programmes of care/ care packages</p> <p>Assesses, develops & implements specialised SLT treatment</p> | 6(a) | 39 |
| 7. | Policy/Service Development | <p>Propose policy or service changes, impact beyond own area</p> <p>Proposes policies, procedures for specialist area, impact on other areas & professions; contributes to development of policies for wider area</p> | 3 | 21 |
| 8. | Financial & Physical Resources | <p>Personal duty of care in relation to equipment, resources/ safe use of equipment other than equipment used personally; maintain stock control; authorised signatory, small payments</p> <p>Careful use of equipment/ responsible for safe use of equipment by others; orders equipment; authorises equipment purchases</p> | 1– 2(b)(c)(d) | 5-12 |



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|-------------------------|-----------------------------------|---|-----------------|---------|
| 9. | Human Resources | Day to day supervision; professional/ clinical supervision/ provide training in own discipline/ teach/ deliver specialist training Supervises work of SLTs, assistant(s), students/ teaches own & other professions | 2(a)(b)(c)–3(c) | 12-21 |
| 10. | Information Resources | Record personally generated information Updates client records and service data | 1 | 4 |
| 11. | Research & Development | Occasionally/ regularly undertakes R&D activity/ R&D activities as major job requirement Undertakes research in specialist area | 1–2(a)–3 | 5-12-21 |
| 12. | Freedom to Act | Broad occupational policies Works within codes of practice, professional guidelines and policies: not directly supervised; a lead in specialist area | 4 | 32 |
| 13. | Physical Effort | Frequent sitting, standing, restrictive position; occasional moderate effort for several short periods Sitting in restricted positions whilst delivering therapy; manoeuvres clients | 2(a)(d) | 7 |
| 14. | Mental Effort | Occasional/frequent intense concentration Intense concentration on patient assessment, treatment | 4(b)/5 | 18-25 |
| 15. | Emotional Effort | Occasional/frequent distressing or emotional circumstances Clients with degenerative diseases, strokes, serious communication impairments | 2(a)–3(a) | 11-18 |
| 16. | Working Conditions | Frequent unpleasant; occasional highly unpleasant conditions Clients with lice, clients with halitosis, verbal aggression; body fluids; sputum | 3(a)(b) | 12 |
| JE Score 478-537 | | | Band 7 | |



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|--------------------------------|---|
| Profile Suite and Label | Speech and Language Therapy – Speech and Language Therapist Principal |
| Job Statement | <ol style="list-style-type: none"> 1. Takes lead role in assessment and treatment of specialist caseload of patients/clients; responsible for clinical governance 2. Provides second opinions/specialist advice/ teaching to other SLTs and other professionals 3. Undertakes research, development in specialist area; may devise and implement training programmes 4. Supervises/manages work of other SLTs, assistants, students working with postholder |

| Factor | | Level descriptor and example job information | JE Level | JE Score |
|---------------|--|---|---------------------|-----------------|
| 1. | Communication & Relationship Skills | <p>Provide and receive highly complex, sensitive or contentious information: agreement or co-operation; barriers to understanding/present complex, sensitive or contentious information to large groups</p> <p>Communicates information concerning specialist area to clients relatives, other professionals; undertakes formal lectures, presentations; clients with significant physical, mental impairments</p> | 5(a)(b) | 45 |
| 2. | Knowledge, Training & Experience | <p>Highly developed specialist knowledge, underpinned by theory & practical experience</p> <p>Professional knowledge acquired through degree or equivalent level of qualification(s), further theoretical training & experience to master's level equivalent</p> | 7 | 196 |
| 3. | Analytical & Judgemental Skills | <p>Complex/highly complex/ facts or situations requiring analysis, interpretation, comparison of a range of options</p> <p>Skills for assessing clients in specialist caseload, appropriate treatment from range of options /provides expert, second opinions on complex cases</p> | 4–5 | 42-60 |
| 4. | Planning & Organisational Skills | <p>Plan and organise complex activities or programmes, requiring formulation, adjustment</p> <p>Plans specialist area of work, multi-disciplinary activities, research, teaching programmes</p> | 3 | 27 |
| 5. | Physical Skills | <p>Developed physical skills; manipulation of objects, people; narrow margins for error/ highly developed physical skills, high degree of precision</p> <p>Developed auditory & perceptual skills/ precise positioning skills for feeding/undertakes endoscopy procedures</p> | 3(a)/4 | 27-42 |
| 6. | Patient/Client Care | <p>Develops specialist programmes of care / care packages</p> <p>Develops & implements specialist SLT treatment</p> | 6(a) | 39 |
| 7. | Policy/Service Development | <p>Propose policy or service changes, impact beyond own area/responsible for policy implementation and development for a service</p> <p>Develops policies, procedures for specialist area, impact on other areas & professions/ develops policy for specialist service</p> | 3–4 | 21-32 |
| 8. | Financial & Physical Resources | <p>Maintain stock control; authorised signatory, small payments/authorised signatory; hold delegated budget</p> | 2(c)(d)/ 3(a)(d) | 12-21 |



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|-------------------------|-----------------------------------|---|---------------------|-------|
| | | Orders equipment, small equipment budget, authorises equipment purchases/ holds delegated budget | | |
| 9. | Human Resources | Day to day management; teach/deliver specialist training/ teaching or devising training as a major job responsibility Manages work of SLTs, assistant(s), students; teaches own & other professions/responsible for devising SLT training programmes for department | 3(a)(c)–4(b) | 21-32 |
| 10. | Information Resources | Record personally generated information Updates patient/client records | 1 | 4 |
| 11. | Research & Development | Regularly undertakes R&D activity/R&D activities as major job requirement Undertakes research in specialist area(s) | 2–3 | 12-21 |
| 12. | Freedom to Act | Broad occupational policies/ general policies, need to establish interpretation Works within codes of practice and professional guidelines/ interprets national professional policies for specialist area | 4–5 | 32-45 |
| 13. | Physical Effort | Frequent sitting, standing, restrictive position; occasional moderate effort for several short periods Sitting in restricted positions whilst delivering therapy; manoeuvres clients | 2(a)(d) | 7 |
| 14. | Mental Effort | Frequent intense concentration Intense concentration on patient assessment, treatment | 5 | 25 |
| 15. | Emotional Effort | Frequent distressing or emotional circumstances Clients with degenerative diseases, strokes, children with serious speech impairments | 3(a) | 18 |
| 16. | Working Conditions | Frequent unpleasant; occasional highly unpleasant conditions Clients with lice, clients with halitosis, verbal aggression; body fluids; sputum | 3(a)(b) | 12 |
| JE Score 540-626 | | | Band 8(a)(b) | |



| | |
|--------------------------------|---|
| Profile Suite and Label | Speech and Language Therapy – Consultant Speech and Language Therapist |
| Job Statement | <ol style="list-style-type: none"> 1. Provides professional leadership & consultancy, lead clinician for own specialist area, responsible for clinical governance 2. Provides expert opinion second opinions to SLTs and those from other professions 3. Undertakes teaching in specialist area for qualified SLTs & other professionals 4. Co-ordinates and/or undertakes research in specialist field |

| Factor | | Level descriptor and example job information | JE Level | JE Score |
|---------------|--|---|-----------------|-----------------|
| 1. | Communication & Relationship Skills | <p>Communicates highly complex information: requires empathy & reassurance, barriers to understanding; formal presentations of complex information</p> <p>Communicates information concerning specialist area to clients (may include children), relatives, other professionals; undertakes formal lectures, presentations</p> | 5 (a) (b) | 45 |
| 2. | Knowledge, Training & Experience | <p>Highly developed specialist knowledge, underpinned by theory & practical experience</p> <p>Professional knowledge acquired through degree. state registration specialist training/research & experience to master's` doctorate Level equivalent</p> | 7 | 196 |
| 3. | Analytical & Judgemental Skills | <p>Highly complex facts, requiring interpretation & comparison of range of options</p> <p>Skills for assessing clients in specialist caseload, appropriate treatment from range of options, some of which may be innovative; reconcile inter- and infra-professional differences of opinion</p> | 5 | 60 |
| 4. | Planning & Organisational Skills | <p>Plans complex activities requiring adjustments(broad range of complex activities, strategic planning</p> <p>Plans specialist area of work, multi-disciplinary activities, research teaching programmes: plans introduction of new service</p> | 3–4 | 27-42 |
| 5. | Physical Skills | <p>Highly developed physical skills requiring accuracy; high degree of precision</p> <p>Acute auditory skills for analysing communication defects; trained observational skills for infant, autistic behaviour; precise positioning skills for feeding: undertakes endoscopy procedures</p> | 3(b) -4 | 27-42 |
| 6. | Patient/Client Care | <p>Develops specialist programmes of care</p> <p>Assesses, develops and implements specialist SLT treatment, advises others as lead clinician</p> | 6 (a) | 39 |
| 7. | Policy/Service Development | <p>Proposes policy changes, impact beyond own area; policy development for service</p> <p>Develops policies, procedures for specialist area, impact on other areas, professions; develops policy for specialist service</p> | 3 - 4 | 21-32 |
| 8. | Financial & Physical Resources | <p>Maintains stock control; authorised signatory for small payment</p> <p>Orders equipment, small equipment budget</p> | 2 (c) (d) | 12 |



| | | | | |
|-------------------------|-----------------------------------|---|---------------------|-------|
| 9. | Human Resources | Specialist training as significant job responsibility Teaches, trains own & other professions informally & formally | 3 (c) | 21 |
| 10. | Information Resources | Records personally generated clinical observations Updates client research records | 1 | 4 |
| 11. | Research & Development | Co-ordinates R&D; initiates R&D Co-ordinates/initiates local or national research in specialist field | 4 - 5 | 32-45 |
| 12. | Freedom to Act | Guided by general, occupational policies, establishes interpretation Accountable for own professional actions: establishes policies for new/ developing area | 5 | 45 |
| 13. | Physical Effort | Standing, sitting, walking, occasional light effort; occasional moderate effort Occasional manoeuvring of clients | 1- 2 (d) | 3-7 |
| 14. | Mental Effort | Frequent intense concentration Intense concentration on patient assessment, treatment | 5 | 25 |
| 15. | Emotional Effort | Frequent distressing circumstances Clients with feeding, swallowing problems, clients with serious speech impairments, autism | 3 (a) | 18 |
| 16. | Working Conditions | Occasional/frequent unpleasant, occasional highly unpleasant conditions e.g. children with lice, clients with halitosis, sputum: verbal aggression, body fluids | 2 (a) -3 (a) (b) | 7-12 |
| JE Score 582-645 | | | Band 8(a)(c) | |