Supporting Your Career Journey

Policies, resources, research, networks and becoming an NQT

ROYAL COLLEGE OF SPEECH & LANGUAGE THERAPISTS

RCSLT Hubs
Supporting Your Career Journey

As a manager I want someone who is ...

• Well informed about resources
  – Clinical knowledge
  – Evidence based practice
• Aware of relevant policies and current practice
• Networked and engaged with RCSLT
• On the ball (HCPC registration and NQP)
• Motivated and enthusiastic
Supporting your career journey

Policy context

Kamini Gadhok MBE, CEO, RCSLT

@KGadhok

@RCSLTPolicy
Policy Development

- Evidence
  - Expertise and experience
  - Judgement
  - Resources
  - Values and political context
- Culture
- Lobbyists and Pressure Groups
- Other options
Examples of impact

• Meetings with **three** members of the Education Select Committee
• Top **ten** most frequently mentioned Twitter accounts during Public Health England’s conference
• **56** parliamentary questions tabled
• **1,200** members of Scotland’s Our Voice Citizen’s Panel surveyed on inclusive communication.
• **2,300+** new followers for @RCSLT Twitter feed

How speech and language therapists are changing children’s lives

Seven per cent of children aged five have speech difficulties. Stephanie Bell talks to two families whose youngsters’ lives have been transformed by speech and language therapists.
Examples of impact

- **5,500+** responses to Communication Access Symbol consultations
- **11,622** signatures on the petition calling on the Government to implement the recommendations of *Bercow: Ten Years On*
- **36,403:** Circulation of The Belfast Telegraph which included a feature: “How speech and language therapists are changing children’s lives”
- **£50,000** to develop hub and spoke model for AAC in Wales
- **3.5m** impressions for the @RCSLTpolicy Twitter feed
does not stop at University!

• Giving Voice Toolkit – available on http://www.givingvoiceuk.org/resources/

• RCSLT Local Influencing Pack – available on www.rcslt.org

• If you have an interest in a specific clinical area, get involved in a CEN

• Have a look at our twitter feed: @RCSLTpolicy

• Ask us!
Why should YOU know?

Employers are now seeking for Newly Qualified Speech and Language Therapists to have an understanding about policy

- Inform
- Patient Centred
- Understand (role changes, SEND reforms, Bercow 10 etc.)
Skills
- Analytical/Judgmental
  - Negotiation and Problem solving Skills
  - Demonstrates good analytical and reflection skills
  - Well developed concentration skills
  - Good auditory discrimination skills and ability to transcribe speech phonetically
  - Knowledge of assessment tools relevant to the client group
- Planning & Organising
  - Prioritisation skills
  - Good organisational skills
  - Knowledge of a range of appropriate therapeutic interventions (relevant to the client group)
  - Awareness of standards of record keeping
- Information resources
  - Knowledge of national policies and procedures (relevant to the client group)
  - Awareness of the principles of clinical governance/audit
- Communication
  - Good presentation skills, both written and verbal

Awareness of the current political changes and pressures affecting the NHS
Experience of training other professionals
• Influence
• Evidence
• Outcomes

BE A FRUIT LOOP IN A WORLD FULL OF CHEERIOS
Supporting your career journey

**Research & Resources**

Lauren Longhurst
RCSLT Research and Development Team

@RCSLTResearch
@RCSLTLearn
What is evidence-based practice?

"Evidence-based medicine is the integration of best research evidence with clinical expertise and patient values."
Sackett et al. (2000)
Learn about EBP
Find the evidence
Appraise and apply the evidence
Stay up to date with the evidence

Journal alerts
Thinking of a career involving research?

NQP competencies √
FAQs

Julia to send to Lauren
Supporting your career journey

**RCSLT Professional Networks**

Kaleigh Maietta

Events and Member Engagement Officer

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@RCSLThubs
Community

• /kəˈmjuːnɪti/

• the condition of sharing or having certain attitudes and interests in common
Social communities
RCSLT Social Media

@RCSLT
@RCSLTLearn
@RCSLTResearch
@RCSLTPolicy
@RCSLT_Bulletin
@RCSLTScot
@RCSLTWales
@RCSLTNI
@GivingVoiceUK
@RCSLTHubs

Webinars
My Journey
Patient stories
Leadership
Lectures

@RCSLT

RCSLTOfficial
RCSLTResearch
What makes a professional community different?

• Your access to the profession
• Advice and professional help
• Find people interested in the same things as you are in both a professional and personal context
• Helps to spread best practice
• Helps to build resilience
What’s out there for me now?

- Hubs – geographical networks of SLTs
- CENs – clinical or interest-based networks of SLTs
- Research champions – SLTs interested in research
- Learning champions – SLTs with great connections to CPD
- Giving Voice – SLTs with an interest in influencing
What’s out there for the future?

• RCSLT General advice
• RCSLT Membership enquiries
• Clinical Advice – access to RCSLT Advisers for research and EBP
• Clinical academic career mentors
• Leadership mentors
• CEN/Hub steering groups

info@rcslt.org
How will that help me find a job/start my first role?

• When you’re looking for job adverts, who do you ask?
• If you come across a role in an area you haven’t worked before, who could you ask for information on what the day might look like?
• If you’re thinking of moving for your first role, who could give you advice about your new location?
• What are your professional goals? What networks are available to help you achieve them?
Supporting your career journey

Being a newly qualified practitioner

Louise Borjes, Project Co-ordinator, RCSLT
and so the adventure begins
I think I might train to be a Speech and Language Therapist...

I've started my journey as a student

I've registered with HCPC and I'm now a Newly Qualified Practitioner

My NQP Framework has been signed off and I'm now a fully practising member

Keeping my knowledge and skills up-to-date (CPD)

Lifelong learning (CPD)

The journey to becoming a fully practising SLT
What is the NQP Framework
## Features of the NQP Framework

### Key elements

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<thead>
<tr>
<th>Complete 24 goals (competencies, same as the old NQP Framework)</th>
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<td>Can create your own goals in addition</td>
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<td>Complete between 1 – 2 years</td>
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<td>Collect evidence to support goals and add these to the goal</td>
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<td>Can collect evidence as a volunteer but cannot be signed off</td>
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<td>Supervisor signs it off electronically as and when you complete a goal</td>
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<td>Supervisor must be a RCSLT member and HCPC registered</td>
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<td>Supervisor must be at least 2 years qualified</td>
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<td>Can have more than one supervisor across the period</td>
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RCSLT Core capabilities

- Communication
- Professional autonomy and accountability
- SLT Clinical & Professional Capabilities
- Research and evidence-based practice
- Partnerships
- Leadership and lifelong learning
RCSLT Core capabilities (cont.)

- Each goal is linked to a core capability
- Helps you to see what the focus will be on during your NQP period: Professional autonomy and accountability
- If you are embarking on a PhD, the NQP goals can be completed as part of the process of transfer from MPhil to PhD (up to the supervisor, RCSLT is not prescriptive about this)
Why should I complete the NQP Framework?

- Transition to fully certified membership of RCSLT
- It helps you to:
  a) Develop detailed knowledge of a particular working context and its impact on practice
  b) Build up a bank of supervised cases in relevant areas of casework to support future independent clinical decisions
  c) Reinforce certain key aspects of fully independent professional practice