



POWYS TEACHING HEALTH BOARD JOB DESCRIPTION

<u>JOB DETAILS</u>	
Job Title:	Senior Clinical/Counselling Psychologist CAMHS
Pay Band:	8a or Band 8a Annex 21 (Annex 21 remuneration will apply) Dependent on qualifications and experience
Hours of Work and Nature of Contract:	To be completed on recruitment
Service Group:	Mental Health & Learning Disabilities
Department:	CAMHS
Base:	To be completed on recruitment
<u>ORGANISATIONAL ARRANGEMENTS</u>	
Managerially Accountable to:	Lead Clinical Psychologist
Professionally Accountable to:	Head of Psychology & Psychological Therapies

VALUES & BEHAVIOUR



Our Values and Behaviours are demonstrated through our 'Health Care Strategy' centred on the Needs of the Individual' through Respect, Trust, Integrity, Working Together, Kindness and Caring and Fairness and Equality.

JOB SUMMARY / PURPOSE:

This post combines two roles, with 0.4WTE devoted to provision of a specialist psychology service to the Powys Therapeutic Children's Home and 0.2WTE for the provision of a specialist psychology service to the North Powys CAMHS Team.

Provide psychological expertise into the Powys Therapeutic Children's Home and North Powys CAMHS Team, including:

- Highly specialised psychological assessment, formulation, evidence-based intervention to children young people and families, both within the Powys Therapeutic Children's Home and the North Powys CAMHS Team.
- Specialist psychological consultation and clinical supervision to colleagues to support them to develop their knowledge and skills in assessment, formulation, and evidence-based treatment of a range of mental health issues.
- Analysis of training needs, design of training and skills development programmes, and delivery and evaluation of training
- Acting as a core part of the decision-making team considering the suitability of placements within the Powys Therapeutic Children's Home for specific children and young people, and taking a key role in planning and supporting the transition of children and young people both pre- and postplacement.

- Taking a leading role in developing an attachment-aware, trauma-informed clinical model within the Powys Therapeutic Children's Home, including supporting staff wellbeing initiatives

For Band 8a Annex 21: To undertake a one-year training programme to obtain the relevant competencies and experience for a Senior Clinical Psychologist role and all duties as indicated within this job description.

Applicants appointed under Annex 21 would be paid at 75% top of Band 8a salary initially, and would be subject to an individualised competence development plan to be completed within the first year in post. Following attainment of essential competencies for the role, the post holder would then be paid at Band 8a (minimum point on the scale). This would be an excellent opportunity for a newly or recently qualified psychologist looking for career development in eating disorder services.

DUTIES & RESPONSIBILITIES

Responsible for;

- Providing systematic, autonomous and specialized psychology input into the Powys Therapeutic Children's Home and North Powys CAMHS.
- Providing clinical leadership, clinical supervision, advice and consultancy to other staff in CAMHS and Child Health services and other agencies where appropriate.
- Working closely with staff from other agencies.
- Building relationships and establishes networks with the voluntary sector as appropriate.
- Providing leadership and supervision for more junior staff in the psychology service and for trainee clinical psychologists.
- Making recommendations for service development.
- Regularly undertake research, evaluation and/or audit activities as a job requirement and provides research advice to colleagues.
- Providing advice, teaching and training to other staff to increase expertise and knowledge. In particular increasing staff skills in working with Looked After Children, and children and young people that have experienced disrupted attachments, developmental trauma, significant emotion regulation issues and other complex needs.

- Participating and leading on work streams identified as an area of special interest through discussions with Lead Clinical Psychologist including the development of evidence-based interventions for emotional regulation issues within Specialist CAMHS.

Clinical

Providing highly specialised assessment, formulation, liaison, communication and treatment for referred children and adolescents in the delegated area of service.

Work autonomously as an independent practitioner, responsible for own work and interventions within the policies of PTHB and best practice guidelines of the British Psychological Society, Nest/Nyth Framework, Matrics Cymru and Matrics Plant guidelines and Evidence Tables.

Manage and prioritise all work in relation to professional caseload within delegated area.

Conduct assessments of risks associated with referred children or those discussed in consultation.

Provide expert scientifically and evidence-based opinions and reports for referrers and other staff in the multi-disciplinary teams and wider services.

Provide skilled clinical supervision, advice and consultancy for staff in Powys Therapeutic Children's Home, CAMHS multi-disciplinary teams or wider services as required, in the delegated area.

Provide specialist training and consultations that require a highly complex level of analysis and judgement and comparison of a full range of options, based on different theoretical and therapeutic models.

Communicate in a highly skilled and sensitive manner, information concerning the assessment, formulation and action plans of children and young people.

Provide advice and consultancy in conjunction with Primary Mental Health Services, on a Powys-wide basis.

Ensure the maintenance and development of high clinical and professional standards, through regular updating and CPD, in line with British Psychological Society requirements.

Prepare specialist reports for legal, insurance and other bodies as requested in relation to consultation, training and supervision provided.

Receive regular clinical and management supervision as required by the British Psychological Society code of ethics and conduct.

Administration & Planning

Participate in local planning and service development arrangement within the delegated area and offer advice or take a lead role as appropriate.

Responsible for the safe and effective use of highly complex and expensive equipment.

Provide leadership and supervision for more junior staff within the North Powys CAMHS Team and wider CAMHS as required.

Maintain up-to-date records and statistical returns for the departmental, service and PTHB reports.

Teaching & Training

Offer teaching, placements and supervision to trainees from the north and south Wales Clinical Psychology courses.

- Provide teaching and training in specialist psychological areas of knowledge to other staff, as required, with a particular emphasis on assessment, formulation and evidence-based interventions for children and young people that have experienced disrupted attachments, developmental trauma, significant emotion regulation issues and other complex needs.

Research

Conduct clinical research and audit and provide advice and supervision for others undertaking research and audit activities, as appropriate.

Management

Accountable to Head of Specialty for the provision of services described in the Job Summary.

In consultation with the Head of Specialty, to periodically review the demands on services provided in relation to priorities, planning and development.

Ensure the maintenance of clinical and professional standards.

Keep clinical and statistical records on referrals and activities as agreed with head of specialty.

Ensure compliance with Statutory and Mandatory Training in accordance with PTHB Requirements.

<u>PERSON SPECIFICATION</u>			
ATTRIBUTES	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT

Qualifications and/or Knowledge	First class or 2:1 degree in Psychology Post-graduate Doctorate degree in Clinical / Counselling Psychology (or its equivalent for those trained prior to 1996) as accredited by the BPS Eligible for chartered status as a Clinical Psychologist (BPS) HCPC registration as a Clinical or Counselling Psychologist Doctoral level knowledge of Research Design and methodology, including complex multivariate data analysis as practised within Clinical Psychology Doctoral level knowledge of psychological theory and practice, including neuro-psychological and psychometric assessment and interpretation; and psychological therapies and their application Full understanding of legislative requirements of MHM (Wales) 2010., MHA 1983,2007, Childrens Act and Safeguarding, Social Services and Well-being (Wales) Act 2014 For Band 8a Annex 21, the additional essential criteria of:	Post-Doctorate Clinical Supervision training Specialist training, in for example, Research Design & methodology; Systemic Family therapy, DDP, Theraplay, DBT, STEPPS Record of publications in peer reviewed or academic or professional journals and/or books	Pre-employment checks Interview Application Form
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	To undertake a one-year training programme to attain the relevant competencies as above Commitment to completing the development plan within one year		
Experience	Relevant experience gained through doctorate training of working across a range of client groups that must include Adults, Children and Families, people with a Learning Disability, and Older Age Adults Highly developed clinical skills in assessment, treatment, consultation and supervision Post qualification experience in a highly specialist area of work within CAMHS e.g. working with Looked After Children and/or children and young people that have experienced disrupted attachments, developmental trauma, and emotion regulation issues Experience of exercising full clinical responsibility for client's psychological care and treatment Beginning to develop advanced levels of clinical expertise and practice working with looked After Children and/or in Specialist CAMHS	Delivering teaching and training Providing supervision to Clinical/ Counselling Psychologists trained, or in training, and/or to Assistant and Graduate Psychologists Providing individual or group supervision and consultation to other professional staff groups Experience of working within the NHS as a Clinical / Counselling Psychologist	Application Form and Interview

	OR For Annexe 21: previous relevant experience and a		
	demonstrable interest in working in these areas Doctoral level of research skills		
Aptitude & Abilities	Able to provide specialist consultation to other professional and nonprofessional groups	Ability to speak Welsh	Interview Application Form

ATTRIBUTES	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Aptitude & Abilities cont'd	Ability to teach and train others, using a variety of multimedia materials suitable for presentations within public, professional and academic settings Able to use Microsoft packages including knowledge of statistical analysis packages Able to work as a member of a Team Able to work with people who are extremely distressed, may be irrational and sometimes angry and abusive or violent		
Values	Demonstrate PTHB Values Able to communicate effectively across disciplines		Interview Application Form
Other	Ability to travel		Application Form and Interview

GENERAL REQUIREMENTS

Include those relevant to the post requirements

- **Values:** All employees of the Health Board are required to demonstrate and embed the Values and Behaviour Statements in order for them to become an integral part

of the post holder's working life and to embed the principles into the culture of the organisation.

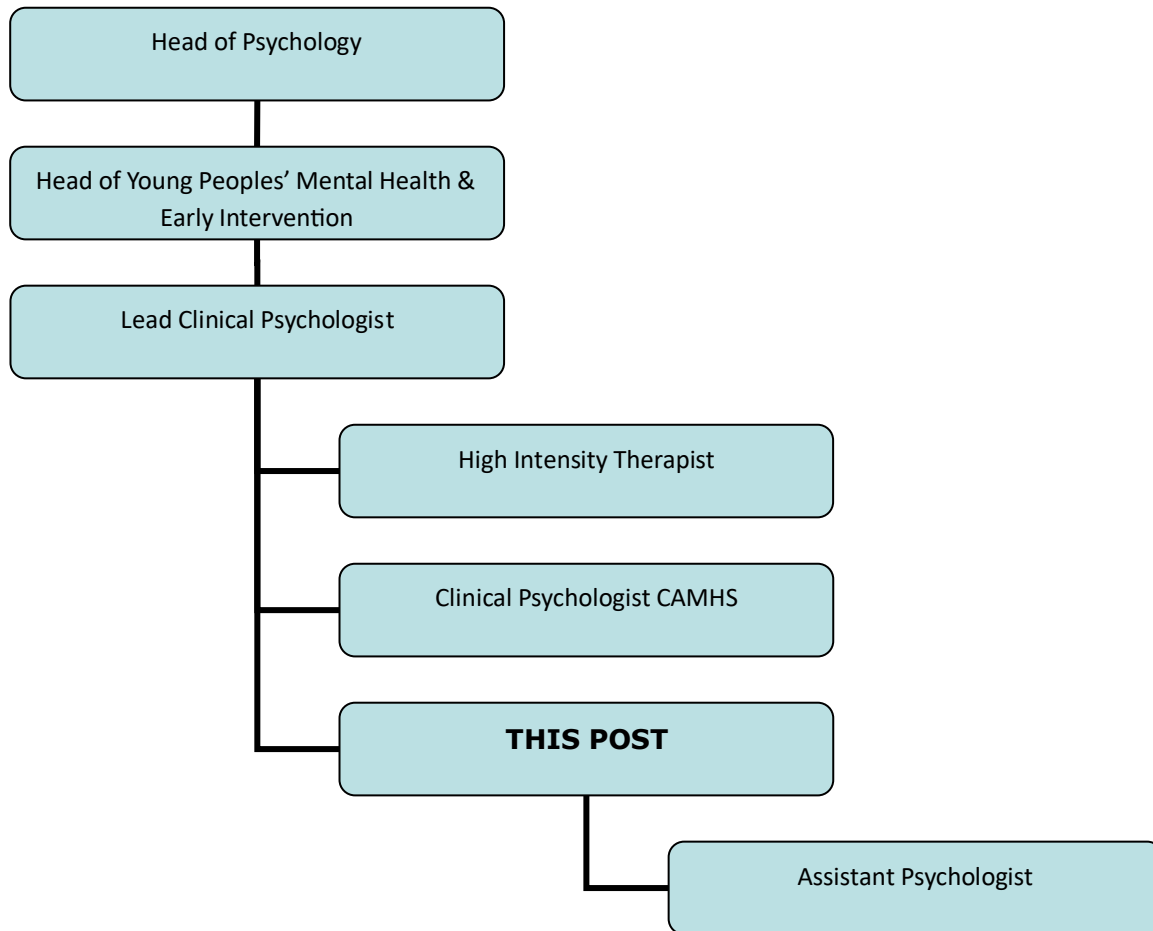
- **Registered Health Professional:** All employees who are required to register with a professional body, to enable them to practice within their profession, are required to comply with their code of conduct and requirements of their professional registration.
- **Competence:** At no time should the post holder work outside their defined level of competence. If there are concerns regarding this, the post holder should immediately discuss them with their Manager/Supervisor. Employees have a responsibility to inform their Manager/Supervisor if they doubt their own competence to perform a duty.
- **Learning and Development:** All staff must undertake induction/orientation programmes at Corporate and Departmental level and must ensure that any statutory/mandatory training requirements are current and up to date. Where considered appropriate, staff are required to demonstrate evidence of continuing professional development.
- **Performance Appraisal:** We are committed to developing our staff and you are responsible for participating in an Annual Performance Development Review of the post.
- **Health & Safety:** All employees of the organisation have a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions. The post holder is required to co-operate with management to enable the organisation to meet its own legal duties and to report any hazardous situations or defective equipment. The post holder must adhere to the organisation's Risk Management, Health and Safety and associate policies.
- **Risk Management:** It is a standard element of the role and responsibility of all staff of the organisation that they fulfil a proactive role towards the management of risk in all of their actions. This entails the risk assessment of all situations, the taking of appropriate actions and reporting of all incidents, near misses and hazards.
- **Welsh Language:** All employees must perform their duties in strict compliance with the requirements of their organization's Welsh Language Scheme and take every opportunity to promote the Welsh language in their dealings with the public.
- **Information Governance:** The post holder must at all times be aware of the importance of maintaining confidentiality and security of information gained during the course of their duties. This will in many cases include access to personal information relating to service users.
- **Data Protection:** The post holder must treat all information, whether corporate, staff or patient information, in a discreet and confidential manner in accordance

with the provisions of the General Data Protection Legislation and Organisational Policy. Any breach of such confidentiality is considered a serious disciplinary offence, which is liable to dismissal and / or prosecution under current statutory legislation and the HB or Trust Disciplinary Policy.

- **Records Management:** As an employee of this organisation, the post holder is legally responsible for all records that they gather, create or use as part of their work within the organisation (including patient health, staff health or injury, financial, personal and administrative), whether paper based or on computer. All such records are considered public records and the post holder has a legal duty of confidence to service users (even after an employee has left the organisation). The post holder should consult their manager if they have any doubt as to the correct management of records with which they work.
- **Equality and Human Rights:** The Public Sector Equality Duty in Wales places a positive duty on the HB/Trust to promote equality for people with protected characteristics, both as an employer and as a provider of public services. There are nine protected characteristics: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex and sexual orientation. The HB/Trust is committed to ensuring that no job applicant or employee receives less favourable treatment of any of the above grounds. To this end, the organisation has an Equality Policy and it is for each employee to contribute to its success.
- **Dignity at Work:** The organisation condemns all forms of bullying and harassment and is actively seeking to promote a workplace where employees are treated fairly and with dignity and respect. All staff are requested to report any form of bullying and harassment to their Line Manager or to any Director of the organisation. Any inappropriate behaviour inside the workplace will not be tolerated and will be treated as a serious matter under the HB/Trust Disciplinary Policy.
- **DBS Disclosure Check:** In this role you will have **direct contact** with patients / service users / children / vulnerable adults in the course of your normal duties. You will therefore be required to apply for a Criminal Record Bureau Enhanced Disclosure Check as part of the HB/Trust's pre-employment check procedure.
- **Safeguarding Children and Adults at Risk:** Powys Teaching Health Board is fully committed to safeguarding people. Employees and workers (including agency and bank workers) are responsible for ensuring they understand what actions to take if they have reasonable cause to suspect that a child or an adult is at risk of harm and mandatory safeguarding training is completed in line with their role specific competencies.
- **Infection Control:** The organisation is committed to meet its obligations to minimise infections. All staff are responsible for protecting and safeguarding patients, service users, visitors and employees against the risk of acquiring healthcare associated infections. This responsibility includes being aware of the content of and consistently observing Health Board/Trust Infection Prevention & Control Policies and Procedures.

- **No Smoking:** To give all patients, visitors and staff the best chance to be healthy, all Health Board/Trust sites, including buildings and grounds, are smoke free.
- **Flexibility Statement:** The duties of the post are outlined in this Job Description and Person Specification and may be changed by mutual agreement from time to time.

Organisational Chart





BWRDD IECHYD ADDYSGU POWYS SWYDD-DDISGRIFIAD

<u>MANYLION Y SWYDD:</u>	
Teitl Swydd:	Seicolegydd Clinigol/ Cwnsela CAMHS
Band cyflog:	8a neu Fand 8a Atodiad 21 (Bydd tâl Atodiad 21 yn berthnasol) Yn dibynnu ar gymwysterau a phrofiad
Oriau Gwaith a Natur y Contract:	I'w gwblhau ar ôl recriwtio
Is-adran/Cyfarwyddiaeth:	Iechyd Meddwl ac Anableddau Dysgu
Adran:	CAMHS
Safle:	I'w gwblhau ar ôl recriwtio
TREFNIADAU SEFYDLIADOL:	
Yn Rheolaethol Atebol i:	Seicolegydd Clinigol Arweiniol
Yn Broffesiynol Atebol i:	Pennaeth Seicoleg a Therapiau Seicolegol

GWERTHOEDD AC YMDDYGIAD

Mae ein 'Strategaeth Gofal Iechyd', sy'n canolbwyntio ar Anghenion yr Unigolyn, sef Parch, Ymddiriedaeth, Gonestrwydd, Cydwethio, Caredig a Gofalgar a Thegwch a Chydraddoldeb, yn dangos ein Gwerthoedd a'n Hymddygiadau.

CRYNODEB O'R SWYDD / EI NOD :

Mae'r swydd hon yn cyfuno dwy rôl, gyda 0.4WTE yn darparu gwasanaeth seicoleg arbenigol i Gartref Plant Therapiwtig Powys a 0.2WTE ar gyfer darparu gwasanaeth seicoleg arbenigol i Dîm CAMHS Gogledd Powys.

Bydd yr ymgeisydd llwyddiannus yn darparu arbenigedd seicolegol i Gartref Plant Therapiwtig Powys a thîm CAMHS Gogledd Powys, gan gynnwys:

- Asesiad seicolegol hynod arbenigol, fformiwleiddio, ymyrraeth yn seiliedig ar dystiolaeth i blant ifanc a theuluoedd, yn y cartref plant therapiwtig ym Mhowys a thîm CAMHS Gogledd Powys.
- Ymgynghoriad seicolegol arbenigol a goruchwyliaeth glinigol i gydweithwyr i'w cefnogi i ddatblygu eu gwybodaeth a'u sgiliau wrth asesu, fformiwleiddio, a thrin yn seiliedig ar dystiolaeth o ystod o faterion iechyd meddwl.
- Dadansoddi anghenion hyfforddiant, dylunio rhaglenni hyfforddi a datblygu sgiliau, a chyflawni a gwerthuso hyfforddiant.
- Gweithredu fel rhan allweddol o'r tîm gwneud penderfyniadau sy'n ystyried addasrwydd lleoliadau yng Nghartref Plant Therapiwtig Powys ar gyfer plant a phobl ifanc penodol, a bod yn rôl allweddol wrth gynllunio a chefnogi broses pontio plant a phobl ifanc cyn ac ar ôl eu lleoli.

- Cymryd rôl flaenllaw wrth ddatblygu model clinigol yn seiliedig ar berthnasoedd a thrawma o fewn Cartref Plant Therapiwtig Powys, gan gynnwys cefnogi mentrau lles staff.

Am Fand 8a Atodiad 21: Ymgymryd â rhaglen hyfforddi un flwyddyn i gael y cymwyseddau a'r profiad perthnasol i fodloni'r Uwch Seicolegydd Clinigol a'r holl ddyletswyddau fel y nodir yn y disgrifiad swydd hwn.

Bydd ymgeiswyr a benodir o dan Atodiad 21 yn cael eu talu ar gyflog o 75% i ddechrau a byddent yn destun cynllun datblygu cymhwysedd unigol i'w gwblhau o fewn y flwyddyn gyntaf yn y swydd. Ar ôl ennill cymwyseddau hanfodol ar gyfer y rôl, bydd deiliad y swydd wedyn yn cael ei dalu ar Fand 8a (isafswm pwynt ar y raddfa). Byddai hwn yn gyfle gwych i seicolegydd newydd neu wedi cymhwyso yn ddiweddar sy'n chwilio am gyfle i ddatblygu gyrfa mewn gwasanaethau anhwylderau bwyta.

DYLETSWYDDAU A CHYFRIFOLDEBAU :

Bod yn gyfrifol am;

- Ddarparu mewnbwn seicoleg systematig, annibynnol ac arbenigol i Dîm Cartref Plant Therapiwtig Powys a CAMHS Gogledd Powys.
- Darparu arweinyddiaeth glinigol, goruchwyliaeth glinigol, cyngor a gwasanaeth ymgynghori i staff eraill yn CAMHS a gwasanaethau Iechyd Plant ac asiantaethau eraill, lle bo'n briodol.
- Gweithio'n agos â staff o asiantaethau eraill.
- Meithrin berthnasoedd a sefydlu rhwydweithiau gyda'r sector gwirfoddol fel bo'n briodol.
- Darparu arweinyddiaeth a goruchwyliaeth i staff iau yn y gwasanaeth seicoleg ac i seicolegwyr clinigol dan hyfforddiant.
- Gwneud argymhellion i ddatblygu'r gwasanaeth.
- Gwneud gweithgareddau ymchwilio, gwerthuso a/ neu archwilio'n rheolaidd fel un o ofynion y swydd a rhoi cyngor ar ymchwil i gydweithwyr.
- Cyngori, addysgu a hyfforddi staff eraill i gynyddu arbenigedd a gwybodaeth. Yn benodol, cynyddu sgiliau staff i gweithio gyda Phlant Sy'n

Derbyn Gofal, a phlant a phobl ifanc sydd wedi cael profiad o drafferthion gyda pherthnasoedd, trawma datblygiadol, a materion rheoleiddio emosiwn sylweddol.

Clinigol

Asesu, fformiwleiddio, cysylltu, cyfathrebu a thrin plant a'r glasoed sy'n cael eu hatgyfeirio mewn modd hynod arbenigol yn maes dirprwyedig y gwasanaeth.

Gweithio fel ymarferydd annibynnol, yn gyfrifol am eich gwaith a'ch ymyriadau eich hun yn unol â pholisïau BIAP a chanllawiau arfer gorau Cymdeithas Seicolegol Prydain, Nest/Nyth Fframwaith, Matrics Cymru a Matrics Plant canllawiau a Tablau Tystiolaeth

Rheoli a blaenoriaethu'r holl waith sy'n ymwneud â'r llwyth achosion proffesiynol o fewn y maes dirprwyedig.

Asesu risgiau sy'n gysylltiedig â phlant sy'n cael eu hatgyfeirio neu'r rheini a drafodir mewn ymgynghoriadau.

Darparu barn ac adroddiadau gwyddonol arbenigol a seiliedig ar dystiolaeth ar gyfer y rheini sy'n atgyfeirio a staff eraill yn y timau amlddisgyblaeth a gwasanaethau ehangach.

Darparu goruchwyliaeth glinigol, cyngor a gwasanaeth ymgynghori medrus i staff mewn Cartref Plant Therapiwtig Powys, timau amlddisgyblaeth CAMHS neu wasanaethau ehangach yn ôl yn galw, yn y maes dirprwyedig.

Darparu hyfforddiant a gwasanaeth ymgynghori arbenigol sy'n galw am ddadansoddi a beirniadu ar lefel hynod gymhleth a chymharu ag amrywiaeth lawn o opsiynau, ar sail gwahanol fodelau damcaniaethol a therapiwtig.

Cyfathrebu gwybodaeth ynglŷn ag asesiadau, fformiwleiddio a chynlluniau gweithredu plant sy'n cyrchu Lleoliadau Addysg ym Mhowys, mewn modd hynod fedrus a sensitif.

Darparu cyngor a gwasanaeth ymgynghori ar y cyd â Gwasanaethau Iechyd Meddwl Powys, ledled Powys.

Sicrhau bod safonau proffesiynol a chlinigol uchel yn cael eu cynnal a'u datblygu, trwy ddiweddarau'ch gwybodaeth yn rheolaidd a thrwy ddatblygiad proffesiynol parhaus, yn unol â gofynion Cymdeithas Seicolegol Prydain.

Paratoi adroddiadau arbenigol ar gyfer cyrff cyfreithiol, cyrff yswiriant a chyrff eraill yn ôl y gofyn, o ran y gwasanaeth ymgynghori, hyfforddiant a goruchwyliaeth a ddarperir.

Derbyn goruchwyliaeth glinigol a rheolaethol yn rheolaidd fel sy'n ofynnol yng nghod moeseg ac ymddygiad Cymdeithas Seicolegol Prydain.

Gweinydd a Chynllunio

Cymryd rhan mewn trefniadau cynllunio a datblygu gwasanaeth lleol o fewn y maes dirprwyedig a chynnig cyngor neu gymryd y rôl arweiniol fel bo'n briodol.

Bod yn gyfrifol am ddefnyddio offer drud a hynod gymhleth yn ddiogel ac yn effeithiol.

Darparu arweinyddiaeth a goruchwyliaeth i staff iau o fewn y Gogledd Powys CAMHS a'r CAMHS ehangach, yn ôl y galw.

Cynnal cofnodion cyfoes a gwybodaeth ystadegol ar gyfer adroddiadau'r adran, y gwasanaeth a BIAP.

Addysgu a Hyfforddi

Cynnig addysg, lleoliadau a goruchwyliaeth i hyfforddeion o gyrsiau Seicoleg Glinigol gogledd a de Cymru.

Addysgu a hyfforddi mewn meysydd gwybodaeth seicolegol arbenigol i staff eraill, yn ôl y galw, gyda phwyslais penodol ar pwyslais penodol ar asesu, fformiwleiddio ac ymyriadau sy'n seiliedig ar dystiolaeth ar gyfer plant a phobl ifanc sydd wedi profi trafferthion gyda pherthnasoedd, trawma datblygiadol, materion rheoleiddio emosiwn sylweddol ac anghenion cymhleth eraill.

Ymchwil

Cynnal archwiliad ac ymchwil glinigol a darparu cyngor a goruchwyliaeth i eraill sy'n gwneud gweithgareddau ymchwilio ac archwilio, fel bo'n briodol.

Rheolaeth

Bod yn atebol i Bennaeth yr Arbenigedd am ddarparu gwasanaethau sydd wedi'u disgrifio yn y Crynodeb o'r Swydd.

Mewn ymgynghoriad â Phennaeth yr Arbenigedd, o bryd i'w gilydd adolygu'r galwadau ar wasanaethau a ddarperir o ran blaenoriaethau, cynllunio a datblygu.

Sicrhau bod safonau clinigol a phroffesiynol yn cael eu cynnal.

Cadw cofnodion clinigol ac ystadegol am y rheini sy'n cael eu hatgyfeirio ac am weithgareddau, yn unol â'r hyn y cytunir arno â phennaeth yr arbenigedd.

Sicrhau y cydymffurfir â Hyfforddiant Statudol a Gorfodol, yn unol â gofynion BIAP.

<u>MANYLEB Y PERSON</u>			
RHINWEDDAU	HANFODOL	DYMUNOL	DULL ASESU

Cymwysterau a / neu Wybodaeth	Gradd dosbarth cyntaf neu 2:1 mewn Seicoleg Gradd Doethuriaeth Ôl-raddedig mewn Seicoleg Glinigol / Cwnsela (neu gymhwyster cyfwerth yn achos y rheini fu'n hyfforddi cyn 1996) fel y mae'r BPS wedi'i achredu Cymwys i gael statws Siartredig gyda'r BPS. Cofrestriad â'r HCPC fel Seicolegydd Clinigol neu Gwnsela Gwybodaeth ar lefel Doethuriaeth o Ddylunio a Methodoleg Ymchwil, gan gynnwys dadansoddi data amlarwyneb cymhleth fel sy'n cael ei arfer ym maes Seicoleg Glinigol Gwybodaeth ar lefel Doethuriaeth o theori ac arfer Seicoleg Glinigol, gan gynnwys asesu a dehongli niwroseicolegol a seicometrig; a therapïau seicoleg a'r ffordd o'u defnyddio Dealltwriaeth lawn o ofynion deddfwriaethau Mesur Iechyd Meddwl (Cymru) 2010, Deddf Iechyd Meddwl 1983, 2007, Deddf Plant a Diogelu Ar gyfer Band 8a Atodiad 21, y meini prawf hanfodol ychwanegol, sef: Ymgymryd â rhaglen hyfforddi un flwyddyn i gyflawni'r cymwyseddau perthnasol fel uchod Ymrwymiad i gwblhau'r cynllun datblygu o fewn blwyddyn	Hyfforddiant mewn Goruchwyliaeth Glinigol ôl-ddoethurol Hyfforddiant arbenigol mewn, er enghraifft, Dylunio a Methodoleg Ymchwil; Therapi Teulu Systemig, DDP, Theraplay, DBT, STEPPS Cofnod o gyhoeddiadau mewn llyfrau a/ neu gyfnodolion academiaidd neu broffesiynol neu rai a adolygwyd gan gymheiriaid	Gwiriadau cyn cyflogi Cyfweliad Ffurflen Gais
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Profiad	Profiad perthnasol, wedi'i ennill trwy hyfforddiant doethuriaeth, o weithio ar draws amrywiaeth o grwpiau cleientiaid sy'n gorfod cynnwys Oedolion, Plant a	Profiad o addysgu a hyfforddi	Ffurflen Gais a Chyfweliad
	Theuluoedd, pobl ag Anabledd Dysgu ac Oedolion Hŷn Sgiliau clinigol hynod ddatblygedig mewn asesu a rhoi triniaeth, ymgynghoriaeth a goruchwyliaeth Arbenigedd therapiwtig mewn modelau seicolegol perthnasol Profiad ôl-gymhwyso mewn maes gwaith hynod arbenigol o fewn CAMHS e.e. Phlant Sy'n Derbyn Gofal, a phlant a phobl ifanc sydd wedi cael profiad o drafferthion gyda pherthnasoedd, trawma datblygiadol, a materion rheoleiddio emosiwn sylweddol. Profiad o fod yn gwbl glinigol gyfrifol am olaf a thriniaeth seicolegol cleientiaid Yn dechrau datblygu arbenigedd ac arfer clinigol ar lefelau uwch, gan weithio gyda Phlant Sy'n Derbyn Gofal/SCAMHS NEU Ar gyfer Atodiad 21: profiad perthnasol blaenorol a diddordeb amlwg mewn gweithio yn y meysydd hyn Sgiliau ymchwil ar lefel ddoethurol	Darparu goruchwyliaeth i Seicolegwyr Clinigol/ Cwnsela sydd newydd hyfforddi, neu dan hyfforddiant, a/neu i Seicolegwyr Cynorthwyol a Graddedig Darparu goruchwyliaeth ac ymgynghoriaeth i unigolion neu i grwpiau o staff proffesiynol eraill Profiad o weithio yn y GIG fel Seicolegydd Clinigol/ Cwnsela	

Doniau a Galluoedd	Gallu bod yn ymgynghorydd arbenigol i grwpiau proffesiynol a di-broffesiynol eraill Gallu addysgu a hyfforddi eraill, gan ddefnyddio amrywiaeth o ddeunyddiau amlgyfrwng sy'n addas ar gyfer cyflwyniadau mewn amgylcheddau cyhoeddus, proffesiynol ac academiaidd	Gallu siarad Cymraeg	Cyfweliad Ffurflen Gais
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RHINWEDDAU	HANFODOL	DYMUNOL	DULL ASESU
Doniau a Galluoedd	Gallu defnyddio pecynnau Microsoft gan gynnwys gwybodaeth o becynnau dadansoddi ystadegol Gallu gweithio fel aelod o Dîm Gallu gweithio gyda phobl sy'n hynod ofidus a allai fod yn afresymol ac weithiau'n ddig ac yn ddifriol neu dreisgar		Ffurflen Gais Cyfweliad Geirdaon
Gwerthoedd	Dangos Gwerthoedd BIAP Gallu cyfathrebu'n effeithiol ar draws disgyblaethau		Cyfweliad Ffurflen Gais
Arall	Gallu teithio		Ffurflen Gais a Chyfweliad

GOFYNION CYFFREDINOL

Yn cynnwys y rheini sy'n berthnasol i ofynion y swydd

- **Gwerthoedd:** Mae gofyn i bob un o gyflogeion y Bwrdd Iechyd ddangos a gwreiddio'r Datganiadau Gwerthoedd ac Ymddygiad er mwyn iddyn nhw ddod yn rhan annatod o fywyd gweithio deiliad y swydd, a gwreiddio'r egwyddorion yn niwylliant y sefydliad.
- **Gweithwyr Iechyd Proffesiynol Cofrestredig:** Mae gofyn i bob cyflogai sydd angen cofrestru â chorff proffesiynol, i'w galluogi i arfer o fewn eu proffesiwn, gydymffurfio â'u cod ymddygiad a gofynion eu cofrestriad proffesiynol.
- **Cymhwysedd:** Ni ddylai deiliad y swydd fyth weithio y tu allan i'w lefel cymhwysedd ddiffiniedig. Os oes yna bryderon ynglŷn â hyn, dylai deiliad y swydd eu trafod ar unwaith â'i Reolwr/Goruchwyliwr. Mae gan gyflogeion gyfrifoldeb i roi gwybod i'w Rheolwr/Goruchwyliwr os ydyn nhw'n amau eu cymhwysedd eu hunain i berfformio dyletswydd.
- **Dysgu a Datblygu:** Mae'n rhaid i bob aelod o staff ddilyn rhaglenni cynefino/ymgyfarwyddo ar lefel Gorfforaethol ac Adrannol, ac mae'n rhaid iddyn nhw sicrhau bod unrhyw ofynion hyfforddiant statudol/gorfodol yn gyfoes ac wedi'u diweddarau. Mae gofyn i staff ddangos tystiolaeth o ddatblygiad proffesiynol parhaus lle yr ystyrir hyn yn briodol.
- **Arfarnu Perfformiad:** Rydyn ni wedi ymrwymo i ddatblygu ein staff ac rydych chi'n gyfrifol am gymryd rhan mewn Adolygiad Blynnyddol o Ddatblygu Perfformiad yn y swydd.
- **Iechyd a Diogelwch:** Mae gan bob un o gyflogeion y sefydliad ddyletswydd statudol i ofalu am eu diogelwch personol eu hunain a diogelwch eraill y gallai y pethau y maen nhw'n eu gwneud, neu ddim yn eu gwneud, effeithio arnyn nhw. Mae gofyn i ddeiliad y swydd gydweithredu â rheolwyr i alluogi'r sefydliad i gyflawni ei ddyletswyddau cyfreithiol ei hun, a rhoi gwybod am unrhyw sefyllfaoedd peryglus neu offer diffygiol. Rhaid i ddeiliad y swydd lynu at bolisi Rheoli Risg, Iechyd a Diogelwch y sefydliad, a pholisïau cysylltiedig.
- **Rheoli Risg:** Mae'n un o elfennau safonol rôl a chyfrifoldeb pob aelod o staff y sefydliad eu bod nhw'n cyflawni rôl ragweithiol o ran rheoli risg ym mhopeth y maen nhw'n ei wneud. Mae hyn yn golygu gwneud asesiad risg o bob sefyllfa, cymryd camau priodol ac adrodd am bob cythrwfl, perygl, a chythrwfl a fu bron â digwydd.
- **Yr Iaith Gymraeg:** Rhaid i bob cyflogai berfformio'i ddyletswyddau gan gydymffurfio'n llwyr â gofynion Cynllun Iaith Gymraeg eu sefydliad, a manteisio ar bob cyfle i hybu'r Gymraeg wrth ddelio â'r cyhoedd.

- **Llywodraethu Gwybodaeth:** Rhaid i ddeiliad y swydd fod yn ymwybodol bob amser o bwysigrwydd cynnal cyfrinachedd a chadw'n ddiogel unrhyw wybodaeth sy'n dod i'w ran wrth wneud ei ddyletswyddau. Bydd hyn, mewn sawl achos, yn cynnwys mynediad at wybodaeth bersonol sy'n ymwneud â defnyddwyr gwasanaeth.
- **Diogelu Data:** Rhaid i ddeiliad y swydd drin yr holl wybodaeth, boed yn wybodaeth am y gorfforaeth, staff neu gleifion, mewn modd gochelgar a chyfrinachol yn unol â darpariaethau'r Ddeddfwriaeth Gyffredinol ar Ddiogelu Data a'r Polisi Sefydliadol. Ystyrir unrhyw achos o dorri cyfrinachedd o'r fath yn drosedd ddisgyblu ddifrifol a allai arwain at ddiswyddo a / neu erlyn dan ddeddfwriaeth statudol gyfredol a Pholisi Disgyblu'r Bwrdd neu'r Ymddiriedolaeth Iechyd.
- **Rheoli Cofnodion:** Fel cyflogai'r sefydliad hwn, mae deiliad y swydd yn gyfreithiol gyfrifol am bob cofnod y mae'n ei gasglu, ei greu neu ei ddefnyddio fel rhan o'i waith o fewn y sefydliad (gan gynnwys iechyd cleifion, iechyd neu anafiad staff, gwybodaeth ariannol, bersonol a gweinyddol), boed ar bapur neu ar gyfrifiadur. Ystyrir cofnodion o'r fath yn gofnodion cyhoeddus ac mae gan ddeiliad y swydd ddyletswydd cyfrinachedd gyfreithiol i ddefnyddwyr gwasanaeth (hyd yn oed ar ôl i gyflogai fod wedi gadael y sefydliad). Dylai deiliad y swydd ymgynghori â'i reolwr os oes unrhyw amheuaeth o gwbl ynglŷn â sut i reoli'n gywir y cofnodion y mae'n gweithio â nhw.
- **Cydraddoldeb a Hawliau Dynol:** Mae'r Ddyletswydd Cydraddoldeb yn y Sector Cyhoeddus yng Nghymru'n gosod dyletswydd bositif ar y Bwrdd Iechyd/Ymddiriedolaeth i hybu cydraddoldeb i bobl â nodweddion gwarchodedig, fel cyflogwr a hefyd fel darparwr gwasanaethau cyhoeddus. Mae yna naw o nodweddion gwarchodedig: oedran; anabledd; ailbennu rhywedd; priodas a phartneriaeth sifil; beichiogrwydd a mamolaeth; hil; crefydd neu gredo; rhyw a chyfeiriadedd rhywiol. Mae'r Bwrdd Iechyd/Ymddiriedolaeth wedi ymrwymo i sicrhau nad yw unrhyw ymgeisydd am swydd neu gyflogai'n derbyn triniaeth lai ffafriol ar unrhyw sail a nodir uchod. I'r perwyl hwn, mae gan y sefydliad Bolisi Cydraddoldeb ac mae hi i fyny i bob cyflogai gyfrannu at ei lwyddiant.
- **Urddas yn y Gwaith:** Mae'r sefydliad yn condemnio pob ffurf ar fwlio ac aflonyddu ac mae'n mynd ati'n weithredol i geisio hybu gweithle lle mae cyflogaion yn cael eu trin yn deg a chydag urddas a pharch. Mae gofyn i bob aelod o staff roi gwybod am unrhyw ffurf ar fwlio ac aflonyddu i naill ai eu Rheolwr Llinell neu i unrhyw Gyfarwyddwr y sefydliad. Ni oddefir unrhyw ymddygiad amhriodol yn y gweithle a chaiff hyn ei drin fel mater difrifol dan Bolisi Disgyblu'r BI/Ymddiriedolaeth.
- **Gwiriad Datgelu DBS:** Yn y rôl hon fe fydd gennych chi **gyswllt uniongyrchol** â chleifion / defnyddwyr gwasanaeth / plant /oedolion agored i niwed wrth wneud eich dyletswyddau arferol. Felly fe fydd gofyn ichi ymgeisio am Wiriad Datgelu Manylach y Swyddfa Cofnodion Troseddol fel rhan o weithdrefn wirio cyn cyflogi'r BI/Ymddiriedolaeth.
- **Diogelu Plant ac Oedolion mewn Risg:** Mae Bwrdd Iechyd Addysgu Powys wedi ymrwymo'n llwyr i ddiogelu pobl. Mae cyflogaion a gweithwyr (gan gynnwys gweithwyr asiantaeth a gweithwyr cronfa) yn gyfrifol am sicrhau eu bod nhw'n deall

pa gamau i'w cymryd os oes ganddyn nhw achos rhesymol i amau bod plentyn neu oedolyn mewn risg o niwed, a'u bod nhw'n cwblhau hyfforddiant diogelu gorfodol yn unol â chymwyseddau penodol eu rôl.

- **Rheoli Haint:** Mae'r sefydliad wedi ymrwymo i ddiwallu ei rwymedigaethau i sicrhau cyn lleied o heintiau â phosibl. Mae pob aelod o staff yn gyfrifol am amddiffyn a diogelu cleifion, defnyddwyr gwasanaeth, ymwelwyr a chyflogeion rhag y risg o ddal heintiau sy'n gysylltiedig â gofal iechyd. Mae'r cyfrifoldeb hwn yn cynnwys bod yn ymwybodol o gynnwys Polisiâu a Gweithdrefnau Atal a Rheoli Haint y Bwrdd Iechyd/Ymddiriedolaeth, a glynu at y rhain yn gyson.
- **Dim Ysmygu:** Er mwyn rhoi'r cyfle gorau i'r holl gleifion, ymwelwyr a staff fod yn iach, mae pob un o safleoedd y Bwrdd Iechyd/Ymddiriedolaeth, gan gynnwys yr adeiladau a'r tiroedd, yn ddi-fwg.
- **Datganiad Hyblygrwydd:** Amlinellir dyletswyddau'r swydd yn y Swydd-ddisgrifiad a Manyleb y Person hyn, ac mae'n bosibl y caiff y rhain eu newid gyda chytundeb y naill a'r llall o bryd i'w gilydd.

Siart Sefydliadol:

