

JOB DESCRIPTION

CARDIFF AND VALE UNIVERSITY HEALTH BOARD

JOB DETAILS

Job Title:	Highly Specialised Practitioner Psychologist/Neuropsychologist (Clinical or Counselling)
Pay Band:	8b – 0.3 WTE (11.25hrs)
Department:	Prolonged Disorders of Consciousness Service
Directorate:	Neurosciences
Clinical Board:	Specialist Services
Base:	Llandough Centre for Specialist Neuro and Spinal Rehabilitation, University Hospital Llandough

ORGANISATIONAL ARRANGEMENTS

Managerially Accountable to:	Neuropsychology Service Lead
Reports to:	Neuropsychology Service Lead
Professionally Responsible to:	Clinical Director, Psychology and Psychological Therapies

Our Values: 'CARING FOR PEOPLE; KEEPING PEOPLE WELL'

Cardiff and Vale University Health Board has an important job to do. What we do matters because it's our job to care for people and keep them well. We all want to do this to the best of our abilities – but we know that good intentions are not always enough.

At Cardiff and Vale University Health Board our values and example behaviours are:

We care about the people we serve <i>and</i> the people we work with	Treat people as you would like to be treated and always with compassion
We trust and respect one another	Look for feedback from others on how you are doing and strive for better ways of doing things
We take personal responsibility	Be enthusiastic and take responsibility for what you do.
We treat people with kindness	Thank people, celebrate success and when things go wrong ask 'what can I learn'?
We act with integrity	Never let structures get in the way of doing the right thing .

Our values guide the way we work and the way we behave with others. Post holders will be expected at all times to behave in accordance with our values demonstrating commitment to the delivery of high-quality services to patients.

RESPONSIBLE FOR:

Supervision of assistant psychologists, doctoral trainee clinical psychologists and other qualified clinical / counselling psychologists working in similar team settings.

JOB SUMMARY / PURPOSE OF POST

1. To provide a specialised psychological service to patients within the Prolonged Disorders of Consciousness (PDOC) Service, as part of the Neuro-Rehabilitation Unit, and their families, and Carers.
2. The post-holder will provide highly specialised individual psychological assessments, diagnostics and interventions for clients who are in various settings.
3. The post-holder will also be responsible for providing consultation to other staff in the multidisciplinary team and other staff working within Neurosciences.
4. The post-holder will offer advice and consultation on clients psychological care to the PDOC Service/Neuro-Rehab Unit and wider, and work autonomously within national and professional guidelines and the departmental policies and procedures.
5. The post-holder will be required to supervise more junior members of the team and manage the clinical governance and development agenda as a service.
6. The post-holder will play an important part in the growing team of specialists within the service.
7. The post-holder will utilise research skills for audit, policy, service development and research within UHB guidance.
8. To propose and implement policy changes within the areas served.
9. This role will include design of services including highly complex psychological assessments, formulation and treatment of clients on an individual and group basis, multi-disciplinary work, consultancy work, liaison, research, teaching, training and supervision of Trainee Clinical Psychologists on placements, nursing staff and others.
10. The post-holder is required to work autonomously planning and organising their own clinics and caseloads, balancing client work, teaching, training, consultation and service development to ensure an effective and efficient use of expertise.
11. To offer supervision and teaching to doctoral trainee clinical psychologists as a lead supervisor.

DUTIES AND RESPONSIBILITIES

Clinical

1. To provide expert psychological advice, possibly where expert opinion may differ, to healthcare professionals on psychological aspects of care to clients receiving services from the PDOC Service.
2. To work autonomously under the supervision of the Head of Specialty implementing an integrated approach with carers and professionals to provide highly advanced assessments and treatment packages.
3. To be professionally and legally accountable for all aspects of all individual working within the management of patients in your care.
4. Using highly specialist knowledge and theory of psychology and knowledge of complex neurological

disorders to undertake highly advanced psychological assessments of clients. Subsequently to provide an accurate diagnosis and formulation, and a specialised programme of care.

5. To collaborate and where needed lead inter-disciplinary treatment of individual clients, in keeping with current best practices.
6. To conduct psychological therapies on an individual, couple and group basis, with clients who have highly complex psychological and emotional needs.
7. Where appropriate to triage and refer to the most appropriate resources, using the above skills.
8. To communicate highly complex information regarding assessments, formulation and resulting treatment plans to clients in a manner which is sensitive and takes into account their readiness and stage of motivation to change.
9. To communicate highly complex information to other professionals involved in the care of the client, being mindful of issues of confidentiality and risk.
10. To be skilful in containing and responding to highly sensitive and emotive clinical information.
11. To be highly skilled in communicating with partners and professionals and informal carers of clients in joint or individual sessions conveying the psychological issues whilst maintaining respect and confidentiality of the client.

Teaching, Training and Supervision

1. To receive regular highly specialist supervision from a Consultant Clinical/Counselling Psychologist working in the field of Neuropsychology/PDOC.
2. To source and develop additional highly specialist experience and skills relevant to the service.
3. To teach trainee clinical psychologists on the South Wales Doctoral Training Course in Clinical Psychology.
4. To provide highly specialist psychological teaching to the multidisciplinary professionals working within services for people with PDOC.
5. To provide highly specialist advice, consultation and training to staff working with people with PDOC.
6. The post holder will provide highly specialist advice, consultation and training to local and national forums on PDOC.

Research and Development

1. To utilise theory, evidence-based literature and current research to support good clinical practice, individual and group work, and develop highly specialist supervisory skills.
2. To undertake appropriate research within UHB guidance and provide research advice to other staff undertaking research.
3. To undertake complex audit and service evaluation within UHB guidance with clients and colleagues within the service to identify areas of unmet needs and inform decisions regarding service development.
4. To utilise word processing programmes and statistical computer packages to analyse research and audit data.

5. To present research and audit data at national conferences, to colleagues within the service and within the wider teams across Cardiff and Vale UHB.
6. The post holder may be expected to disseminate audit and research findings by peer reviewed scientific publications.

Service Development / Improvement

1. To contribute to the development, evaluation and monitoring of the teams operational policies and services for the deployment of professional skills in research, service evaluation and audit.
2. To advise both service and professional management of those aspects of the service where psychological and organisational matters need addressing.
3. To manage the workloads of any attached Assistant and Trainee Clinical Psychologists within the framework of the team /services, policies and procedures.
4. To be involved where appropriate in the short listing and interviewing of staff.
5. To identify and take the lead in priority areas for development within the PDOC service in consultation with the wider service.
6. To work collaboratively and in partnership with the strategy lead in developing the service in line with the National Service and within the Welsh Government Expectations.

Professional Development

1. To partake regularly in activities related to Continuing Professional Development (CPD).
2. In common with all clinical/counselling psychologists, the post-holder will receive regular clinical supervision in accordance with good practice guidelines.

Professional Requirements

1. Post holders are required to maintain registration with the HCPC as a Practitioner Psychologist and to work within the HCPC standards of conduct, performance and ethics and other relevant guidance e.g. British Psychological Society.
2. The post-holder will be expected to assist the Head of specialty in certain circumstances.
3. The post-holder will be expected to assist the Head of specialty (HOS) in certain circumstances as appropriate.
4. The post-holder will receive regular individual clinical supervision, and will participate in relevant group supervision where this is available locally.
5. The post-holder will be expected to attend relevant Speciality and Directorate meetings as time permits, and to represent the Lead Consultant Psychologist where requested to do so.
6. The post-holder will make a full contribution to the Directorate's Clinical Governance Programme.
7. The post-holder will undertake appropriate Continuing Professional Development, and will keep themselves updated on developments within their specialist areas as agreed in their annual PADR and within directorate and HCPC guidance.

GENERAL

Performance Reviews/Performance Obligation: The post holder will be expected to participate in the UHB individual performance review process, and as part of this process to agree an annual Personal Development Plan with clear objectives and identified organisational support.

Competence: At no time should the post holder work outside their defined level of competence. If the post holder has concerns regarding this, they should immediately discuss them with their manager. All staff have a responsibility to inform those supervising their duties if they are not competent to perform a duty.

Confidentiality: In line with the Data Protection legislation and the Caldicott Principles of Confidentiality, the post holder will be expected to maintain confidentiality in relation to personal and patient information including clinical and non-clinical records, as outlined in the contract of employment. This legal duty of confidentiality continues to apply after an employee has left the UHB. The post holder may access information only on a need to know basis in the direct discharge of duties and divulge information only in the proper course of duties.

Records Management: The post holder has a legal responsibility to create, maintain, store and destroy records and other UHB information handled as part of their work within the UHB in line with operating procedures and training. This includes all records relating to patient health, financial, personal and administrative, whether paper based or on computer. The post holder has a duty to maintain the highest levels of data quality for all records through accurate and comprehensive recording across the entire range of media they might use. All staff have a responsibility to consult their manager if they have any doubts about the correct management of records with which they work.

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.

Health & Safety: The post holder is required to co-operate with the UHB to ensure health and safety duties and requirements are complied with. It is the post holder's personal responsibility to conform to procedures, rules and codes of practice; and to use properly and conscientiously all safety equipment, devices, protective clothing and equipment which is fitted or made available, and to attend training courses as required. All staff have a responsibility to access Occupational Health and other support in times of need and advice.

Risk Management: The UHB is committed to protecting its staff, patients, assets and reputation through an effective risk management process. The post holder will be required to comply with the UHB Health and Safety Policy and actively participate in this process, having responsibility for managing risks and reporting exceptions.

Safeguarding Children and Adults: The UHB is committed to safeguarding children and adults therefore all staff must attend the Safeguarding Children and Adults training.

Infection Control: The UHB is committed to meet its obligations to minimise infection. 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 and complying with the UHB Infection, Prevention and Control procedures/policies, not to tolerate noncompliance by colleagues, and to attend training in infection control provided by the UHB.

Registered Health Professionals: 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.

Healthcare Support Workers: The All Wales Health Care Support Worker (HCSW) Code of Conduct outlines the standards of conduct, behaviour and attitude required of all Healthcare Support Workers employed in NHS Wales. Healthcare Support are responsible, and have a duty of care, to ensure their conduct does not fall below the standards detailed in the Code and that no act or omission on their part harms the safety and wellbeing of service users and the public, whilst in their care.

Health Improvement: All staff have a responsibility to promote health and act as an advocate for health promotion and prevention.

No Smoking: To give all patients, visitors and staff the best chance to be healthy, all UHB sites including buildings and grounds are smoke-free. Staff are encouraged to promote and actively support our No Smoking Policy. Advice and support on quitting smoking is available for all staff and patients. A hospital-based service can be accessed by telephoning 02920 743582 or for a community-based service, Stop Smoking Wales can be contacted on 0800 0852219.

Equality and Diversity: All staff have a personal responsibility under the Equality Act 2010 to ensure they do not discriminate, harass, or bully or contribute to the discrimination, harassment or bullying of any colleague(s) or visitors or condone discrimination or bullying because of someone's 'protected characteristics'. These protected characteristics are: age, religion, sexual orientation, belief or non-belief, sex, disability, race, gender identity, pregnancy and maternity, marriage and civil partnerships. The line manager and post holder will be responsible for promoting diversity and equity of opportunity across all areas of your work. This applies to service delivery as an employee and for anyone who you may be working with, whether they are patients, family/carer, visitors or colleague. You will be made aware of your responsibilities to uphold organisational policies and principles on the promotion of equality valuing diversity and respecting people's human rights as part of your everyday practice.

Dignity at Work: The UHB 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 and 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 UHB Disciplinary Policy.

Welsh Language: All employees must perform their duties in strict compliance with the requirements of the current UHB Welsh Language Scheme and take every opportunity to promote the Welsh language in their dealings with the public. The UHB also encourages employees to use their available Welsh language skills.

Job Description: This job description is not inflexible but is an outline and account of the main duties. Any changes will be discussed fully with the post holder in advance. The job description will be reviewed periodically to take into account changes and developments in service requirements.

PLEASE NOTE:

This post is deemed to require a Disclosure check via the Disclosure and Barring Service. Therefore, it will be necessary before the appointment to contact the DBS to check on any relevant criminal background.

Date Prepared: May 2017 **Prepared By:** Dr Jane Boyd

Date Reviewed: March 2020 **Reviewed By:** Dr Ian Hughes

CARDIFF & VALE UNIVERSITY HEALTH BOARD PERSON SPECIFICATION

Job Title: Highly Specialised Practitioner Psychologist / Neuropsychologist
Department: Prolonged Disorders of Consciousness (PDOC) Service/Inpatient Neuro-Rehab Service
Band: 8b
Directorate: Neurosciences
Clinical Board: Specialist Services
Base: Llandough Centre for Specialist Neuro and Spinal Rehabilitation, University Hospital Llandough

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
QUALIFICATIONS	Good Honours degree in Psychology with eligibility for Graduate Basis for Chartership (GBC) with the BPS. Post-graduate Doctorate in Clinical/Counselling Psychology accredited by the HCPC (or its equivalent for those trained prior to 1996 as accredited by the BPS). HCPC registration as a practitioner psychologist.	Post-doctoral training in one or more additional specialist areas of psychological practice. Evidence of peer reviewed publications, presentations at conferences, or similar contributions.	Application form Certificate Check Registration Card - Nurse / Allied Health Professional

EXPERIENCE	Substantial and demonstrable post-qualification experience of working as a HCPC Registered Practitioner Psychologist with experience working with people with Prolonged Disorders of Consciousness. Experience of working with a wide variety of patient groups presenting with the full range of clinical severity across the full range of care settings including outpatient, community, primary care, in-patient and residential care settings and maintaining a high degree of professionalism in the face of highly emotive and distressing problems. Experience of exercising full clinical responsibility for clients' psychological care and treatment, both as a professionally qualified healthcare professional and also within the context of a multi-disciplinary care plan. Experience of teaching, training and professional and clinical supervision. Demonstrable evidence of significant specialist clinical supervision within a scientist-practitioner framework, including supervision, group supervision and case presentations.	Experience of working with service users as co-producers.	Application form Interview References
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SKILLS	Skills in the use of highly complex methods of psychological assessment, intervention and management, frequently requiring sustained and intense concentration. Communication & Relationship skills Ability to use highest level of interpersonal and communication skills to convey and receive highly complex/sensitive information effectively, requiring empathy and reassurance, in a highly emotive atmosphere and the ability to overcome psychological resistance to potentially threatening information, whilst maintaining high degree of professionalism at all times. Able to take responsibility for managing and providing a specialist service, or systematically providing part of a larger service. Skills in providing consultation to other professional and non-professional groups. Analytical and judgment skills Ability to make clinical and service-related judgments involving complex facts requiring analysis, interpretation and comparison of several options. Ability to critically evaluate research evidence relating to clinical effectiveness and service development. Planning and Organisational Skills Ability to plan and organise a range of clinical or service-related activities and programmes. Ability to implement agreed policies and strategic long-term service developments.	Knowledge of the theory and practice of specialised psychological therapies in specific groups that are difficult to treat (e.g., personality disorder, dual diagnosis, people with additional disabilities, etc.) High level knowledge of theory and practice of at least two specialist psychological therapies. Knowledge of legislation in relation to client group and mental health. Ability to speak Welsh and a willingness to use this in the context of work where relevant.	Application form Interview References
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SPECIAL KNOWLEDGE	Formal Training and supervision of other psychologists. Doctoral level knowledge of research design and methodology. Evidence of significant post-qualification continuing professional development as recommended by the HCPC and BPS. Ability to identify and provide support to carers and staff. Ability to develop and use complex multi-media materials for presentations in public, professional and academic presentations. Knowledge of relevant legislation. Well-developed specialist knowledge of clinical/counselling psychology theory and practice, assessment, and the application of specialised psychological therapies related to the needs of people with Prolonged Disorders of Consciousness. Specialist knowledge of psychometric test construction, development, validation, administration and clinical interpretation of the results.	Awareness of ethnic diversity issues.	Application form Interview References
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PERSONAL QUALITIES <i>(demonstrable)</i>	Respect for users of services and their Carers. Willingness to supervise trainee clinical psychologists and other qualified clinical/counselling psychologists working in similar settings. Commitment to and interest in working with people with Prolonged Disorders of Consciousness. Commitment to working collaboratively with people living with Prolonged Disorders of Consciousness and their carers to develop and improve services. Willingness to work as part of a team. Ability to work independently. Ability to make effective use of clinical consultation and appraisal. Willingness to participate in continuing professional development & psychologists working in similar team settings. Willingness to participate in continuing professional development. Ability to communicate clearly and with sensitivity – verbally and in writing. Organised and flexible, able to prioritise workload.		Application form Interview References
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OTHER <i>(Please specify)</i>	Requirement to undertake frequent exposure to emotionally distressing and traumatic situations. Computer literate Ability to travel between work sites in a timely manner. Formal training in assessment Formal training in breakaway techniques Freedom to act Must be capable of working within organisational policies, and be accountable for own professional actions.	Ability to speak Welsh and willingness to use in a work context.	Interview Document Check
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Date Prepared: May 2017

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BWRDD IECHYD PRIFYSGOL, CAERDYDD A'R FRO DISGRIFIAD SWYDD

MANYLION SWYDD

Teitl swydd:	Seicolegydd / Niwroseicolegydd Ymarferydd Arbenigol Iawn (Clinigol neu Gwnsela)
Band Cyflog:	8b - 0.3 WTE (11.25hrs)
Adran:	Gwasanaeth Anhwylderau Ymwybyddiaeth Hir
Cyfarwyddiaeth:	Niwrowyddorau
Bwrdd Clinigol:	Gwasanaethau Arbenigol
Lleoliad:	Canolfan Niwro ac Adsefydlu Asgwrn Cefn Llandough, Ysbyty Athrofaol Llandough

TREFNIADAU SEFYDLIADOL

Yn atebol yn reoliadol i:	Arweinydd Gwasanaeth Niwroseicoleg
Adroddiadau i:	Arweinydd Gwasanaeth Niwroseicoleg
Yn Gyfrifol yn Broffesiynol i:	Cyfarwyddwr Clinigol, Seicoleg a Therapiau Seicolegol

EIN GWERTHOEDD 'GOFALWCH AM EIN POBL CADWCH EIN POBL YN IACH'

Mae gan Fwrdd Iechyd Prifysgol Caerdydd a'r Fro waith pwysig i'w wneud. Mae'r hyn rydyn ni'n ei wneud yn bwysig oherwydd ein gwaith ni yw gofalu am bobl a'u cadw'n iach. Rydyn ni i gyd eisiau gwneud hyn hyd eithaf ein gallu - ond rydyn ni'n gwybod nad yw bwriadau da bob amser yn ddigon.

Ym Mwrdd Iechyd Prifysgol Caerdydd a'r Fro ein gwerthoedd a'n hymddygiadau enghreifftiol yw:

Rydyn ni'n poeni am y bobl rydyn ni'n eu gwasanaethu a'r bobl rydyn ni'n gweithio gyda nhw	Triniwch bobl fel yr hoffech gael eich trin, ac â thosturi bob amser
Rydym yn ymddiried yn, ac yn parchu, ein gilydd	Chwiliwch am adborth gan eraill ar sut rydych chi'n gwneud ac ymdrechu am ffyrdd gwell o wneud eich gwaith
Rydym yn cymryd cyfrifoldeb personol	Byddwch yn frwdfrydig a chymryd cyfrifoldeb am yr hyn rydych chi'n ei wneud.
Rydyn ni'n trin pobl â charedigrwydd	Diolchwch i bobl, dathlwch lwyddiant a phan aiff pethau o chwith gofynnwch 'beth alla i ei ddysgu'?
Rydym yn gweithredu gydag uniondeb	Peidiwch byth â gadael i strwythurau eich rhwystro rhag gwneud yr hyn sydd yn iawn .

Mae ein gwerthoedd yn pennu'r modd rydyn ni'n gweithio a'r modd rydyn ni'n ymddwyn gydag eraill. Disgwylir i ddeiliad y swydd ymddwyn bob amser yn unol â'n gwerthoedd, gan ddangos ymrwymiad i ddarparu gwasanaethau o ansawdd uchel i'n cleifion.

CYFRIFOL AM:

Goruchwyllo seicolegwyr cynorthwyl, seicolegwyr clinigol dan hyfforddiant doethuriaeth a seicolegwyr clinigol / cwnsela cymwys eraill sy'n gweithio mewn lleoliadau tîm tebyg.

CRYNODEB Y SWYDD

1. Darparu gwasanaeth seicolegol arbenigol i gleifion o fewn y Gwasanaeth Anhwylderau Ymwybyddiaeth Hir (PDOC), fel rhan o'r Uned Niwro-Adsefydlu, a'u teuluoedd, a Gofalwyr.
2. Bydd deiliad y swydd yn darparu asesiadau seicolegol, diagnosteg ac ymyriadau unigol arbenigol iawn i gleientiaid sydd mewn gwahanol leoliadau.
3. Bydd deiliad y swydd hefyd yn gyfrifol am ymgynghori â staff eraill yn y tîm amlddisgyblaethol a staff eraill sy'n gweithio o fewn Niwrowyddorau.
4. Bydd deiliad y swydd yn cynnig cyngor ac ymgynghoriad ar ofal seicolegol cleientiaid i'r Gwasanaeth PDOC / Uned Niwro-Adsefydlu ac ehangach, ac yn gweithio'n annibynnol o fewn canllawiau cenedlaethol a phroffesiynol a pholisïau a gweithdrefnau'r adran.
5. Bydd yn ofynnol i ddeiliad y swydd oruchwyllo mwy o aelodau iau'r tîm a rheoli'r agenda llywodraethu a datblygu clinigol fel gwasanaeth.
6. Bydd deiliad y swydd yn chwarae rhan bwysig yn y tîm cynyddol o arbenigwyr yn y gwasanaeth.
7. Bydd deiliad y swydd yn defnyddio sgiliau ymchwil ar gyfer archwilio, polisi, datblygu gwasanaeth ac ymchwil o fewn arweiniad BIP.
8. Cynnig a gweithredu newidiadau polisi yn y meysydd a wasanaethir.
9. Bydd y rôl hon yn cynnwys dylunio gwasanaethau gan gynnwys asesiadau seicolegol cymhleth iawn, llunio a thrin cleientiaid ar sail unigolyn a grŵp, gwaith amlddisgyblaethol, gwaith ymgynghori, cyswllt, ymchwil, addysgu, hyfforddi a goruchwyllo Seicolegwyr Clinigol dan Hyfforddiant ar leoliadau, staff nyrsio ac eraill.
10. Mae'n ofynnol i'r deiliad swydd weithio'n annibynnol yn cynllunio a threfnu ei glinigau a'u llwyth achosion eu hunain, gan gydbwysu gwaith cleientiaid, addysgu, hyfforddi, ymgynghori a datblygu gwasanaeth i sicrhau defnydd effeithiol ac effeithlon o arbenigedd.
11. Cynnig goruchwyliaeth ac addysgu i seicolegwyr clinigol dan hyfforddiant doethuriaeth fel goruchwyliwr arweiniol.

DYLETSWYDDAU A CHYFRIFOLDEBAU

Clinigol

1. Darparu cyngor seicolegol arbenigol, o bosibl lle gall barn arbenigol fod yn wahanol, i weithwyr gofal iechyd proffesiynol ar agweddau seicolegol ar ofal i gleientiaid sy'n derbyn gwasanaethau gan y Gwasanaeth PDOC.
2. Gweithio'n annibynnol o dan oruchwyliaeth y Pennaeth Arbenigedd gan weithredu dull integredig gyda gofalwyr a gweithwyr proffesiynol i ddarparu asesiadau a phecynnau triniaeth datblygedig iawn.
3. Bod yn atebol yn broffesiynol ac yn gyfreithiol am bob agwedd ar yr holl unigolion sy'n gweithio o fewn rheolaeth cleifion yn eich gofal.

4. Defnyddio gwybodaeth a theori arbenigol iawn o seicoleg a gwybodaeth am anhwylderau niwrolegol cymhleth i gynnal asesiadau seicolegol datblygedig iawn o gleientiaid. Yn dilyn hynny i ddarparu diagnosis a lluniad cywir, a rhaglen ofal arbenigol.
5. Cydweithio a lle bo angen, arwain triniaeth ryngddisgyblaethol cleientiaid unigol, yn unol â'r arferion gorau cyfredol.
6. Cynnal therapïau seicolegol ar sail unigolyn, cwpl a grŵp, gyda chleientiaid sydd ag anghenion seicolegol ac emosiynol cymhleth iawn.
7. Lle bo hynny'n briodol i frysennu a chyfeirio at yr adnoddau mwyaf priodol, gan ddefnyddio'r sgiliau uchod.
8. Cyfleu gwybodaeth gymhleth iawn ynghylch asesiadau, llunio a chynlluniau triniaeth sy'n deillio o hynny i gleientiaid mewn modd sy'n sensitif ac yn ystyried eu parodrwydd a'u cam o gymhelliant i newid.
9. Cyfleu gwybodaeth gymhleth iawn i weithwyr proffesiynol eraill sy'n ymwneud â gofal y cleient, gan gofio materion cyfrinachedd a risg.
10. Bod yn fedrus wrth gynnwys ac ymateb i wybodaeth glinigol sensitif ac emosiynol iawn.
11. Bod yn fedrus iawn wrth gyfathrebu â phartneriaid a gweithwyr proffesiynol a gofawyr anffurfiol cleientiaid mewn sesiynau ar y cyd neu mewn unigolion sy'n cyfleu'r materion seicolegol wrth gynnal parch a chyfrinachedd y cleient.

Addysgu, Hyfforddi a Goruchwyllo

1. Derbyn goruchwyliaeth arbenigol iawn yn rheolaidd gan Seicolegydd Clinigol / Cwnsela Ymgynghorol sy'n gweithio ym maes Niwroseicoleg / PDOC.
2. Dod o hyd i brofiad a sgiliau arbenigol iawn sy'n berthnasol i'r gwasanaeth a'u datblygu.
3. Addysgu seicolegwyr clinigol dan hyfforddiant ar Gwrs Hyfforddiant Doethurol De Cymru mewn Seicoleg Glinigol.
4. Darparu addysgu seicolegol arbenigol iawn i'r gweithwyr proffesiynol amlddisgyblaethol sy'n gweithio o fewn gwasanaethau i bobl â PDOC.
5. Darparu cyngor, ymgynghori a hyfforddiant arbenigol iawn i staff sy'n gweithio gyda phobl â PDOC.
6. Bydd deiliad y swydd yn darparu cyngor, ymgynghori a hyfforddiant arbenigol iawn i fforymau lleol a chenedlaethol ar PDOC.

Ymchwil a datblygiad

1. Defnyddio theori, llenyddiaeth sy'n seiliedig ar dystiolaeth ac ymchwil gyfredol i gefnogi arfer clinigol da, gwaith unigol a grŵp, a datblygu sgiliau goruchwyllo arbenigol iawn.
2. Ymgymryd ag ymchwil briodol o fewn arweiniad BIP a darparu cyngor ymchwil i staff eraill sy'n ymgymryd ag ymchwil.
3. Cynnal archwiliad cymhleth a gwerthuso gwasanaeth o fewn arweiniad BIP gyda chleientiaid a chydweithwyr yn y gwasanaeth i nodi meysydd o anghenion nas diwallwyd a llywio penderfyniadau ynghylch datblygu gwasanaeth.

4. Defnyddio rhaglenni prosesu geiriau a phecynnau cyfrifiadur ystadegol i ddadansoddi data ymchwil ac archwilio.
5. Cyflwyno data ymchwil ac archwilio mewn cynadleddau cenedlaethol, i gydweithwyr yn y gwasanaeth ac o fewn y timau ehangach ar draws UHB Caerdydd a'r Fro.
6. Efallai y bydd disgwyl i ddeiliad y swydd ledaenu canfyddiadau archwilio ac ymchwil gan gyhoeddiadau gwyddonol a adolygir gan gymheiriaid.

Datblygu / Gwella Gwasanaeth

1. Cyfrannu at ddatblygu, gwerthuso a monitro polisïau a gwasanaethau gweithredol y tîm ar gyfer defnyddio sgiliau proffesiynol mewn ymchwil, gwerthuso gwasanaethau ac archwilio.
2. Cynghori rheolwyr gwasanaeth a rheolwyr proffesiynol o'r agweddau hynny ar y gwasanaeth lle mae angen mynd i'r afael â materion seicolegol a sefydliadol.
3. Rheoli llwythi gwaith unrhyw Seicolegwyr Clinigol Cynorthwyl a Hyfforddai o fewn fframwaith y tîm / gwasanaethau, polisïau a gweithdrefnau.
4. Cymryd rhan lle bo hynny'n briodol wrth lunio rhestr fer a chyfweld staff.
5. Nodi a chymryd yr awenau mewn meysydd blaenoriaeth ar gyfer datblygu yn y gwasanaeth PDOC mewn ymgynghoriad â'r gwasanaeth ehangach.
6. Cydweithio ac mewn partneriaeth ag arwain y strategaeth wrth ddatblygu'r gwasanaeth yn unol â'r Gwasanaeth Cenedlaethol ac o fewn Disgwyliadau Llywodraeth Cymru.

Datblygiad proffesiynol

1. Cymryd rhan yn rheolaidd mewn gweithgareddau sy'n ymwneud â Datblygiad Proffesiynol Parhaus (DPP).
2. Yn yr un modd â phob seicolegydd clinigol / cwnsela, bydd deiliad y swydd yn derbyn goruchwyliaeth glinigol reolaidd yn unol â chanllawiau arfer da.

Gofynion Proffesiynol

1. Mae'n ofynnol i ddeiliaid swyddi gynnal cofrestriad gyda'r HCPC fel Seicolegydd Ymarferol a gweithio o fewn safonau ymddygiad, perfformiad a moeseg HCPC a chanllawiau perthnasol eraill e.e. Gymdeithas Seicolegol Brydeinig.
2. Disgwylir i ddeiliad y swydd gynorthwyo'r Pennaeth arbenigedd mewn rhai amgylchiadau.
3. Disgwylir i ddeiliad y swydd gynorthwyo'r Pennaeth arbenigedd (HOS) mewn rhai amgylchiadau fel sy'n briodol.
4. Bydd deiliad y swydd yn cael goruchwyliaeth glinigol unigol rheolaidd, a bydd yn cymryd rhan mewn goruchwyllo grŵp perthnasol lle mae hyn ar gael yn lleol.
5. Disgwylir i ddeiliad y swydd fynychu cyfarfodydd Arbenigedd a Chyfarwyddiaeth berthnasol yn ôl yr amser, a chynrychioli'r Seicolegydd Ymgynghorol Arweiniol lle gofynnir iddo wneud hynny.
6. Bydd deiliad y swydd yn gwneud cyfraniad llawn i Raglen Llywodraethu Clinigol y Gyfarwyddiaeth.
7. Bydd deiliad y swydd yn ymgymryd â Datblygiad Proffesiynol Parhaus priodol, a bydd yn cadw eu hunain diweddarau ar y datblygiadau o fewn eu meysydd arbenigol fel y cytunwyd yn eu PADR blynyddol ac o fewn y gyfarwyddiaeth ac arweiniad HCPC.

CYFFREDINOL

Adolygiadau Perfformiad / Rhwymedigaeth Perfformiad: Disgwylir i ddeiliad y swydd gymryd rhan ym mhroses adolygu perfformiad unigol, ac fel rhan o'r broses hon i gytuno ar Gynllun Datblygu Personol gydag amcanion clir a chefnogaeth a nodwyd.

Cyfngiadau'r Swydd: Ni ddylai deiliad y swydd weithio y tu hwnt i'w lefel cymhwysedd ddiffiniedig ar unrhyw adeg. Os oes gan ddeiliad y swydd bryderon ynglŷn â hyn, dylai eu trafod gyda'i rh/reolwr ar unwaith. Mae gan yr holl staff gyfrifoldeb i hysbysu'r rhai sy'n goruchwyllo eu dyletswyddau os nad ydyn nhw'n gymwys i gyflawni dyletswydd.

Cyfrinachedd: Yn unol â Deddf Diogelu Data 1998 ac Egwyddorion Cyfrinachedd Caldicott, bydd disgwyl i ddeiliad y swydd gynnal cyfrinachedd mewn perthynas â gwybodaeth bersonol a gwybodaeth cleifion, gan gynnwys cofnodion clinigol, fel yr amlinellir yn y contract cyflogaeth. (Mae'r ddyletswydd gyfrinachedd gyfreithiol hon yn parhau i fod yn berthnasol ar ôl i weithiwr adael y BIP). Dim ond ar sail cyflawni dyletswyddau y gall deiliad y swydd gael gafael ar wybodaeth.

Rheoli Cofnodion: Mae gan ddeiliad y swydd gyfrifoldeb cyfreithiol i greu, cynnal, storio a dinistrio cofnodion a gwybodaeth arall UHB sy'n cael ei thrin fel rhan o'u gwaith yn y BIP yn unol â gweithdrefnau gweithredu a hyfforddiant. Mae hyn yn cynnwys yr holl gofnodion sy'n ymwneud ag iechyd cleifion, ariannol, personol a gweinyddol, p'un a ydynt ar bapur neu ar gyfrifiadur. Mae'n ddyletswydd ar ddeiliad y swydd i gynnal y lefelau uchaf o ansawdd data ar gyfer pob cofnod trwy gofnodi cywir a chynhwysfawr ar draws yr ystod gyfan o gyfryngau y gallent eu defnyddio. Mae gan yr holl staff gyfrifoldeb i ymgynghori â'u rheolwr os oes ganddyn nhw unrhyw amheuan ynghylch rheoli cofnodion y maen nhw'n gweithio gyda nhw yn gywir.

Llywodraethu Gwybodaeth: Rhaid i ddeiliad y swydd fod yn ymwybodol bob amser o bwysigrwydd cynnal cyfrinachedd a diogelwch gwybodaeth a geir yn ystod eu dyletswyddau. Bydd hyn, mewn llawer o achosion, yn cynnwys mynediad at wybodaeth bersonol sy'n ymwneud â defnyddwyr gwasanaeth.

Iechyd a Diogelwch: Mae'n ofynnol i ddeiliad y swydd gydweithredu er mwyn sicrhau y cydymffurfir â dyletswyddau a gofynion iechyd a diogelwch. Cyfrifoldeb personol deiliad y swydd yw cydymffurfio â gweithdrefnau, rheolau a chodau ymarfer; a defnyddio'r holl offer, dyfeisiau, dillad amddiffynnol ac offer diogelwch sydd wedi'u gosod neu sydd ar gael, ac i fynychu cyrsiau hyfforddi yn ôl yr angen. Caiff staff fynediad at Iechyd Galwedigaethol, a chymorth arall, ar adegau o angen.

Rheoli Risg: Mae'r BIP wedi ymrwymo i amddiffyn ei staff, cleifion, asedau ac enw da trwy broses rheoli risg effeithiol. Bydd yn ofynnol i ddeiliad y swydd gydymffurfio â Pholisi Iechyd a Diogelwch y Bwrdd Iechyd a chymryd rhan weithredol yn y broses hon, gan fod â chyfrifoldeb am reoli risgiau ac adrodd am eithriadau.

Diogelu Plant ac Oedolion: Mae'r Bwrdd Iechyd wedi ymrwymo i ddiogelu plant ac oedolion. Mae'n rhaid i holl staff y sefydliad fynychu'r lefel ofynnol o hyfforddiant ynglŷn â plant ac oedolion.

Rheoli Heintiau: Mae'r UHB wedi ymrwymo i gyflawni ei rwymedigaethau i leihau haint. Mae'n ofynnol i ddeiliad y swydd gydymffurfio â gweithdrefnau / polisïau cyfredol ar gyfer rheoli haint, i beidio â goddef diffyg gydweithredu gan gydweithwyr, a mynychu hyfforddiant perthanasol.

Gweithwyr Iechyd Proffesiynol Cofrestredig: Mae'n ofynnol i'r holl weithwyr y mae'n ofynnol iddynt gofrestru gyda chorff proffesiynol i'w galluogi i ymarfer yn eu proffesiwn gydymffurfio â'u cod ymddygiad a gofynion eu cofrestriad proffesiynol.

Gweithwyr Cymorth Gofal Iechyd: Mae Cod Ymddygiad Gweithiwr Cymorth Gofal Iechyd Cymru (HCSW) yn amlinellu'r safonau ymddygiad, ymddygiad ac agwedd sy'n ofynnol gan yr holl Weithwyr Cymorth Gofal Iechyd a gyflogir yn GIG Cymru. Mae Cymorth Gofal Iechyd yn gyfrifol, ac mae dyletswydd gofal arnynt, i sicrhau nad yw eu hymddygiad yn is na'r safonau y manylir arnynt yn y Cod ac nad oes unrhyw weithred na hepgoriad ar eu rhan yn niweidio diogelwch a lles defnyddwyr gwasanaeth a'r cyhoedd, tra yn eu gofal.

Gwella Iechyd: Mae gan yr holl staff gyfrifoldeb i hybu iechyd da a gweithredu fel eiriolwr dros hybu iechyd ac atal afiechyd.

Dim Ysmygu: Er mwyn rhoi'r cyfle gorau i bob claf, ymwelydd a staff fod yn iach, y mae pob safle, gan gynnwys adeiladau a thiroedd, yn ddi-fwg. Anogir staff i hyrwyddo a chefnogi ein Polisi Dim Ysmygu yn weithredol. Mae cyngor a chefnogaeth ar roi'r gorau i ysmygu ar gael i'r holl staff a chleifion. Gellir cyrchu gwasanaeth ysbyty trwy ffonio 02920 743582 neu, ar gyfer gwasanaeth cymunedol, gellir cysylltu â Stop Smoking Wales ar 0800 0852219.

Cydraddoldeb ac Amrywiaeth: Mae gan bob aelod o staff gyfrifoldeb personol o dan Ddeddf Cydraddoldeb 2010 i sicrhau nad ydyn nhw'n gwahaniaethu, aflonyddu na bwlio nac yn cyfrannu at wahaniaethu, aflonyddu neu fwlio unrhyw gydweithiwr (cydweithwyr) neu ymwelwyr neu'n cydoddef gwahaniaethu neu fwlio oherwydd 'nodweddion gwarchodedig' rhywun. Y nodweddion gwarchodedig hyn yw: oedran, crefydd, cyfeiriadedd rhywiol, cred neu ddiffyg cred, rhyw, anabledd, hil, hunaniaeth rhyw, beichiogrwydd a mamolaeth, priodas a phartneriaethau sifil. Bydd y rheolwr llinell a deiliad y swydd yn gyfrifol am hyrwyddo amrywiaeth a thegwch cyfle ar draws pob maes o'ch gwaith. Mae hyn yn berthnasol i ddarparu gwasanaeth fel gweithiwr ac i unrhyw un y gallech fod yn gweithio gyda nhw, p'un a ydynt yn gleifion, teulu / gofalwr, ymwelwyr neu gydweithiwr. Fe'ch gwneir yn ymwybodol o'ch gyfrifoldebau i gynnal polisïau ac egwyddorion sefydliadol ar hyrwyddo cydraddoldeb sy'n gwerthfawrogi amrywiaeth a pharchu hawliau dynol pobl fel rhan o'ch ymarfer bob dydd.

Urddas yn y Gwaith: Mae'r UHB yn condemnio pob math o fwlio ac aflonyddu ac wrthi'n ceisio hyrwyddo gweithle lle mae gweithwyr yn cael eu trin yn deg a chydag urddas a pharch. Gofynnir i'r holl staff riportio a ffurf bwlio ac aflonyddu i'w Rheolwr Llinell neu i unrhyw Gyfarwyddwr y sefydliad. Ni fydd unrhyw ymddygiad amhriodol y tu mewn i'r gweithle yn cael ei oddef a bydd yn cael ei drin fel mater difrifol o dan Bolisi Disgyblu BIP.

Iaith Gymraeg: Rhaid i bob gweithiwr gyflawni ei ddyletswyddau gan gydymffurfio'n llwyr â gofynion Cynllun Cymraeg cyfredol UHB a chymryd pob cyfle i hyrwyddo'r Gymraeg wrth iddynt ddelio â'r cyhoedd. Mae'r UHB hefyd yn annog gweithwyr i ddefnyddio eu sgiliau Cymraeg sydd ar gael.

Disgrifiad Swydd: Nid yw'r disgrifiad swydd hwn yn anhyblyg ond mae'n amlinellid ac yn ddisgrifiad o'r prif ddyletswyddau. Bydd unrhyw newidiadau yn cael eu trafod yn llawn gyda deiliad y swydd ymlaen llaw. Bydd y disgrifiad swydd yn cael ei adolygu o bryd i'w gilydd i ystyried newidiadau a datblygiadau mewn gofynion gwasanaeth.

SYLWCH:

Bernir bod angen Gwiriad Datgelu ar gyfer y swydd hon, trwy'r Gwasanaeth Datgelu a Gwahardd (DBS). Felly, bydd angen i gysylltu â'r DBS i wirio unrhyw gefndir troseddol perthnasol.

Dyddiad Paratowyd: Mai 2017

Paratowyd Gan: Dr Jane Boyd

Dyddiad Adolygwyd: Mawrth 2020

Adolygwyd Gan: Dr Ian Hughes

BWRDD IECHYD PRIFYSGOL CARDIFF A'R FRO
MANYLEB PERSON

Teitl swydd: Seicolegydd / Niwroseicolegydd Ymarferydd Arbenigol Hynod
Adran: Gwasanaeth Anhwylderau Ymwybyddiaeth Hir (PDOC) / Gwasanaeth Niwro-Adsefydlu Cleifion Mewnol
Band: 8b
Cyfarwyddiaeth: Niwrowyddorau
Bwrdd Clinigol: Gwasanaethau Arbenigol
Lleoliad: Canolfan Niwro ac Adsefydlu Asgwrn Cefn Llandough, Ysbyty Athrofaol Llandough

	HANFODOL	DESIRABLE	DULL ASESU
HYFFORDDIANT & CYMWYSTERAU	Gradd Anrhydedd Da mewn Seicoleg gyda chymhwyster ar gyfer Sail Graddedig ar gyfer Siarteriaeth (GBC) gyda'r BPS. Doethuriaeth Ôl-raddedig mewn Seicoleg Glinigol / Cwnsela a achredwyd gan yr HCPC (neu'r hyn sy'n cyfateb i'r rhai a hyfforddwyd cyn 1996 fel yr achredwyd gan y BPS). Cofrestriad HCPC fel seicolegydd ymarfer.	Hyfforddiant ôl-ddoethuriaeth mewn un neu fwy o feysydd arbenigol ychwanegol o ymarfer seicolegol. Tystiolaeth o gyhoeddiadau a adolygwyd gan gymheiriaid, cyflwyniadau mewn cynadleddau, neu gyfraniadau tebyg.	Ffurflen gais Gwiriad Tystysgrif Cerdyn Cofrestru - Nyrs / Gweithiwr Iechyd Perthynol
PROFIADAU	Profiad ôl-gymhwyso sylweddol ac amlwg o weithio fel Seicolegydd Ymarferydd Cofrestredig HCPC sydd â phrofiad o weithio gyda phobl ag Anhwylderau Ymwybyddiaeth Hir. Profiad o weithio gydag amrywiaeth eang o grwpiau cleifion yn cyflwyno gyda'r ystod lawn o ddifrifoldeb clinigol ar draws yr ystod lawn o leoliadau gofal gan gynnwys cleifion allanol, cymunedol, gofal sylfaenol, lleoliadau gofal cleifion mewnol a phreswyl a chynnal lefel uchel o broffesiynoldeb yn yr wyneb. o broblemau emosiynol a thrallodus iawn. Profiad o arfer cyfrifoldeb clinigol llawn am ofal a thriniaeth seicolegol cleientiaid, fel gweithiwr gofal iechyd proffesiynol cymwys a hefyd yng nghyd-destun cynllun gofal amlddisgyblaethol. Profiad o addysgu, hyfforddi a goruchwyliaeth broffesiynol a chlinigol. Tystiolaeth amlwg o oruchwyliaeth glinigol arbenigol sylweddol o fewn fframwaith gwyddonydd-ymarferydd, gan gynnwys goruchwyliaeth, goruchwyliaeth grŵp a chyflwyniadau achos.	Profiad o weithio gyda defnyddwyr gwasanaeth fel cyd-gynhyrchwyr.	Ffurflen gais Cyfweliad Cyfeiriadau

SGILIAU A CHYMWYSEDDAU	Sgiliau wrth ddefnyddio dulliau cymhleth iawn o asesu, ymyrryd a rheoli seicolegol, sy'n aml yn gofyn am ganolbwyntio parhaus a dwys. Sgiliau Cyfathrebu a Pherthynas Y gallu i ddefnyddio'r sgiliau rhyngbersonol a chyfathrebu ar y lefel uchaf i gyfleu a derbyn gwybodaeth gymhleth / sensitif iawn yn effeithiol, sy'n gofyn am empathi a sicrwydd, mewn awyrgylch emosiynol iawn a'r gallu i oresgyn ymwrthedd seicolegol i wybodaeth a allai fod yn fygythiol, gan gynnal proffesiynoldeb uchel ar yr un pryd. bob amser. Yn gallu cymryd cyfrifoldeb am reoli a darparu gwasanaeth arbenigol, neu ddarparu rhan o wasanaeth mwy yn systematig. Sgiliau wrth ymgynghori â grwpiau proffesiynol ac amhroffesiynol eraill. Sgiliau dadansoddi a barnu Y gallu i lunio barn glinigol a chysylltiedig â gwasanaeth sy'n cynnwys ffeithiau cymhleth sy'n gofyn am ddadansoddi, dehongli a chymharu sawl opsiwn. Y gallu i werthuso'n feirniadol dystiolaeth ymchwil sy'n ymwneud ag effeithiolrwydd clinigol a datblygu gwasanaeth. Sgiliau Cynllunio a Threfniadol Y gallu i gynllunio a threfnu ystod o weithgareddau a rhaglenni clinigol neu gysylltiedig â gwasanaeth. Y gallu i weithredu polisiau y cytunwyd arnynt a datblygiadau gwasanaeth hirdymor strategol.	Gwybodaeth am theori ac ymarfer therapïau seicolegol arbenigol mewn grwpiau penodol sy'n anodd eu trin (e.e. anhwylder personoliaeth, diagnosis deuol, pobl ag anableddau ychwanegol, ac ati) Lefel uchel o wybodaeth am theori ac ymarfer o leiaf dau therapi seicolegol arbenigol. Gwybodaeth am ddeddfwriaeth mewn perthynas i grŵp cleientiaid ac iechyd meddwl. Y gallu i siarad Cymraeg a pharodrwydd i ddefnyddio hyn yng nghyd-destun gwaith lle bo hynny'n berthnasol.	Ffurflen gais Cyfweliad Cyfeiriadau
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GWYBODAETH ARBENIGOL	Hyfforddiant Ffurfiol a goruchwylio seicolegwyr eraill. Gwybodaeth ar lefel doethuriaeth o ddylunio a methodoleg ymchwil. Tystiolaeth o ddatblygiad proffesiynol parhaus ôl-gymhwyso sylweddol fel yr argymhellwyd gan yr HCPC a'r BPS. Y gallu i nodi a darparu cefnogaeth i ofalwyr a staff. Y gallu i ddatblygu a defnyddio deunyddiau amlgyfrwng cymhleth ar gyfer cyflwyniadau mewn cyflwyniadau cyhoeddus, proffesiynol ac academiaidd. Gwybodaeth am ddeddfwriaeth berthnasol. Gwybodaeth arbenigol ddatblygedig o theori ac ymarfer seicoleg glinigol / cwnsela, asesu, a chymhwyso therapïau seicolegol arbenigol sy'n gysylltiedig ag anghenion pobl ag Anhwylderau Ymwybyddiaeth Hir. Gwybodaeth arbenigol am adeiladu profion seicometrig, datblygu, dilysu, gweinyddu a dehongli clinigol o'r canlyniadau.	Ymwybyddiaeth o faterion amrywiaeth ethnig.	Ffurflen gais Cyfweliad Cyfeiriadau
ANSAWDD PERSONOL (Arddangosadwy)	Parch at ddefnyddwyr gwasanaethau a'u Gofalwyr. Parodrwydd i oruchwylio seicolegwyr clinigol dan hyfforddiant a seicolegwyr clinigol / cwnsela cymwys eraill sy'n gweithio mewn lleoliadau tebyg. Ymrwymiad a diddordeb mewn gweithio gyda phobl ag Anhwylderau Ymwybyddiaeth Hir. Ymrwymiad i weithio ar y cyd â phobl sy'n byw gydag Anhwylderau Ymwybyddiaeth Hir a'u gofalwyr i ddatblygu a gwella gwasanaethau. Parodrwydd i weithio fel rhan o dîm. Y gallu i weithio'n annibynnol. Y gallu i wneud defnydd effeithiol o ymgynghori ac arfarnu clinigol. Parodrwydd i gymryd rhan mewn datblygiad proffesiynol parhaus a		Ffurflen gais Cyfweliad Cyfeiriadau

	seicolegwyr sy'n gweithio mewn lleoliadau tîm tebyg. Parodrwydd i gymryd rhan mewn datblygiad proffesiynol parhaus. Y gallu i gyfathrebu'n glir a gyda sensitifrwydd - ar lafar ac yn ysgrifenedig. Yn drefnus ac yn hyblyg, yn gallu blaenoriaethu llwyth gwaith.		
ARALL (Nodwch os gwelwch yn dda)	Gofyniad i ddod i gysylltiad aml â sefyllfaoedd trallodus emosiynol a thrawmatig. Llythrennog cyfrifiadurol Y gallu i deithio rhwng safleoedd gwaith mewn modd amserol. Hyfforddiant ffurfiol mewn asesu Hyfforddiant ffurfiol mewn technegau ymwahanu Rhyddid i weithredu Rhaid gallu gweithio o fewn polisïau sefydliadol, a bod yn atebol am eich gweithredoedd proffesiynol eich hun.	Y gallu i siarad Cymraeg a pharodrwydd i ddefnyddio mewn cyd-destun gwaith.	Cyfweliad Gwiriad Dogfen

Dyddiad Paratowyd: Mai 2017

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