

# *Treasure Island: Supporting your career journey - information, resources and networks*





# Policy & Public Affairs supporting your journey round Treasure Island

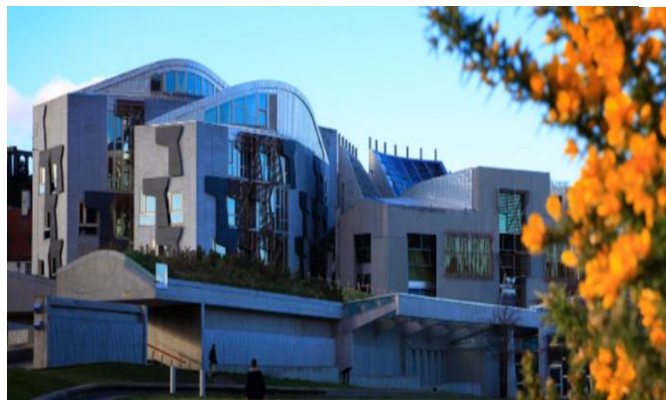
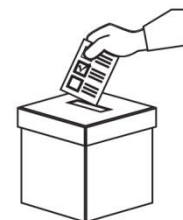
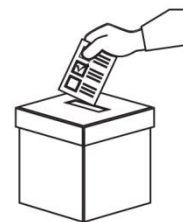
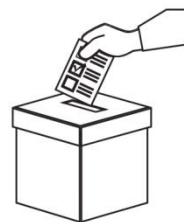
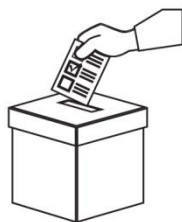
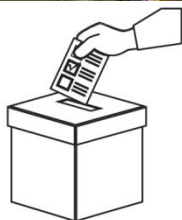


Peter Just, public affairs adviser

 @RCSLTPolicy



# Treasure Island: what's there & what's happening





# Why #GeneralElection19 matters to you





# Policy treasure where you are: @RCSLTNI



Department of  
**Health**

An Roinn Sláinte  
Máinnystrie O Poustie



[Home](#) [Topics](#) [Publications](#) [Consultations](#) [Contact](#)

## Workforce Planning: Workforce Review Reports

Topics: [Health workforce policy and management](#) , [Workforce development](#)

Effective workforce planning aims to ensure a workforce of the right size, with the right skills, organised in the right way, delivering services to provide the best possible care for patients and clients within available resources.

The Regional HSC Workforce Planning Framework contains the agreed six step methodology for carrying out workforce planning within Northern Ireland's health and social care system.

[Regional HSC Workforce Planning Framework](#)

[A Workforce Plan for Nursing and Midwifery in Northern Ireland 2015-2025](#)

[Domiciliary Care Workforce Review Northern Ireland 2016-2021](#)

### Related articles

- [Physician Associate \(PA\) Workshop](#)
- [Workforce development - education, skills and careers](#)
- [Workforce development professional regulation](#)
- [Workforce planning](#)
- [Working Longer in Health and Social Care \(HSC\)](#)

<https://www.rcslt.org/policy/northern-ireland>



# Policy treasure where you are: @RCSLTNI



## Mental Capacity Act (Northern Ireland) 2016

CHAPTER 18

<https://www.rcslt.org/policy/northern-ireland>



# Policy treasure where you are: @RCSLTNI



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## New SEN Framework

Topics: [Support and development](#), [Special educational needs](#)

There are four elements to the new framework:

1. Primary Legislation - Special Educational Needs and Disability Act (Northern Ireland) 2016
2. Secondary Legislation - New SEN Regulations
3. Guidance - a new statutory Code of Practice
4. SEN capacity building (training) on the new SEN framework

### 1. Special Educational Needs and Disability Act (Northern Ireland) 2016 (SEND Act)

The [SEND Act](#)

is the first building block in the new SEN Framework, and it received Royal Assent in March 2016. The Act places new duties on Boards of Governors, the Education Authority (EA) and health and social services authorities, and provides new rights for parents and children over compulsory school age.

The EA will be required to publish an annual plan of its arrangements for

### On this page

- [1. Special Educational Needs and Disability Act \(Northern Ireland\) 2016 \(SEND Act\)](#)
- [2. New SEN Regulations](#)
- [3. New SEN Code of Practice](#)
- [4. SEN Capacity Building \(training\) on the new SEN framework](#)

### Related articles

- [Recording children with special educational needs](#)
- [Reports and publications](#)
- [Resource to support children with special educational needs](#)
- [SEN guidance for parents](#)
- [Special educational needs: code of practice](#)
- [Special educational needs: legislation](#)

<https://www.rcslt.org/policy/northern-ireland>



# Policy treasure where you are: @RCSLTWales

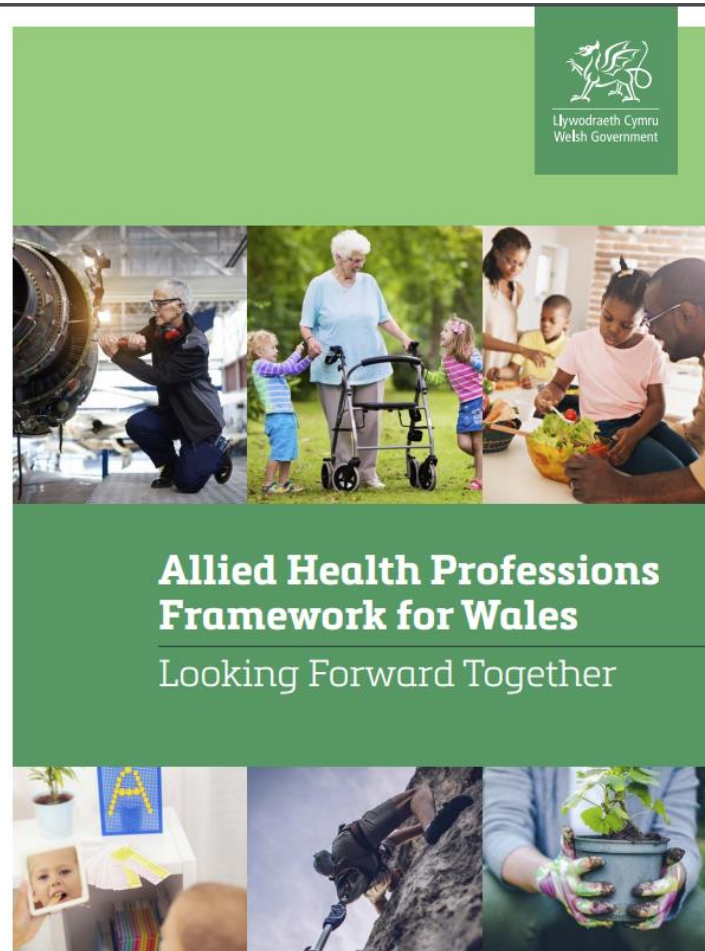


**A Healthier Wales:**  
our Plan for Health and Social Care

<https://www.rcslt.org/policy/wales>



# Policy treasure where you are: @RCSLTWales



<https://www.rcslt.org/policy/wales>



# Policy treasure where you are: @RCSLTWales



Uywodraeth Cymru  
Welsh Government

Cymraeg



[Home](#) > [Announcements](#) > [All announcements](#) >

Written Statement: Launch of Early Childhood Education and Care (ECEC) approach

CABINET STATEMENT

## Written Statement: Launch of Early Childhood Education and Care (ECEC) approach

**Mark Drakeford, First Minister of Wales**

First published: 24 October 2019

Last updated: 24 October 2019

Wales will today embark on an exciting journey to create a single, high-quality, child-centred approach to early childhood education and care. We will reform the provision of early years care to ensure children get the best possible start in life.

Share this page:

Childhood experiences play a significant role in shaping our futures and are critical to the chances of leading a healthy, prosperous and fulfilling life. Sadly, by the age of three, children from disadvantaged backgrounds can be as much as a year behind their peers. This attainment gap widens by the time children enter school – it increases steadily over time and the impacts will last a lifetime.

<https://www.rcslt.org/policy/wales>



# Policy treasure where you are: **@rcsltscot**



## Health and Care (Staffing) (Scotland) Act 2019

2019 asp 6

<https://www.rcslt.org/policy/scotland>





# **Policy treasure where you are: @rcsltscot**

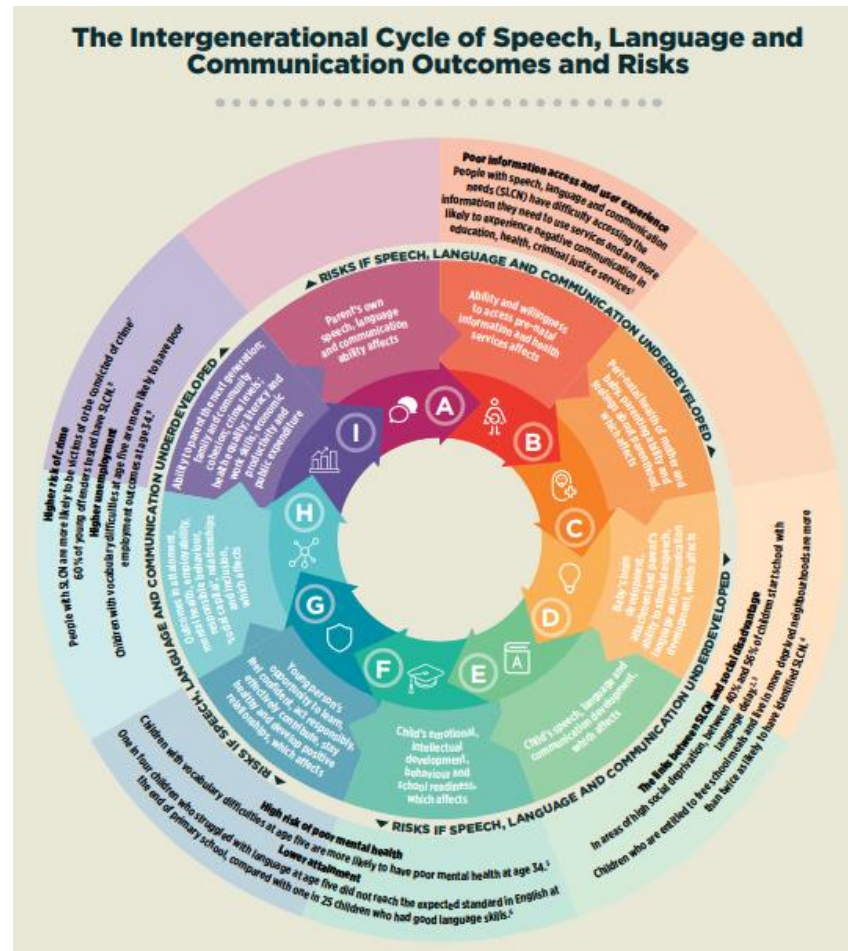
**Guidance on the Provision of  
Communication Equipment and  
Support in using that Equipment**

**Our Vision, Principles and  
Definitions of Communication  
Equipment and Support**

<https://www.rcslt.org/policy/scotland>

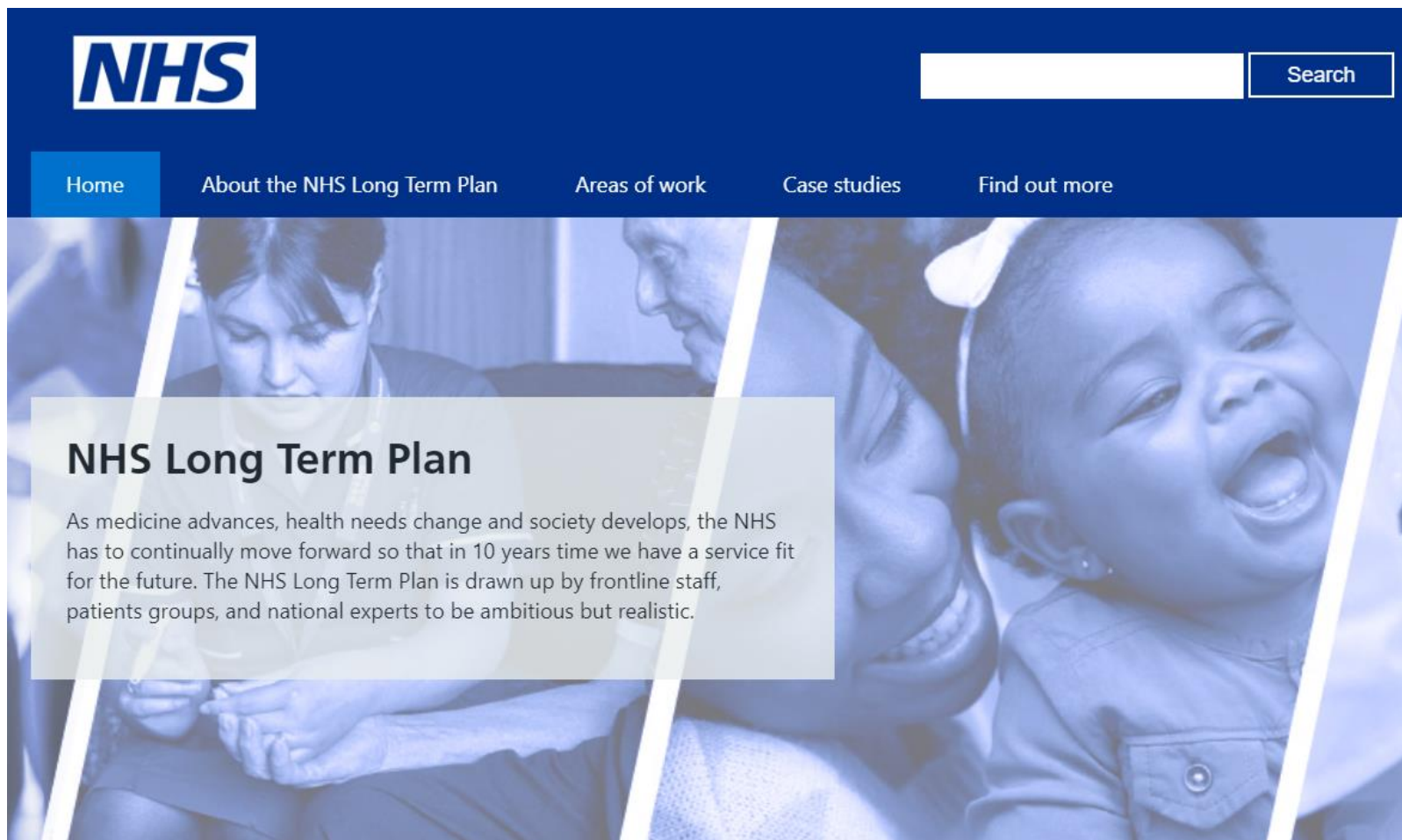


**Policy treasure where you are:  
@rcsltscot**





# Policy treasure where you are: @RCSLTpolicy



<https://www.rcslt.org/policy/england>



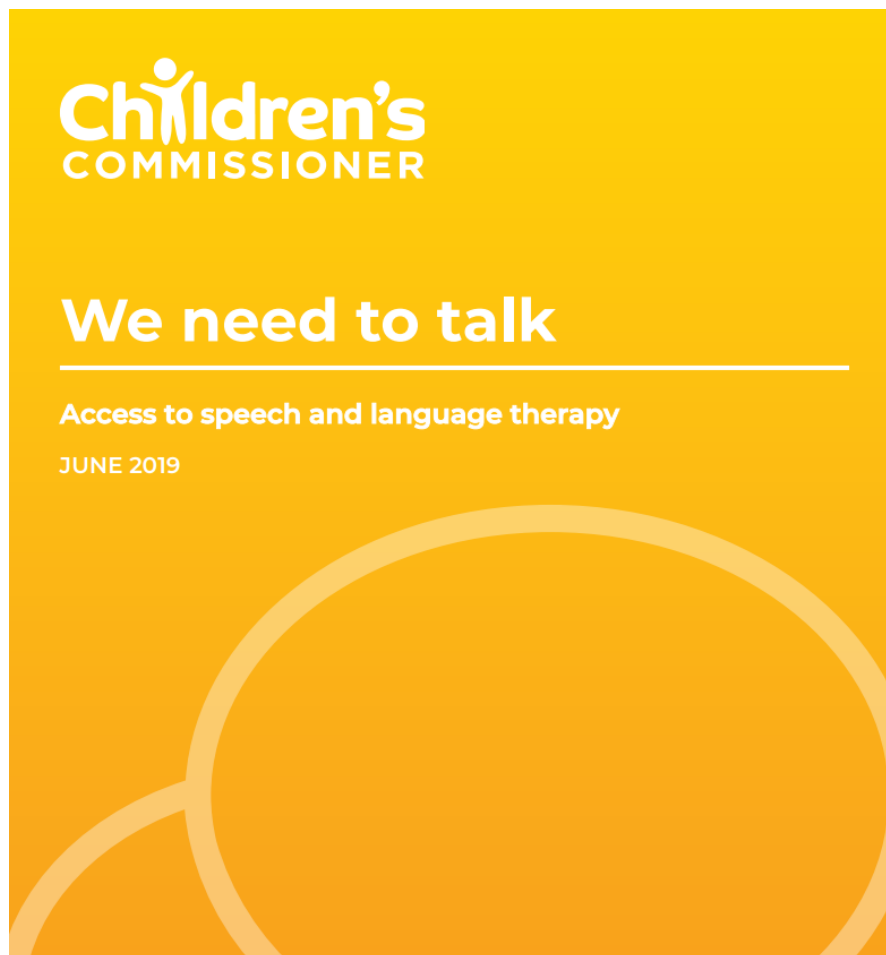
# Policy treasure where you are: **@RCSLTpolicy**



Interim NHS People Plan



# Policy treasure where you are: **@RCSLTpolicy**



<https://www.rcslt.org/policy/england>



# Getting yourself round Treasure Island: your Giving Voice journey





# @GivingVoiceUK: some of our greatest treasure



Pinned Tweet

**SLTSocietyUEA** @SLTSocietyUEA · Nov 2  
[youtu.be/hXxGxtQ82P0](https://youtu.be/hXxGxtQ82P0) via @YouTube

Please take part in our [#UEACommunicationChallenge](#) to help raise awareness and to raise money for [@ICANcharity](#) !

We would like to nominate [@UEAOTSoc](#) [@physiosoc](#) [@readingSLTsoc](#) [@UoMSLTsoc](#) [@SLTSocietyNCL](#)

Good luck!

[@GivingVoiceUK](#)



## UEA Communication Challenge 2019

The UEA Speech and Language Therapy Society are asking as many people as possible to support the children's communication charity ICAN by taking on our...  
[youtube.com](https://youtube.com)



**City Uni SLT Society** @\_CitySLT\_ · Oct 29

We start off World Stroke Day with Paul's story [#worldstrokeday2019](#)

[@Aphasiareconne1](#) [@TheStrokeAssoc](#) [@TAPadvocacy](#) [@BasAphasia](#) [@RCSLT](#) [@GivingVoiceUK](#) [@CityLCS](#) [@CityUniLondon](#) [@CityUniHealth](#)



**GivingVoiceNewcastle** @GivingVoiceNCL · Nov 20

Today [@SLTSocietyNCL](#) committee member [@mandley\\_harriet](#) organised a dementia friends session. These encourage people to make a positive difference to those living with dementia in their community but also invaluable to [#SLT2b](#) who go into this field [@GivingVoiceUK](#) [@DementiaFriends](#)



**Strath Speechies** @strathspeechies · Oct 28

We've been working on a new video project for a few weeks now and it's finally ready to be shared! The [#strathspeechies](#) take on [@LewisCapaldi](#)'s Someone You Loved in Makaton! [#slttobe](#) [#WeTalkMakaton](#)



## Someone You Loved - Makaton

Twitter [@StrathSpeechies](#) Instagram [@StrathSpeechies](#)  
Email [speechtherapistsatstrathclyde@gmail.com](mailto:speechtherapistsatstrathclyde@gmail.com)  
[youtube.com](https://youtube.com)



# Why Giving Voice matters to you: your past & present influencing your future





# Treasure chest contents

<b>Skills</b> - Analytical/ Judgmental  - Planning & Organising  - Information resources	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  Prioritisation skills  Good organisational skills  Knowledge of a range of appropriate therapeutic interventions (relevant to the client group)  Awareness of standards of record keeping  Knowledge of national policies and procedures (relevant to the client group)  Awareness of the principles of clinical governance /audit  Good presentation skills, both written and verbal	          Awareness of the current political changes and pressures affecting the NHS          Experience of training other professionals
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# Thank you!



[info@rcslt.org](mailto:info@rcslt.org)



**UK & England** - @RCSLTpolicy @GivingVoiceUK

**Scotland** - @rcsltscot

**Wales** - @RCSLTWales

**Northern Ireland** - @RCSLTNI





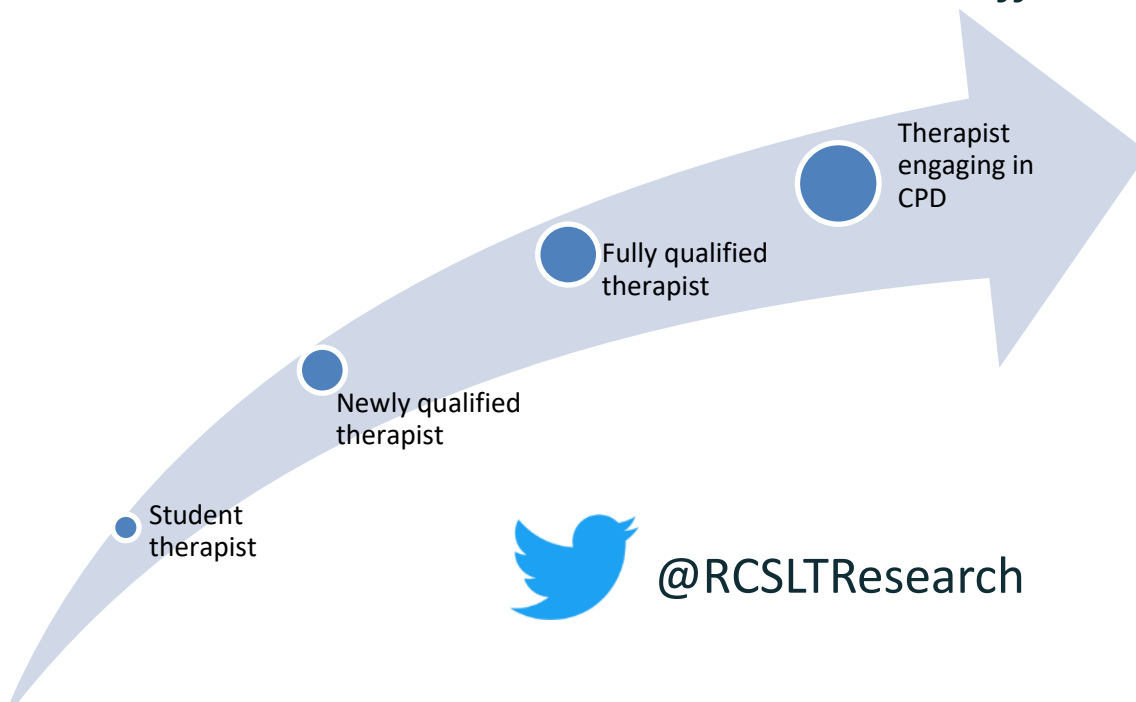
# Resources to support you throughout your career

Judith Broll

*RCSLT Director of Professional Development*

Katie Chadd

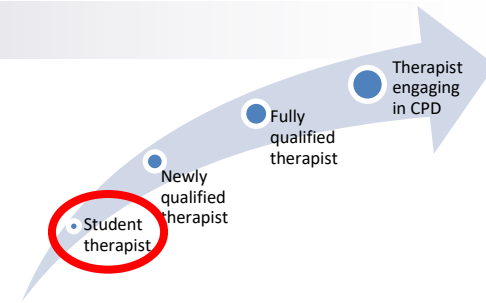
*RCSLT Research Officer*



@RCSLTResearch



# As a student...



## Going on placement

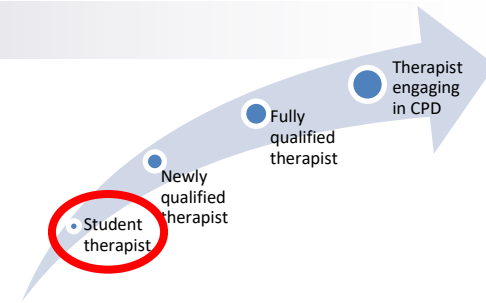
*Whilst on placement, you have to keep track of your learning and evidence it, so that you, your tutors and your supervisors can monitor your progress. You will also need to do this kind of record-keeping throughout your career so it is helpful to get in the habit whilst you are training.*

## Useful Resources

- Information for students
- Core Capabilities and Graduate capabilities in RCSLT Curriculum Guidance
- CPD Diary – use to record your CPD
- CPD diary guidance
- RCSLT placement guidance including roles and responsibilities
- RCSLT guidance to support members in meeting the HCPC standards
- Clinical information



# As a student...



## Doing your coursework

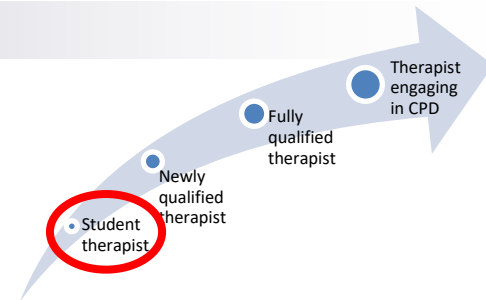
*When doing coursework, developing therapy plans and especially completing dissertations, you will have to consider a range of information and show that you can use it to support your thinking and rationale, and be taking an evidence-based approach to practice (**more on this later!**). As a practicing therapist, you will constantly be doing this to support clinical-decision making.*

## Useful Resources

- Research resources- Journals library, research networks
- Clinical information – evidence and research pages
- Easy EBP webinar
- Research under the spotlight eLearning
- Clinical Excellence Networks and RCSLT Advisers



# As a student...



## Preparing for a job interview – Part 1

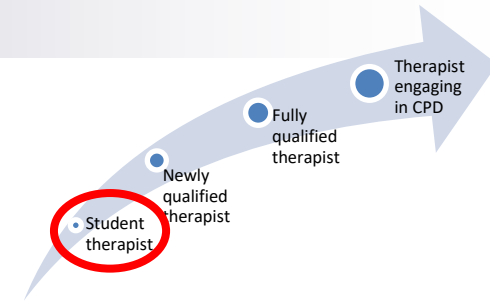
*Before going to interview you will want to have sound knowledge of what the role entails- from a specific clinical context but also more broadly, including national and local policy issues. Throughout your career, things will change, so knowing where to find up-to-date information is important.*

## Useful Resources

- Relevant national policies and frameworks (including RCSLT briefings and statements)
- Clinical information
- Factsheets
- Raising awareness guidance
- Giving Voice
- Professional networks – RCSLT Hubs, Clinical Excellence Networks (CENs)
- RCSLT Webinars



# As a student...



## Preparing for a job interview – Part 2

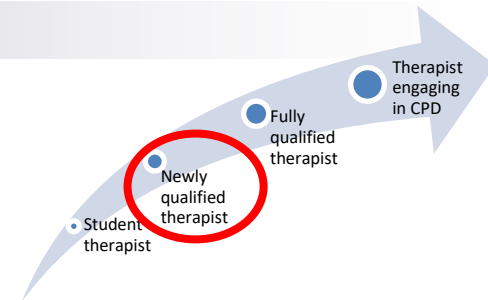
*It is helpful to also have an understanding of your own professional development as student and a newly qualified practitioner, as well as what to expect from supervision during placement and your future career. Demonstrating your potential and commitment to continued professional development is attractive in interview.*

## Useful Resources

- NQP pages
- Supervision & supervision for NQPs
- CPD & CPD diary
- Video interviews with SLTs
- RCSLT guidance to support members in meeting the HCPC standards



# As an NQP...



## Your first job- Part 1

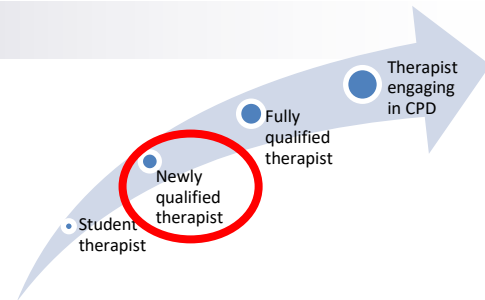
*It's important to understand what is expected of you working as a NQP, but also what you can expect in terms of supervision and support. Knowing what your own training and supervision needs are will be an important part of your professional development and especially in the first few years of practice. You will also need to keep track of your learning as you sign off your NQP competencies.*

## Useful Resources

- NQP pages
- Supervision, supervision for NQPs
- CPD & CPD diary (use diary to complete NQP framework)
- CPD diary guidance
- HCPC CPD audit webinar recording



# As an NQP...



## Your first job- Part 2

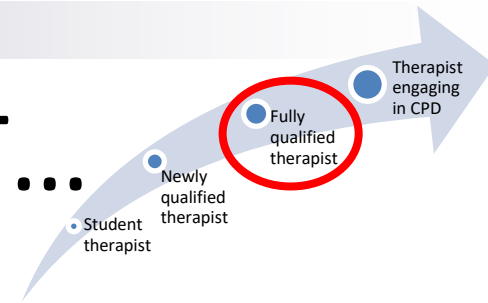
*It's likely you will come across new clinical conditions or ways of working in your new job. At the same time, you will be developing your competencies and skills in a broader sense. For example, raising awareness and influencing. Having a one-stop shop for relevant guidance on professional, policy and clinical issues is an easy way to keep up to date.*

## Useful Resources

- RCSLT guidance to support members in meeting the HCPC standards
- Clinical information
- Professional networks – RCSLT Hubs, Clinical Excellence Networks (CENs), RCSLT Advisers
- Policy pages
- Local Influencing guidance
- Raising awareness/Giving Voice



# As a fully qualified SLT...



## Throughout your career- Part 1

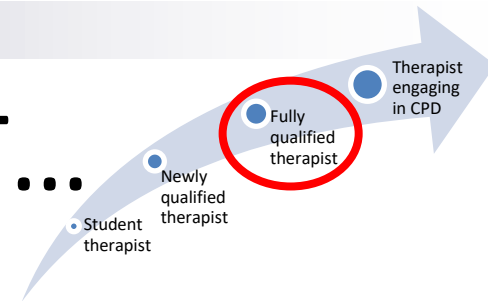
*Learning doesn't stop once you've fully qualified as a SLT. You need to keep your knowledge and skills up to date and your career may go in a number of different directions: you may take breaks from practice, work overseas, work independently, go in to lecturing or work in consultant roles... the possibilities are endless. Having support for your continued professional development in all aspects will be important.*

### Useful Resources

- Lifelong Learning
- CPD Guidelines
- Lifelong learning and using goals throughout your professional life
- Core capabilities
- CPD & CPD diary
- CPD diary guidance
- HCPC CPD audit webinar recording



# As a fully qualified SLT...



## Throughout your career- Part 2

*Obviously, you will need to keep your clinical and research knowledge up to date, but you also may want to develop managerial, service development and leadership skills. Our profession is constantly evolving, as is our understanding of the best ways of working. Therapy approaches, services and systems will change and you will be the ones implementing it.*

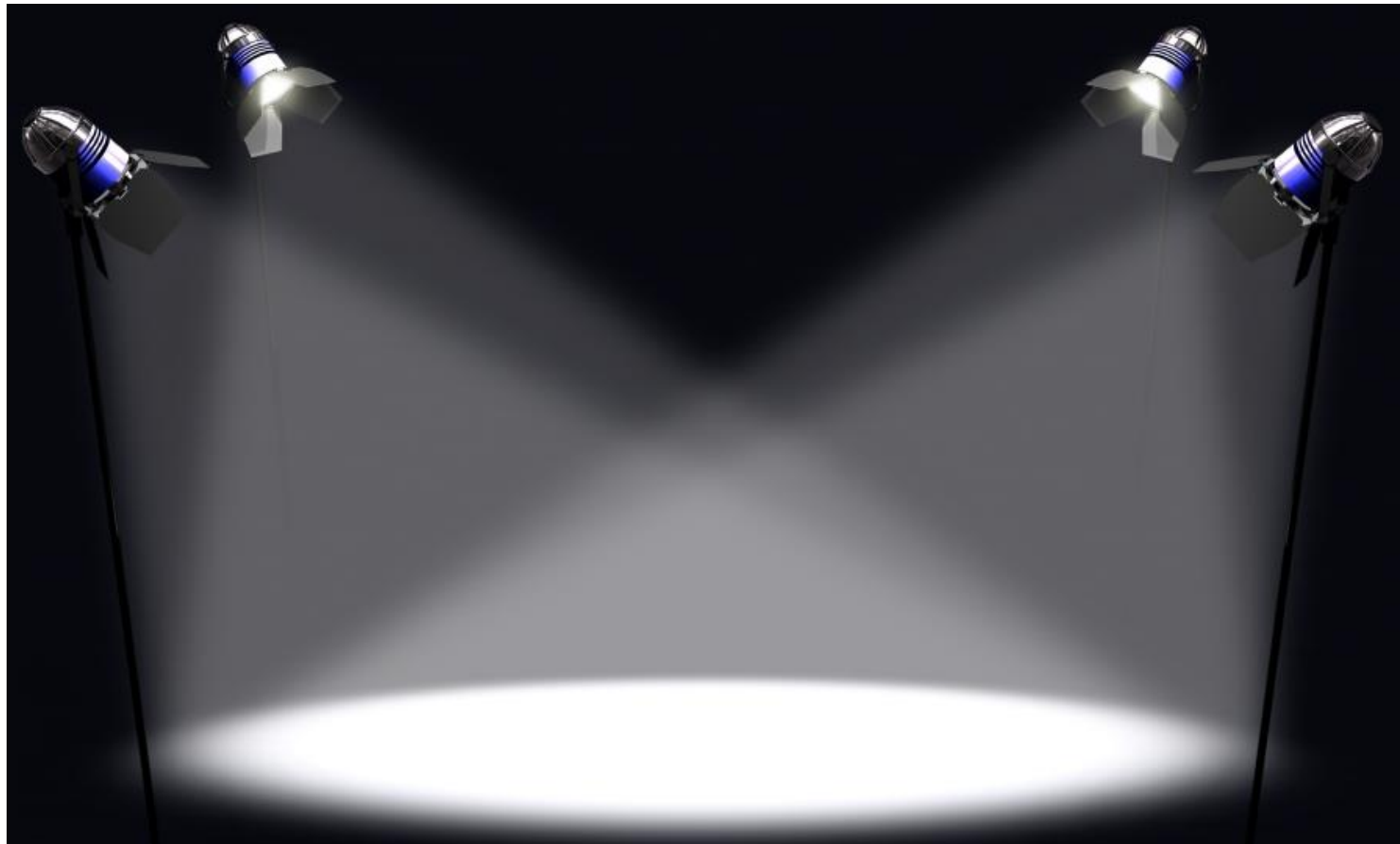
## Useful Resources

- Planning and improving your service
- Leadership mentors
- Local Influencing guidance
- RCSLT guidance to support members in meeting the HCPC standards
- Clinical information
- Professional networks – RCSLT Hubs, Clinical Excellence Networks (CENs), RCSLT Advisers
- Policy pages
- Raising awareness guidance
- Giving Voice



# SPOTLIGHT:

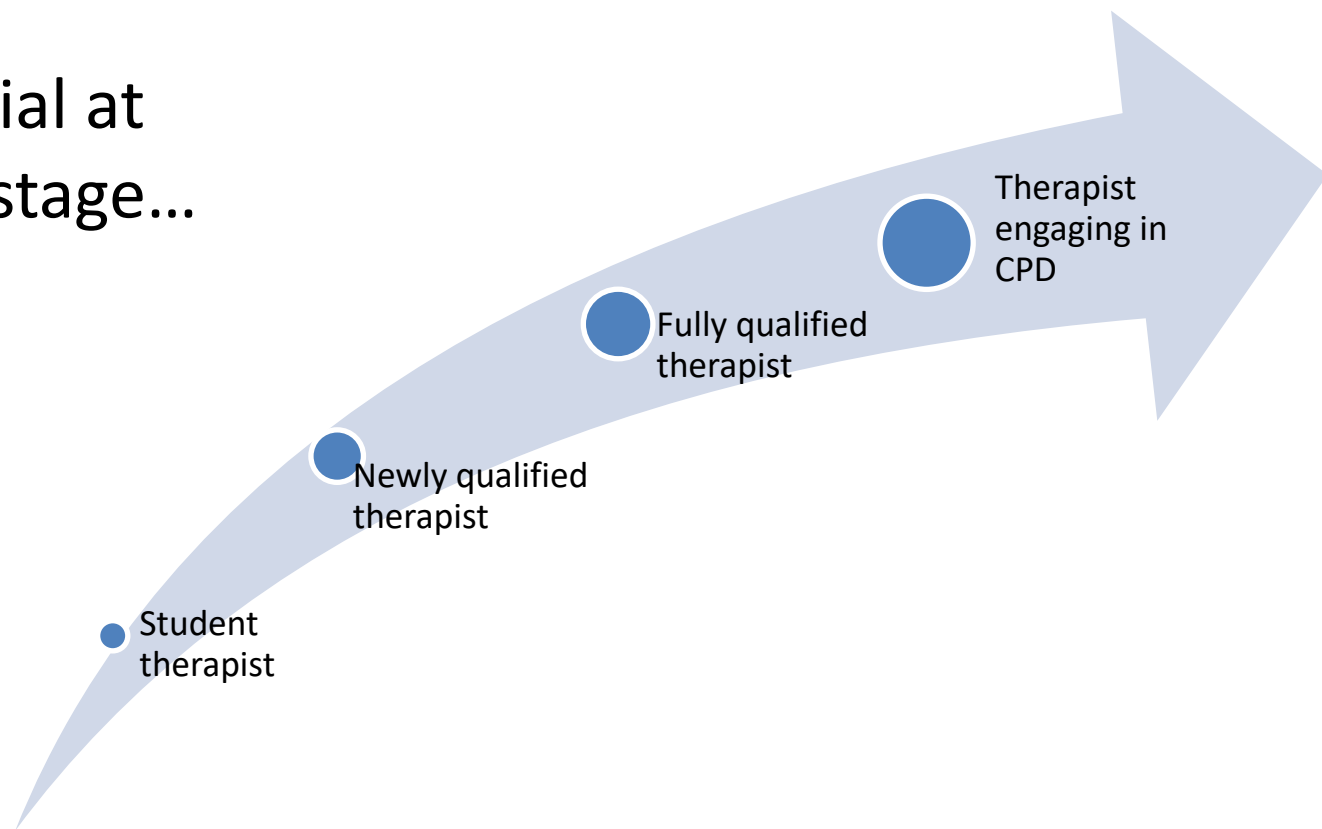
*RCSLT resources to support evidence-based practice (EBP) and research*





# EBP and research

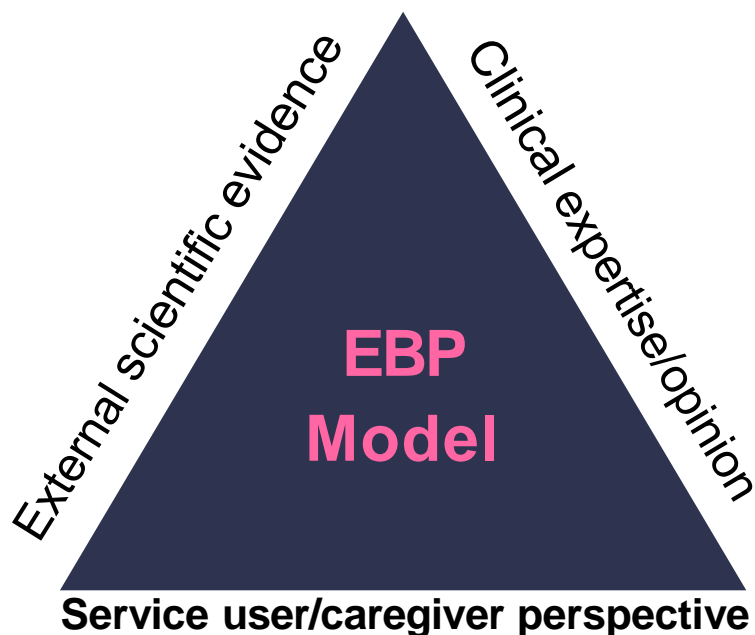
Essential at  
every stage...





# What is EBP?

The model of EBP we support incorporates the original principles of EBP (Sackett, 2006) and the more recent reframing of this which puts service users at the heart of clinical decision making (Greenhalgh, 2014).



## ***Plus:***

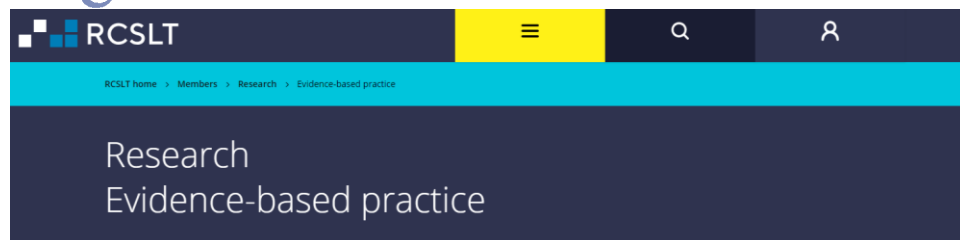
- Ethical care as a top priority
- Individualised, accessible evidence
- Expert judgement, not rule following
- Shared decision-making
- Building clinician-parent relationship
- Applies to individual patients and service level delivery of care



# RCSLT resources to support EBP



ROYAL COLLEGE OF  
SPEECH & LANGUAGE



## Page content

### An introduction to evidence-based practice

RCSLT evidence-based practice resources

Other evidence-based practice resources

### An introduction to evidence-based practice

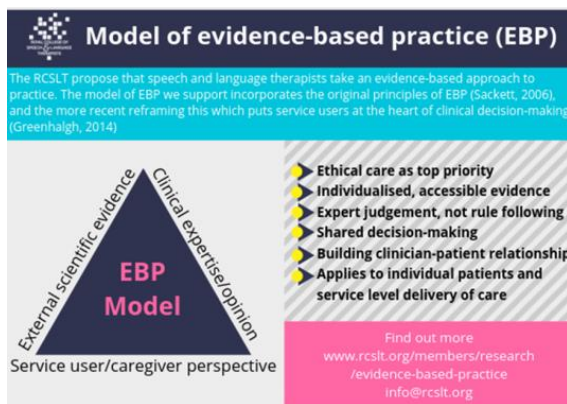
Evidence-based practice (EBP) is the integration of best available evidence, clinical expertise and service-user preferences and values. All three elements are critical to the process of evidence-based clinical decision making.

#### Clinical expertise

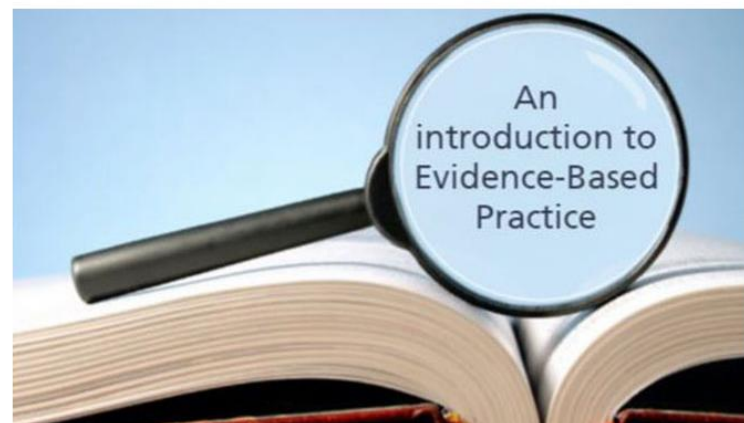
This refers to clinical knowledge, skills, experience and education. Clinical expertise is always evolving through day-to-day practice and the process of EBP. Furthermore, professional consensus statements and position statements can be sources of published clinical expertise / expert opinion

#### Service-user preferences & values

This is the viewpoint of the service-user and their caregivers. A clinician should consider the service-user's preferences, environment, culture and values regarding health and well-being. Published research studies, guidelines and reviews can also provide evidence of clients' perspectives, in addition to those of the clients you are directly working with

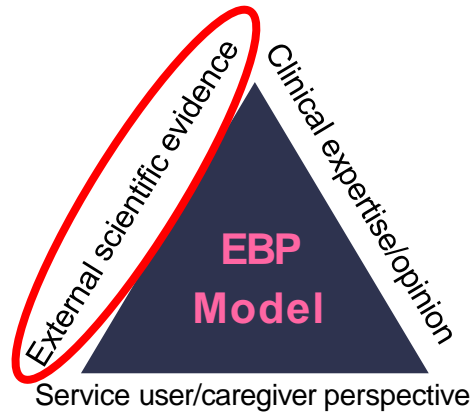


### An introduction to evidence-based practice for busy clinicians

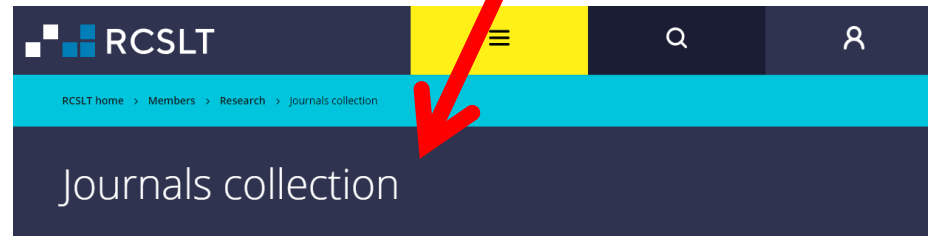




# RCSLT Resources to support EBP



## Research under the spotlight



## Page content

### Introduction

A-D

E-H

I-L

M-P

### Introduction

Wiley journals will be available here for one month from 11th February 2019. To access, click on a Wiley journal from the A-Z list. If you are taken to the Wiley homepage instead of the journal, please click 'back' to return to the RCSLT, then select the journal title again. The IJLCD will be permanently available.

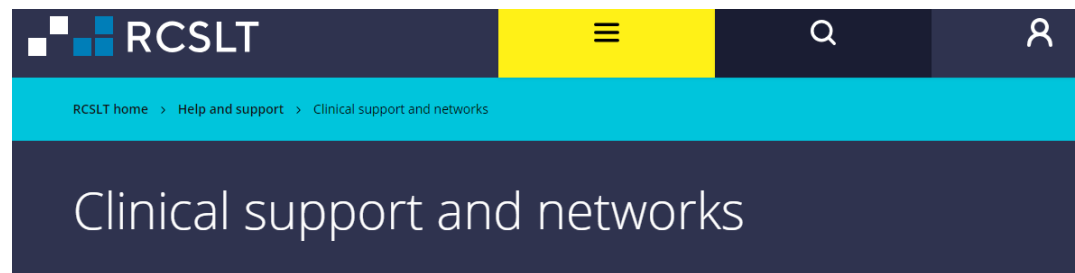
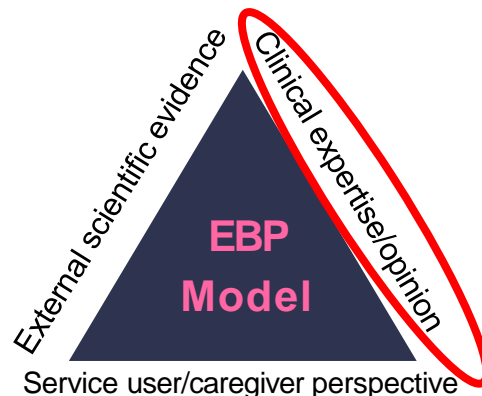
\*Please note: due to technical issues that we are currently experiencing, journals published by Emerald can only be viewed using the Internet Explorer browser. We apologise for any inconvenience this may cause.

RCSLT members have access to a large collection of journals published by Emerald, Sage Journals, Springer Taylor & Francis and Wiley, as well as free access to our journal, the International Journal of Language and Communication Disorders (published by Wiley).

To stay up to date with the latest research, we recommend you sign up to article alerts from each publisher. You can select your topics of interest and receive email updates



# RCSLT Resources to support EBP



## Clinical support and networks

How can I find information on a specific clinical condition?

Clinical Excellence Networks (CENs)

List of CENs

Introduction of the RCSLT Professional Networks

### How do I access a Clinical Adviser?

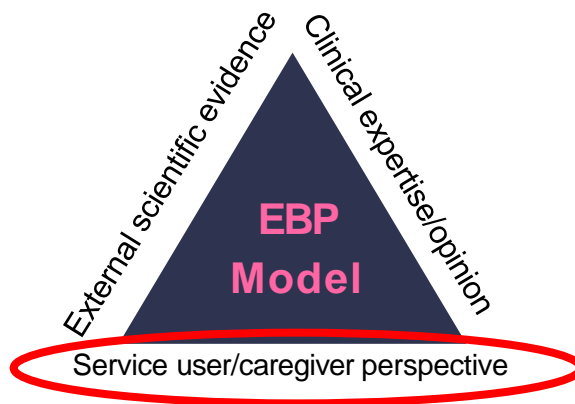
[Send us](#) a brief outline of the type of advice you are seeking and we will link you up with the most appropriate adviser and pass on your enquiry.

[Access RCSLT advisers](#)





# RCSLT Resources to support EBP



RCSLT

RCSLT home > Members > Delivering Quality Services > Collaborative working

## Collaborative working Guidance

### Key points

- The HCPC requires that all speech and language therapists work in partnership with colleagues, both within and outside the profession, in the best interest of service-users

RCSLT

RCSLT home > Members > Delivering Quality Services > Enabling service users

## Enabling service users Guidance

### Key points

- Collaborative working is key to how SLTs work across all sectors
- The expected outcome of enabling is an increase in autonomy and independence

RCSLT

RCSLT home > Members > Delivering Quality Services > Supported decision making and mental capacity > Supported decision-making and mental capacity - Guidance

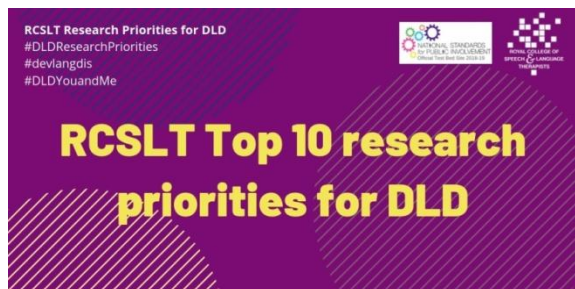
## Supported decision-making and mental capacity Guidance

### Key points

- Within the UK, different legal frameworks describe in what circumstances a mental capacity assessment should take place and how this should be done
- The legal frameworks also promote supported decision making, advance care planning and best interests decisions
- When an assessment concludes capacity to make a decision, the decision should be made in the person's best interests
- People with speech, language and communication needs (SLCN) may need support to express their views and feelings about decision options, and to demonstrate their mental capacity

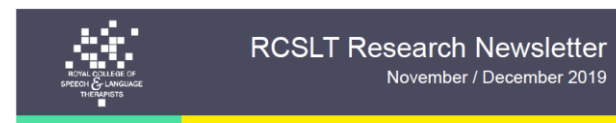


# RCSLT resources to support research



**Emma Freeman**  
Speech and Language Therapist at Livewell Southwest and Masters in Clinical Research student at Plymouth University

I started on the Clinical Academic pathway when a colleague gave me a leaflet on the Clinical Research Masters programme at Plymouth University. I dismissed the idea, believing that post-graduate study was not for clinicians like me. I didn't view myself as an academic. In the weeks that followed I thought about the clinical uncertainties I encountered working on a Neurological Rehabilitation Unit. I often considered the efficacy of our discharge planning; if we met the needs of our patients and promoted reintegration after a prolonged period of hospitalisation. This programme could give me the opportunity to explore this uncertainty and have a positive impact on service delivery for future patients.



PhD Opportunities



**Case studies series:  
Practice-based projects**



# Supporting your career journey

## ***RCSLT Professional Networks***

Rachel Purkett

Director of Engagement and Communications





# Community

- /kə'mju:nɪti/
- the condition of sharing or having certain attitudes and interests in common





# Social communities





# Hunting treasure: RCSLT Social Media



@RCSLT  
@RCSLTLearn  
@RCSLTResearch  
@RCSLTPolicy  
@RCSLT\_Bulletin  
@RCSLTScot  
@RCSLTWales  
@RCSLTNI  
@GivingVoiceUK  
@RCSLTHubs



Webinars  
*My Journey*  
Patient stories  
Leadership  
Lectures



@RCSLT



RCSLTOfficial  
RCSLTResearch





**Giving Voice™** | Speech and Language  
Therapy transforms lives



**BCU SALT SOC**  
@BCUSALTSOC Follows you

We are the Speech and Language Therapy Society at Birmingham City University and 'communication connects us all' [#SLTatBCU](#) Email: [saltsoc@teambcu.co.uk](mailto:saltsoc@teambcu.co.uk)

📍 Birmingham 📅 Joined September 2014

**477** Following **974** Followers

 Followed by DMU SLT Society, East Mids RCSLT Hub, and 40 others you follow

Tweets Tweets & replies Media Likes








# 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





# Finding treasure: 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





## Finding treasure:

### What's out there for me in 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



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# How will that help me find a job or 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?

