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| **Speech and Language Therapist Competency Framework** |
| My Summary of Evidence |
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| This is an overview of the evidence I have gathered which illustrates I am a competent and professional Speech and Language Therapist. |
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| **Name** |
| **Date** |
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| Competencies to be met over the first 12 months of working  | Evidence provided | **Date at which a competency is judged to have been achieved and by who** |
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| **Dimension 1: Communication** |  |
| 1a) Communicates withpeople in a manner whichis consistent with theirlevel of understanding,culture, background andpreferred ways ofcommunicating in order tosustain positiveRelationships and enable constructive outcomes to be achieved. |  |  |
| 1b) Facilitates access tospeech and languagetherapy services by allmembers of the communitythrough the use of interpreters, translation, culturally appropriate materials etc. |  |  |
| 1c) Keeps accurate andContemporaneousrecords |  |  |
| **Dimension 2: Personal and People Development** |
| 2a) Identifies development needs and engages in continuous self- directed learning to promote professional development and quality of practice. |  |  |
| 2b) Is involved in training other professionals, raising awareness of communication problems. |  |  |
| 2c) Provides peer support to newly qualified therapists. | Applies only to therapists with certified RCSLT membership (i.e. on completion of NQP transitional year) |  |
| 2d) Provides clinical placements for speech and language therapy student | Applies only to therapists with certified RCSLT membership (i.e. on completion of NQP transitional year) |  |
| **DIMENSION 3: Health, Safety and Security** |
| 3a) Provides safe care within the scope of practice, adhering to health and safety procedures and clinical guidance. |  |  |
| 3b) Maintains all aspects ofpatient/client confidentiality |  |  |
| **DIMENSION 4: Service Improvement** |
| 4a) Is aware of currentclinical audit findings andincorporates these intopractice |  |  |
| **DIMENSION 5: Quality** |
| 5a) Understands and followsthe clinical administrationprocesses. |  |  |
| 5b) Works as part of amultidisciplinary team andunderstands the roles ofother members of the team. |  |  |
| 5c) Accesses support frommentors/specialists forcomplex cases. |  |  |
| 5d) Manages and prioritises demands involved in meeting the needs of the caseload.  |  |  |
| 5e) Manages time effectively tobalance clinical and nonclinical responsibilities. |  |  |
| 5f) Is aware of and adheres tocurrent legislation,incorporating this intopractice. |  |  |
| **DIMENSION 6: Equality and Diversity**  |
| 6a) Acts in ways thatacknowledges people’srights to make their owndecisions and recognisestheir responsibilities. |  |  |
| 6b) Acts in ways that are nondiscriminatory andrespectful of others’ beliefsand perspectives. |  |  |
| **DIMENSION 7: Assessment and Care Planning to meet Health and Wellbeing Needs** |
| 7a) Identifies and collectsrelevant informationthrough appropriate formaland informal assessment,including discussion withthe client/carer. |  |  |
| 7b) Makes a clinicaljudgement/diagnosis inrelation to the nature andextent of less complexspeech and languagetherapy difficulties. |  |  |
| 7c)  Interprets theassessment informationand produces anappropriate evidencebased therapymanagement plan,involving key people in theclient’s environment. |  |  |
| 7d) Makes and justifies independent decisions on **less complex patient**/client care. |  |  |
| 7e) Refers to otherprofessionals in a timelyand appropriate way. |  |  |
| 7f) Uses the Royal College ofSpeech and LanguageTherapists’ guidelineswithin practice. |  |  |
| 7g) Is aware of current criticallyappraised research and isable to use it to informpractice. |  |  |
| **DIMENSION 8: Health and Wellbeing - Interventions** |
| 8a) Agrees with relevant others and implements an appropriate therapy management plan based on functional outcomes and clearly defined goals, including an understanding and use of preventative strategies. |  |  |
| 8b) Prepares, evaluates and modifies aspects of the therapy management plan to be carried out by key agent(s) of change taking into account their knowledge and abilities. |  |  |
| 8c) Continuously evaluates the efficacy of the therapy management plan, and modifies it as appropriate. |  |  |
| 8d) Discharges client appropriately, agreeing a point of closure with the client/carer and informing other professionals. |  |  |
| 8e) Prepares, evaluates and modifies aspects of the therapy management plan for speech and language therapy assistants.  | Applies only to therapists with certified RCSLT membership (i.e. on completion of NQP transitional year) |  |