

## Student and NQP - FAQs

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*If you have a question that you would like to see answered here, please email [info@rcslt.org](mailto:info@rcslt.org)*

### **Q: What counts as evidence? And how much evidence do I need to get a competency signed off?**

A: Evidence can be provided in a variety of ways and there is no one set amount of evidence that is required for each competence. You should discuss the framework with your supervisor and agree what evidence is needed for each competence so that you can plan what is required. The framework is designed so that any competencies which your supervisor feels that you are already competent in may only require a small amount of evidence or even just observation to qualify to be signed off leaving more time to work on those elements that require more work.

Some examples of evidence which may be used could include:

- Writing a case studies
- Discussing with supervisor
- Reflection on a journal article
- Presentations or in-service training
- Being observed
- Case notes

The amount of evidence needed will be determined between you and your supervisor – evidence should be supplied and discussed during supervision.

As your supervisor deems that you have completed set competence level they should sign that section off on the documentation, you do not need to wait until all levels are completed before individual sections are signed off.

### **Q: Who can sign off my competencies?**

A: Your competencies can be signed off by anyone that meets the requirements of the framework (i.e. HCPC and RCSLT registered) and who has themselves already completed the framework. However, it should be your supervisor who signs off the overall competencies and the final summary pages.

If you move jobs before having all the elements of your framework signed off you can continue to collect evidence in your new role, you should not need to start again from the beginning but you will need your previous supervisor to sign off all levels that you have already achieved before starting a new role. When you complete the framework it should be your current supervisor who signs off the final sections of the framework and initial next to any sections that have been signed off by another supervisor.

### **Q: What if my workplace requires me to complete a different set of competencies?**

A: The NQP framework has been designed to run parallel to other competency frameworks and often crosses over with evidence you need to collect for any other frameworks. The RCSLT does require the competencies to be completed on the correct paperwork however to ensure that your category can be changed to fully certified member and to ensure that you are receiving the correct insurance cover.

**Q: Collecting evidence when not working as an SLT?**

A: If your first role is work as a non SLT then you can start to collect evidence to put towards your competency framework, however you cannot have any sections officially signed off until you are working as an SLT. Please volunteering guidelines document attached for more information and a form that can be used to help record the evidence you collect.

**Q: Do I need to collect CPD alongside my competency framework?**

A: Evidence can be provided in a variety of ways –examples of evidence include:

- Writing a case study
- Discussing with colleagues
- Reading a journal article
- Attending a course/conference
- Being observed

The amount of evidence needed will be determined between you and your supervisor – evidence should be supplied and discussed during supervision.

At the end of Levels A and B, we suggest that the supervisee completes a case report – again, this is a suggestion and an alternative approach may be agreed between the supervisor and supervisee.

**Q: What supervision and support do I need as an NQP?**

A: Supervision is an essential component of a good quality speech and language therapy service, ensuring SLTs are up-to-date in their knowledge and skills and are able to manage clinical risk. It is a formal arrangement in which an SLT can discuss their work regularly with someone who is experienced and qualified.

Please see the RCSLT website [https://www.rcslt.org/cq\\_live/resources\\_a\\_z/supervision/supervision](https://www.rcslt.org/cq_live/resources_a_z/supervision/supervision) for more detailed information on supervision requirements.

Schools may be able to buy-in supervision from their local NHS service or private therapists in their area. The Association of Speech and language therapists in Independent Practice (ASLTIP) has a list of private practitioners.

The length of time NQPs require to complete the framework can span from nine months to two years. During this period, NQPs should receive more frequent supervision by a certified member of the RCSLT with appropriate experience of supporting new graduates.

The RCSLT considers that any breach of the requirements around supervision of NQPs may pose a significant risk to service users, to the NQP and their employer. If these requirements are not adhered to the indemnity insurance that NQPs have as part of their RCSLT membership may be invalidated.

**Q: What do I need to know about working abroad?**

A: The Mutual Recognition of Credentials Agreement, known as 'the MRA,' is an agreement between:

- Royal College of Speech and Language Therapists (RCSLT)
- American Speech-Language-Hearing Association (ASHA)
- Speech Pathology Australia (SPA)
- Canadian Association of Speech Language Pathologists and Audiologists (CASLPA)
- Irish Association of Speech and Language Therapists (IASLT)
- New Zealand Speech-Language Therapists Association (NZSTA)

The agreement enables full RCSLT members to join any of the others. Members need to have completed their NQP competency framework before being eligible to apply for the MRA.

RCSLT members who want to apply for membership of a professional association overseas must:

- contact the professional association in the country in which you are going to work to check on their requirements and application processes
- contact the RCSLT to let us know you are intending to make an application using the MRA
- secure a letter of good standing from the RCSLT. To do this, please complete this application form
- secure a reference from your manager. Please ask them to complete this reference form
- send your application to the professional association in the country in which you are going to work.

If you are looking to work in an EU country most qualifications that are obtained in an EU country are transferable throughout Europe with only minor further requirements, you would need to check with the professional bodies in these countries to ensure that you are able to fulfil any further requirements they may have. The link below links to the search facility on the HCPC website where you will be able to find the contact details for all professional bodies across the world.

<http://www.healthregulation.org/>

**Q: What if I want to volunteer/work in a country that is seen as ‘undeveloped’?**

A: If you are looking to volunteer or work in a country that does not have a regulatory/professional body or where speech therapy is an ‘up and coming’ profession you may want to contact Communication Therapy International (CTI) who are a not for profit organisation run by therapists that have volunteered and worked all over the world. They are set up to advise and guide therapists who are looking to volunteer or work abroad, and are able to get you in contact with agencies and other therapists working in the areas you are looking for. I have included below a link to their webpage and Facebook page below.

<http://comtherapint.wordpress.com/>

<https://www.facebook.com/communicationtherapyinternational>.

**Q: Can I work in independent practice and what do I need to know?**

A: Speech and language therapists who are independently assessing, planning and providing intervention for patients/ clients with dysphagia should have been signed off at Level C (emerging specialist). This corresponds to Specialist Dysphagia Practitioner in the Inter-Professional Dysphagia Framework (IDF)