

Therapydd Galwedigaethol

Cyfeirnod y swydd: AHOS00059W1FDE

Lleoliad: Tîm Adnoddau Cymunedol y Rhyl

Cyflog: Gradd 8 - 9, £35,235 - £41,511 y flwyddyn

Oriau: 25 i 30 y wythnos (cyfnewidiol) / Parhaol

Ydych chi'n chwilio am gyfle i ddefnyddio eich sgiliau Therapi Galwedigaethol i wella bywydau dinasyddion sy'n byw yn y gymuned? Mae Tîm Adnoddau Cymunedol y Rhyl yn chwilio am therapydd galwedigaethol dyfeisgar a rhagweithiol i ymuno â'u fîm.

Wedi'i leoli o fewn y fîm Adnoddau Cymunedol, bydd deiliad y swydd yn gweithio fel rhan o dîm amlddisgyblaethol integredig, gan gynnwys gofal cymdeithasol, nyrsio ardal, therapiâu iechyd a'r trydydd sector. Byddwch yn rhan hanfodol o'r fîm ardal aml-ddisgyblaethol yn gweithio gydag oedolion dros 18 oed.

Mae amgylchedd y fîm Adnoddau Cymunedol yn annog dull creadigol ac arloesol o ran ymarfer, gydag anogaeth i gydweithio o fewn tîm integredig, llawn cymhelliant. Bydd y deiliad swydd yn rhan o ofal unigol, ac ethos Ailalluogi ar draws y gwasanaethau. Darperir goruchwyliaeth a chymorth proffesiynol gan Ddirprwy Reolwr Tîm neu Uwch Therapydd Galwedigaethol.

Bydd yr ymgeisydd llwyddiannus yn ymgymryd ag asesiadau cymesur ac yn nodi technegau, offer ac addasiadau i alluogi unigolion i gyflawni canlyniadau realistig a dymunol mewn gweithgareddau bob dydd gan ganolbwyntio ar Berfformiad Galwedigaethol yng nghyd-destun gofal cymdeithasol.

Mae cymhwyster Proffesiynol mewn Therapi Galwedigaethol a chofrestrriad HCPC yn hanfodol. Penodiad yn amodol ar Wiriad Gwasanaeth Datgelu a Gwahardd a geir daon boddhaol.

Os hoffech chi drafod unrhyw agwedd ar y swydd, ffoniwch Anne Roberts neu Alan Thomson ar 01824 712391.

Os oes gennych ddi-ddordeb yn y swydd wag hon, gwnewch gais ar-lein trwy ein gwefan www.sirddinbych.gov.uk Am ddulliau eraill o wneud cais, cysylltwch â'r Adran Gwasanaethau Cwsmeriaid ar 01824 706100.

Rhaid i ymgeisydd gwblhau ein ffurflen gais i gael ei ystyried. Mae'n ddrwg gennym nad ydym yn gallu ateb pob cais. Os nad ydych wedi derbyn ateb o fewn tair wythnos i'r dyddiad cau, dylech gymryd yn ganiataol nad ydych wedi cyrraedd y rhestr fer am gyfweiliad.

Dyddiad Cau: 28 Ebrill 2025

Mae Cyngor Sir Ddinbych yn ymroddedig i Gyfle Cyfartal a'i Safonau Iaith Gymraeg. Rydym yn croesawu ceisiadau yn y Gymraeg. Sylwch na fydd unrhyw ffurflenni cais a dderbynnir yn y Gymraeg yn cael eu trin yn llai ffafriol na ffurflenni cais a gyflwynwyd yn Saesneg.

Occupational Therapist

Job reference: AHOS00059W1FDE

Location: Rhyl Community Resource Team

Salary: Grade 8 - 9, £35,235 - £41,511 per annum

Hours: 25 to 30 per week (flexible) / Permanent

Are you looking for an opportunity to utilise your Occupational Therapy skills to enhance the lives of citizens living in the community? Rhyl Community Resource team (CRT) are looking for a pro-active, resourceful occupational therapist to join their team.

Based within the CRT the post holder will work as part of an integrated multi-disciplinary team including social care, district nursing, health therapies and the 3rd sector. You will be an integral part of the multidisciplinary locality team working with adults over the age of 18.

The CRT environment encourages a creative and innovative approach to practise, with encouragement to work in collaborative way within a truly integrated and well-motivated team. The post holder will be involved in supporting single handed care, and a Reablement ethos across services. Supervision and professional support is provided by a Deputy Team Manager or senior Occupational Therapist.

The successful applicant will undertake proportionate assessments and identify techniques, equipment and adaptations to enable individuals to achieve realistic and desirable outcomes in everyday activities with a focus on Occupational Performance within a context of social care.

A Professional qualification in Occupational Therapy and HCPC registration is essential.

Appointment subject to Disclosure & Barring Service Check and satisfactory references.

If you would like to discuss any aspect of the post, please call Anne Roberts or Alan Thomson on 01824 712391.

If you are interested in this vacancy, please apply online via the website www.denbighshire.gov.uk. For alternative methods of applying please contact Customer Services on 01824 706101.

Candidates must complete our application form to be considered. We regret that we are unable to reply to all applications. If you have not received a reply within three weeks of the closing date, you must assume that you have not been short listed for interview.

Closing Date: 28 April 2025

Denbighshire County Council is committed to Equal Opportunities and its Welsh Language Standards. We welcome applications in the Welsh Language and application forms received in the Welsh Language will not be treated less favourably than an application form submitted in English.

CYNGOR SIR DDINBYCH – SWYDD-DDISGRIFIAD

Teitl y Swydd:	Therapydd Galwedigaethol
Graddfa:	Graddfa 8 a 9
Gwasanaeth:	Gwasanaeth Gofal Cymdeithasol Oedolion a Digartrefedd
Maes Gwasanaeth:	Mae Tîm Adnoddau Cymunedol y Rhyl
Yn atebol i'r:	Dirprwy Reolwr Tîm
Cyfeirnod y Swydd / Dyddiad Cyhoeddi:	ID 04270 & ID 04271
Categori Iaith Gymraeg:	Nid yw sgiliau iaith Gymraeg yn angenrheidiol

Pwrpas y Swydd

Wedi'i leoli o fewn y fîm Adnoddau Cymunedol, bydd deiliad y swydd yn ymuno â chydweithwyr therapi galwedigaethol eraill fel rhan o dîm amlddisgyblaethol integredig, gan gynnwys gofal cymdeithasol, nyrsio ardal, therapiau iechyd a'r trydydd sector. Byddwch yn rhan hanfodol o'r fîm ardal aml-ddisgyblaethol yn gweithio gydag oedolion dros 18 oed.

Bydd yr ymgeisydd llwyddiannus yn ymgymryd ag asesiadau cymesur ac yn nodi technegau, offer ac addasiadau i alluogi unigolion i gyflawni canlyniadau realistig a dymunol mewn gweithgareddau bob dydd gan ganolbwyntio ar Berfformiad Galwedigaethol yng nghyd-destun gofal cymdeithasol. Byddwch yn cael eich annog a'ch cefnogi i weithio mewn modd cydweithredol o fewn fîm integredig, llawn cymhelliant.

Bydd y deiliad swydd yn rhan o ofal unigol, ac ethos Ailalluogi ar draws y gwasanaethau. Darperir goruchwyliaeth a chymorth proffesiynol gan Ddirprwy Reolwr Tîm neu Uwch Therapydd Galwedigaethol a bydd disgwyl i chi fentora, cynghori a / neu oruchwyllo aelodau eraill o staff (yn gymesur â Graddfa a phrofiad).

Bydd y therapydd galwedigaethol yn defnyddio'r sgiliau craidd o arsylwi perfformiad Galwedigaethol ac asesu holistig er mwyn dadansoddi'r cryfderau a'r rhwystrau i annibyniaeth, a gallu addasu eu dull i alluogi i ddinasyddion gyflawni eu canlyniadau. Bydd ethos ailalluogi ac ymarfer arloesol yn cael eu hannog i fodloni gofynion gwasanaethau cymdeithasol modern o fewn cyd-destun ariannol heriol.

Bydd y therapydd galwedigaethol yn datblygu dealltwriaeth o anghenion diwylliant, iechyd a chymdeithasol yr ardal neu'r gymuned i lywio arfer. Bydd y therapydd galwedigaethol yn datblygu perthnasoedd gwaith effeithiol gydag unigolion, gofalwyr, grwpiau a chymunedau i asesu anghenion mewn modd anfeiriadol.

Bydd gwaith ataliol sylfaenol yn cael ei wneud i leihau'r angen am ofal neu lety a reolir, a lle bo angen bydd y therapydd galwedigaethol yn gwneud a chefnogi trefniadau lleoli a chynlluniau ar gyfer unigolion yn y dyfodol. Bydd hyn yn unol â dilyn ethos ail-alluogi gyda'r holl ddinasyddion a'r teuluoedd rydym yn dod i gysylltiad â nhw pryd bynnag y bo'n briodol.

Prif Atebolrwydd a Chyfrifoldebau

Defnyddio sgiliau arsylwi i ddadansoddi'r holl wybodaeth sydd ar gael a sefyllfaoedd sy'n codi, dehongli'r canfyddiadau a'u cyfleu'n effeithiol i weithwyr proffesiynol eraill, fel Rheolwr Atebol a chydweithwyr mewn lechyd a Gofal Cymdeithasol er mwyn hwyluso penderfyniadau priodol ac amserol.

Dangos ac egluro'r sgiliau craidd o ran arsylwi perfformiad Galwedigaethol er mwyn dadansoddi'r cryfderau a'r rhwystrau i annibyniaeth, a gallu addasu'r dull i alluogi i'r dinesydd i gyflawni ei ganlyniadau.

Gyda chefnogaeth sy'n gymesur â lefel profiad, rheoli llwyth achosion yn effeithiol a chynnal sgysiau Beth sy'n Bwysig cynhwysfawr ac asesiadau therapi galwedigaethol arbenigol. Bydd hyn yn cynnwys asesu, dadansoddi a rheoli sefyllfaoedd cymhleth, risg i ddinasyddion a'u gofalwyr, diogelu oedolion diamddiffyn a llunio barn o fewn fframwaith cyfreithiol.

Nodi, asesu, dadansoddi a chefnogi unigolion a theuluoedd i reoli eu risgiau mewn sefyllfaoedd cymhleth.

Herio dyfarniadau a phenderfyniadau a wneir gan eraill yn briodol lle mae tystiolaeth nad yw anghenion y rhai yr ydych yn gweithio gyda nhw yn cael eu diwallu.

Gwerthfawrogi, cydnabod a pharchu amrywiaeth, arbenigedd a phrofiad unigolion, teuluoedd, gofalwyr, grwpiau a chymunedau, ac wrth wneud hynny, eu galluogi i wneud penderfyniadau gwybodus a mynegi eu hanghenion.

Cyflawni asesiadau risg i ddiogelu, amddiffyn, cefnogi ac / neu ofalu am oedolion diamddiffyn o fewn y ddeddfwriaeth a pholisïau a chanllawiau trefniadol. Rheoli'r peryglon hynny'n gynyddol gydag ymreolaeth gynyddol fel y bo'n briodol.

Gyda chefnogaeth sy'n gymesur â lefel profiad, bod yn ymatebol i bob un o alwadau'r gwasanaeth fel bo'r gofyn. Bydd hyn yn cynnwys gwasanaeth cwsmeriaid rhagorol, blaenoriaethu atgyfeiriadau yn gywir a threfnu ymatebion prydlon gyda chyfathrebu effeithiol i fynd gyda nhw i bawb dan sylw.

Cynllunio Gofal:

Cytuno ar gynlluniau gofal a chefnogi i sicrhau bod potensial unigolyn am annibyniaeth yn cael ei wireddu a bod risgiau blaenoriaeth yn cael eu rheoli e.e. cynlluniau gofal addasiadau, cynlluniau gofal symud a thrin a Chynlluniau Gofal a Chefnogaeth Integredig. Defnyddio cynlluniau gofal a chefnogaeth integredig gan weithio'n gyson a defnyddio dull integredig sy'n cynnwys barn, arbenigedd a chefnogaeth sydd ar gael gan gydweithwyr yn y gwasanaethau lechyd, Gofal Cymdeithasol a'r trydydd sector.

Defnyddio pendantrwydd proffesiynol i gyfiawnhau penderfyniadau a chynnal arferion, gwerthoedd a moeseg therapi galwedigaethol proffesiynol.

Cyflawni gwaith sy'n canolbwyntio ar yr unigolyn ac yn seiliedig ar ganlyniadau a hyrwyddo datrysiadau gydag unigolion, teuluoedd, gofalwyr, grwpiau a chymunedau sy'n hyrwyddo annibyniaeth a chynhwysiad cymdeithasol.

Cydweithio gydag unigolion a theuluoedd gyda model sy'n canolbwyntio ar ganlyniadau sy'n cefnogi annibyniaeth ac yn mynd i'r afael â materion ansawdd bywyd.

Bod yn greadigol wrth ddefnyddio gwahanol ddewisiadau gwasanaeth a rhannu'r wybodaeth hon gydag ymarferwyr eraill.

Grymuso unigolion i nodi a hyrwyddo datrysiadau gyda theulu, ffrindiau, grwpiau, cymunedau a'r trydydd sector i gwrdd ag anghenion dynodedig a chyflawni canlyniadau da.

Annog dinasyddion, pan yn briodol i ystyried cymryd risg cadarnhaol i symud ymlaen gyda'u

bywydau a byw mor annibynnol â phosibl.

Ymgysylltu'n effeithiol gyda gweithwyr proffesiynol ac asiantaethau eraill e.e. lechyd, yr Heddlu i sicrhau priodoldeb cynlluniau gofal a chymorth a thrafod newidiadau i gynlluniau lle bod angen.

Ceisio cynyddu'r adnoddau ariannol a materol sydd ar gael i ddinasyddion a gofalwyr gan bob ffynhonnell bosibl, gan gynnwys adnoddau cymunedol a defnyddio taliadau Uniongyrchol i gefnogi dewis a rheolaeth.

Sicrhau bod pob gwasanaeth yn cael eu darparu yn newis iaith y dinesydd yn unol â Strategaeth y Gymraeg

DIOGELU:

Nodi ac asesu'r perygl o gamdriniaeth, methiant i ddiogelu, amddiffyn neu osgoi niwed i oedolion neu blant a phobl ifanc ddi-amddiffyn.

Deall materion diogelu ar gyfer plant ac oedolion diamddiffyn a meithrin sgiliau i weithio gyda phartneriaid ac asiantaethau eraill, unigolion a theuluoedd, wrth baratoi cynlluniau gofal a fydd yn lleihau risg a chadw pobl yn ddiogel.

Meddu ar ddealltwriaeth o'r gweithdrefnau amddiffyn Oedolion a Phlant, a'u dyletswydd i adrodd am bryderon yn unol â pholisïau a gweithdrefnau.

EIRIOLAETH

Bydd ymarferwyr yn helpu dinasyddion i gael mynediad at wasanaethau eiriolaeth i bennu eu canlyniadau lles a mynegi eu hanghenion, dymuniadau a theimladau.

COFNODI AC ADRODD

Bod yn atebol am wybodaeth achosion yn gywir o'r cam atgyfeirio hyd at fonitro ac adolygu sy'n egluro digwyddiadau a chanlyniadau ac yn cyfiawnhau penderfyniadau.

Rhaid cyflawni cofnodi achosion o fewn y gweithdrefnau a'r amserlenni sy'n ofynnol gan y sefydliad ac yn unol â safonau RCOT a HCPC.

Cofnodi angen heb ei ddiwallu i lywio cynllunio gwasanaethau yn y dyfodol a hysbysu rheolwyr ynghylch ble y gall angen heb ei ddiwallu greu risg ychwanegol i ddinasyddion, gofalwyr a theuluoedd.

Paratoi adroddiadau llys ac adroddiadau arbenigol eraill lle bo angen a rhoi tystiolaeth yn y Llys mewn perthynas ag achosion cyfreithiol lle bo angen.

SGILIAU RHESYMU

Gyda chefnogaeth briodol sy'n cyfateb â lefel profiad, rheoli gwrthdaro yn effeithiol gydag oedolion, plant, pobl ifanc, teuluoedd a sefyllfaoedd proffesiynol eraill.

Herio gwahaniaethu, anfantais a mathau eraill o anghydraddoldeb, anghyfiawnder ac ymarfer gormesol.

Datblygiad Proffesiynol

1. Rhaid i chi gadw eich cofrestriad proffesiynol a chydymffurfio â hyfforddiant a dysgu ôl-gofrestru, parhau mewn addysg a dysgu proffesiynol, a gofynion addaswydd i ymarfer.
2. Cymryd rhan a pharatoi ar gyfer cyfnodau goruchwylio proffesiynol ac adolygiadau datblygu perfformiad i gefnogi datblygiad personol a chydymffurfio â safonau proffesiynol.

- Cwblhau hyfforddiant a mynd i seminarau sydd wedi'u dylunio i ddatblygu arbenigedd personol a phroffesiynol y swydd a rhannu gwybodaeth am yr hyn a ddysgwyd gyda chydweithwyr ar draws y maes gwasanaeth fel y bo'n briodol.

Dyletswyddau a Chyfrifoldebau Corfforaethol

- Cydymffurfio â Pholisïau a Gweithdrefnau'r Awdurdod a rhoi gwybod i Uwch Swyddogion am unrhyw feysydd nad ydynt yn cael sylw digonol.
- Chwarae rhan ymarferol wrth gefnogi egwyddorion ac arferion cyfle cyfartal yr Awdurdod fel yr amlinellwyd yn y Polisi Cydraddoldeb.
- Bod yn gyfrifol am roi arferion lechyd a Diogelwch ar waith o ddydd i ddydd, gan rannu cyfrifoldeb am lechyd a Diogelwch yn yr adran, y gyfarwyddiaeth a'r Awdurdod yn gyffredinol.
- Bydd yn rhaid i weithwyr roi gwybodaeth benodol amdanynt eu hunain er mwyn i'r Awdurdod allu cyflawni ei ddyletswyddau, ei hawliau a'i gyfrifoldebau fel cyflogwr. Bydd yr Awdurdod yn prosesu ac yn rheoli data o'r fath at ddibenion personél, gweinyddol a chyflogau yn bennaf.
- Fel un o'ch amodau cyflogaeth ac er mwyn sicrhau bod yr adran yn effeithiol, efallai y bydd gofyn i chi gyflawni unrhyw dasg resymol arall, sy'n gymesur â'ch graddfa, fel y'i pennir gan eich Rheolwr Atebol neu Bennaeth Gwasanaeth.
- Bod yn gyfrifol am sefydlu perthnasoedd gwaith da yn fewnol ac yn allanol.
- Mae Sir Ddinbych wedi ymrwymo i ddiogelu plant a grwpiau diameddiffyn. Disgwylir i holl weithwyr y Cyngor fod yn ymwybodol o'r Polisi Diogelu Corfforaethol a'u cyfrifoldeb i roi gwybod am unrhyw bryderon yn y modd priodol ac o fewn y terfynau amser perthnasol.

Adnoddau/Offer/Deunyddiau

Ffôn symudol ac offer cyfrifiadurol

Goruchwylio/Rheoli Pobl

Bydd disgwyl i ymarferwyr ddarparu cefnogaeth a goruchwyliaeth i staff eraill yn unol â disgwyliadau pob Therapydd Galwedigaethol sy'n gweithio yn y Gwasanaeth Cymorth Cymunedol.

Bydd disgwyl i ymarferwyr gyflawni gwaith ysgogi gydag unigolion a theuluoedd fel bo angen.

Datblygu sgiliau i fedru dirprwyo gwaith achosion a gwaith cefnogi yn effeithiol ac yn briodol, gan roi cyngor ac arweiniad mewn modd clir a chyfannol i hwyluso newid a chyflawni potensial llawn.

Gwybodaeth, Sgiliau, Hyfforddiant a Phrofiad

Mae'n rhaid i Ddeiliad y Swydd feddu ar drwydded yrru lawn a bydd angen mynd ar ymweliadau safle i eiddo.

Bydd gan ddeiliad y swydd Radd gydnabyddedig (Diploma) mewn Therapi Galwedigaethol a bydd yn Ymarferydd cofrestredig gyda Chyngor y Proffesiynau lechyd a Gofal.

Dealltwriaeth drylwyr o ddeddfwriaeth berthnasol a gofynion statudol eraill, mentrau'r Llywodraeth a grantiau gan gynnwys ond heb fod yn gyfyngedig i Ddeddf Llesiant Cenedlaethau'r Dyfodol (Cymru), Deddf Gwasanaethau Cymdeithasol a Llesiant (Cymru) 2014 a Deddf Tai (Cymru) 2014.

Gwybodaeth a dealltwriaeth o werthoedd galwedigaeth a sgiliau craidd Therapi Galwedigaethol, Perfformiad Galwedigaethol a Gwyddorau Galwedigaethol.

Gyda chefnogaeth sy'n gymesur â lefel profiad, bydd deiliad y swydd yn gallu asesu risg a dangos tystiolaeth glinigol o fanteision a gwrtharwyddion unrhyw gamau gweithredu arfaethedig (e.e. darparu offer, addasiadau neu newidiadau i ffordd o fyw).

Sgiliau cofnodi a chyfathrebu ysgrifenedig da.

Sgiliau gweinyddol effeithlon ac yn gyfarwydd â Thechnoleg Gwybodaeth a Systemau Gwybodaeth.

Gallu myfyrio a gwerthuso eich arfer eich hun a chyflwyno newidiadau.

Gallu gweithio o fewn terfynau a gytunir arnynt.

Defnyddio sgysiau ystyrlon a sgiliau arsylwi i weithio gydag unigolion i nodi anghenion a chanlyniadau a ddymunir.

Gallu dangos tystiolaeth o ymrwymiad i ddatblygiad proffesiynol parhaus.

Gallu dangos bod egwyddorion, codau a gwerthoedd proffesiynol Therapi Galwedigaethol yn sail i waith mewn perthynas ag ymarfer gwrth-wahaniaethol a chynhwysol, ac mae datblygiad proffesiynol y fîm yn cael ei wella drwy gyfrannu at y broses hon.

Gyda chefnogaeth sy'n gymesur â lefel profiad, dylai'r ymarferydd ddangos gallu i archwilio a gweithredu datrysiadau amgen i unrhyw ddarpariaeth gwasanaeth draddodiadol.

Amodau Gwaith Arbennig

Bydd deiliad y swydd yn gweithio yng nghartrefi unigolion, felly rhaid bod yn ymwybodol o'r risgiau hynny.

Rhaid gallu trin gwrthrychau byw a difywyd, h.y. Trin Pobl a Gwrthrychau.

Bydd deiliad y swydd yn gweithio mewn amryw o leoliadau; yn y swyddfa/ adeiladau lle mae mynediad i'r cyhoedd a chartrefi cleientiaid, pob un gyda gwahanol amodau. Mae gweithio hybrid yn ddewis i staff CSDd ar hyn o bryd.

Wrth weithio'n unigol (yn darparu gwasanaethau wyneb yn wyneb mewn amryw leoliadau o amgylch Sir Ddinbych neu yng nghartrefi'r cleientiaid), mae'n rhaid i ddeiliad y swydd fod yn ymwybodol o'r angen i weithio o fewn paramedrau'r Polisi Gweithio Unigol a bod yn ymwybodol o'u hiechyd a'u diogelwch eu hunain.

Gwiriadau Cyflogaeth / Gofynion Penodol

Oherwydd bod y swydd yn ymwneud â gweithio gydag oedolion diamddiffyn, bydd ar ddeiliad y swydd angen gwiriad manwl y Gwasanaeth Datgelu a Gwahardd.

Mae gofyn i weithwyr newydd fynd drwy ein gwiriadau recriwtio mwy diogel safonol; cael eu clirio gan y GDG, cyflwyno 2 eirdd boddhaol yn cwmpasu 3 blynedd o gyflogaeth, dangos tystiolaeth o gymwysterau hanfodol a dangos tystiolaeth o'r Hawl i Weithio yn y DU.

Mae Cyngor Sir Ddinbych yn cydnabod ei rwymedigaethau i ddiogelu plant ac oedolion ynghyd ag atal caethwasiaeth a masnachu mewn pobl, a bydd yn gwneud popeth o fewn ei allu i atal caethwasiaeth a masnachu mewn pobl o fewn ei fusnesau. Mae sawl math o gaethwasiaeth fodern, gan gynnwys masnachu mewn pobl, llafur gorfodol, caethiwed a chaethwasiaeth.

Mae diogelu yn bwysig i bawb, ac mae gofyn i holl weithwyr cyflogedig Sir Ddinbych weithio yn unol â pholisïau a gweithdrefnau Diogelu Oedolion / Plant y Cyngor. Mae dyletswydd arnynt i roi gwybod am unrhyw bryderon sy'n codi wrth gyflawni eu dyletswyddau a bod yn ymwybodol o arwyddion o gam-fanteisio. Dylid codi unrhyw bryderon â'r Rheolwr Diogelu Penodedig er mwyn i'r Cyngor allu gweithredu'n ddi-oed pan fydd yn dod ar draws achos o gam-fanteisio.

Gweledigaeth / Cyd-destun

Gan weithio gyda chydweithwyr Therapi Galwedigaethol eraill o fewn Tîm Adnoddau Cymunedol aml-ddisgyblaethol integredig, mae'r swydd hon yn rhoi cyfle i'r ymgeisydd llwyddiannus ddefnyddio ei sgiliau Therapi Galwedigaethol craidd i lunio datrysiadau creadigol, cymesur sy'n canolbwyntio ar yr unigolyn ar gyfer dinasyddion, a fydd yn eu galluogi i barhau i fyw mor annibynnol â phosib yn eu cymuned.

Mae ymarfer arloesol, ethos ailalluogi ac ymrwymiad i ddarparu'r gofal cywir yn allweddol i gyflawni'r rôl hon yn llwyddiannus. Cefnogir ein gweledigaeth gan ddeddfwriaeth sydd wedi'i chynnwys yn Neddf Gwasanaethau Cymdeithasol a Llesiant (Cymru) 2014 a Deddf Tai (Cymru) 2014.

Therapi Galwedigaethol – Llwybr Gyrfa

Mae'r rolau hyn yn rhan o'r Llwybr Gyrfa, sy'n golygu ein bod yn chwilio am ymgeiswyr nad ydynt yn bodloni meini prawf y swydd derfynol. Yn hytrach, rydym yn chwilio am ymgeiswyr mewn safle lefel mynediad, sydd mewn sefyllfa i ennill y sgiliau a'r cymwysterau hyn.

Bydd ymgeiswyr sy'n bodloni'r meini prawf sy'n cael eu nodi ar y raddfa isaf yn cael blaenoriaeth ar gyfer y cyfweiliad. Serch hynny, rydym yn croesawu ceisiadau gan y sawl sy'n bodloni'r meini prawf yn y graddau uchaf, a bydd y rhain yn cael eu hystyried os oes diddordeb annigonol ar y lefel graddfa isaf.

Bydd yr ymgeiswyr llwyddiannus yn cael eu cefnogi i symud ymlaen trwy'r graddfeydd nes eu bod yn ddigon cymwys a phrofiadol, a byddant yn cael eu talu yn unol â'r meini prawf y maent yn eu bodloni.

	Graddfa 8	Graddfa 9
	Therapydd Galwedigaethol ID 04270	Uwch Therapydd Galwedigaethol ID 04271
Cymwysterau	<p>Mae Gradd/Diploma mewn Therapi Galwedigaethol yn hanfodol.</p> <p>Mae Cofrestriad HCPC yn hanfodol.</p> <p>Mae tystiolaeth o Ddatblygiad Proffesiynol Parhaus mewn Therapi Galwedigaethol mewn ffurf portffolio personol manwl yn hanfodol.</p> <p>Cwblhau'r symud datblygu gyrfa o fewn 3 mlynedd o gymhwyso.</p>	<p>Mae Gradd/Diploma mewn Therapi Galwedigaethol yn hanfodol.</p> <p>Mae Cofrestriad HCPC yn hanfodol.</p> <p>Mae tystiolaeth o Ddatblygiad Proffesiynol Parhaus mewn Therapi Galwedigaethol mewn ffurf portffolio personol manwl yn hanfodol.</p> <p>Cwblhau'r symud i rai profiadol (neu lefel gyfwerth gydnabyddedig).</p>
Profiad Perthnasol	<p>Gallu dangos y gallu i weithio i safonau galwedigaethol cenedlaethol ar gyfer Therapi Galwedigaethol a Chod Moeseg ac Ymddygiad Proffesiynol y Coleg Therapi Galwedigaethol.</p> <p>Y gallu i flaenoriaethu a rheoli llwyth achosion dinasyddion gyda chyflyrau sefydlog gyda gorchwyliaeth rheolaidd ac uniongyrchol gan uwch Therapydd Galwedigaethol/ Therapydd Galwedigaethol arweiniol.</p> <p>Profiad perthnasol o asesu a thrin oedolion gyda chyflyrau cronig.</p> <p>Gallu gweithio drwy ddefnyddio dull ail-alluogi.</p>	<p>Gallu dangos y gallu i weithio i safonau galwedigaethol cenedlaethol ar gyfer Therapi Galwedigaethol a Chod Moeseg ac Ymddygiad Proffesiynol y Coleg Therapi Galwedigaethol.</p> <p>Y gallu i flaenoriaethu a rheoli llwyth gwaith eich hun</p> <p>Profiad perthnasol o asesu a thrin oedolion mewn sefydliad gofal cymdeithasol.</p> <p>Profiad o weithio mewn lleoliad amlddisgyblaethol, aml-asiantaeth a datblygu perthnasoedd effeithiol.</p> <p>Gallu gweithio drwy ddefnyddio dull ail-alluogi.</p> <p>Profiad a thystiolaeth o weithio gydag achosion cymhleth a defnyddio sgiliau</p>

		<p>rhesymu clinigol uwch i hyrwyddo canlyniadau cadarnhaol.</p>
<p>Gwybodaeth a Sgiliau</p>	<p>Dealltwriaeth dda o ddeddfwriaethau perthnasol, mentrau'r Llywodraeth a Deddf Gwasanaethau Cymdeithasol a Llesiant (Cymru) 2014.</p> <p>Gwybodaeth a dealltwriaeth o werthoedd galwedigaeth a sgiliau craidd Therapi Galwedigaethol, Perfformiad Galwedigaethol a Gwyddorau Galwedigaethol.</p> <p>Sgiliau cofnodi a chyfathrebu ysgrifenedig da. Sgiliau gweinyddol effeithlon ac yn gyfarwydd â Thechnoleg Gwybodaeth a Systemau Gwybodaeth.</p> <p>Gallu myfyrio a gwerthuso eich arfer eich hun a derbyn canllawiau a chefnogaeth i gyflwyno newidiadau.</p> <p>Gallu gweithio o fewn terfynau a gytunir arnynt. Defnyddio sgysiau ystyrion a sgiliau arsylwi i weithio gydag unigolion i nodi anghenion a chanlyniadau a ddymunir.</p> <p>Tystiolaeth o ymrwymiad i ddatblygiad proffesiynol parhaus.</p> <p>Gwybodaeth am symud a thrin, darparu offer a phrosesau addasu bach a mawr.</p> <p>Y gallu i ddeall a nodi sut gall addasiadau fynd i'r afael ag amrywiaeth o anghenion Bioseicogymdeithasol</p> <p>.</p>	<p>Dealltwriaeth dda o ddeddfwriaethau perthnasol, mentrau'r Llywodraeth a Deddf Gwasanaethau Cymdeithasol a Llesiant (Cymru) 2014, Deddf Galluedd Meddyliol 2005 a Deddf Tai 2014.</p> <p>Gwybodaeth a dealltwriaeth o werthoedd galwedigaeth a sgiliau craidd Therapi Galwedigaethol, Perfformiad Galwedigaethol a Gwyddorau Galwedigaethol.</p> <p>Sgiliau cofnodi a chyfathrebu ysgrifenedig da. Sgiliau gweinyddol effeithlon ac yn gyfarwydd â Thechnoleg Gwybodaeth a Systemau Gwybodaeth.</p> <p>Gallu myfyrio a gwerthuso eich arfer eich hun a chyflwyno newidiadau.</p> <p>Gallu gweithio o fewn terfynau a gytunir arnynt. Defnyddio sgysiau ystyrion a sgiliau arsylwi i weithio gydag unigolion i nodi anghenion a chanlyniadau a ddymunir.</p> <p>Tystiolaeth o ymrwymiad i ddatblygiad proffesiynol parhaus.</p> <p>Gwybodaeth dda am symud a thrin, darparu offer ac addasiadau bach a mawr gan gynnwys adeiladu tai a dylunio.</p> <p>Gallu dangos bod egwyddorion, codau a gwerthoedd proffesiynol Therapi Galwedigaethol yn sail i waith mewn perthynas ag ymarfer gwrth-wahaniaethol a chynhwysol, ac mae datblygiad proffesiynol y tîm yn cael ei wella drwy gyfrannu at y broses hon.</p> <p>Mae safonau ymarfer a pherfformiad yn cael eu gweithredu a'u cyflawni'n gyson.</p> <p>Profiad o asesu anghenion cymhleth unigolion a'u gofalwyr mewn ffordd sy'n canolbwyntio ar y canlyniad i'r unigolyn, yn defnyddio'r holl adnoddau sydd ar gael, yn trafod cymorth/</p>

		<p>ymyrraeth a monitro ac adolygu mewn modd cymesur.</p> <p>Mae'n hanfodol gallu sicrhau bod peryglon i unigolion ac eraill yn cael eu hasesu a'u cydbwysu mewn modd sy'n hyrwyddo grymusiad, hunan-benderfyniad, annibyniaeth a dewis i ddinasyddion a'u gofalwyr.</p> <p>Gallu cynhyrchu a dadansoddi cynlluniau technegol i raddfa a nodi addasiadau i fynd i'r afael ag amrywiaeth o anghenion Bioseicogymdeithasol.</p> <p>Gallu cyfrannu at hyfforddiant mewn gwasanaeth ac at ymarfer sy'n seiliedig o ymchwil a thystiolaeth.</p> <p>Sgiliau Ymchwil fel rhan o Gymhwyster Proffesiynol.</p>
<p>Rhinweddau Personol</p>	<p>Gallu gwerthuso eich arfer eich hun a chyflwyno newidiadau.</p> <p>Gallu gweithio o fewn terfynau a gytunir arnynt</p> <p>Defnyddio sensitifrwydd a sgiliau arsylw ganfod anghenion pobl eraill er mwyn asesu sut y gellir eu diweddaru.</p> <p>Sgiliau cyfathrebu ysgrifenedig, llafar a di-eiriau rhagorol.</p> <p>Gwydnwch i weithio mewn amgylchedd llawn pwysau.</p> <p>Gallu nodi risgiau a cheisio cefnogaeth os oes angen i'w hasesu a'u rheoli.</p> <p>Gallu defnyddio sgiliau rhesymu clinigol mewn Therapi Galwedigaethol gan gynnwys asesu, dadansoddi, cynllunio a gweithredu.</p> <p>Dangos cyfrifoldeb am ymddygiad, ymarfer a dysg Proffesiynol da a hyrwyddo ymddygiad o'r fath ymhlith eraill.</p>	<p>Gallu gweithio'n effeithiol mewn tîm, gan ddarparu cefnogaeth i gyfoedion ar lefel ymarferol ac emosiynol lle bo angen.</p> <p>Brwdfrydedd, hunan-gymhelliant a sgiliau dylanwadu.</p> <p>Gallu arwain ac ysgogi eraill o fewn y Gwasanaeth a chyfrannu sgiliau a gwybodaeth broffesiynol i gydweithwyr eraill o fewn y Gwasanaeth ac mewn Adrannau ac asiantaethau eraill.</p> <p>Gallu gwerthuso eich arfer eich hun ac arfer pobl eraill a chyflwyno newidiadau.</p> <p>Gallu gweithio o fewn terfynau a gytunir arnynt.</p> <p>Sgiliau cyfathrebu ysgrifenedig, llafar a di-eiriau rhagorol ac arddull hwylusol i sicrhau dealltwriaeth a chynnydd ar gyfer dinasyddion, staff cymorth a chydweithwyr llai profiadol.</p> <p>Gwydnwch i weithio mewn amgylchedd llawn pwysau a gallu i gefnogi pobl eraill sy'n gweithio mewn sefyllfaoedd anodd</p>

	<p>Gallu addasu'n gadarnhaol i amgylchedd gwaith ac arferion sy'n newid a chefnogi eraill drwy newid.</p> <p>Parodrwydd i gynnwys arferion integredig drwy gefnogi'r strwythurau a'r prosesau sy'n newid i gyflawni gwaith amlddisgyblaethol.</p>	<p>Defnyddio sensitifrwydd a sgiliau arsylwi i ganfod anghenion pobl eraill er mwyn asesu sut y gellir eu diwallu.</p> <p>Gallu defnyddio sgiliau rhesymu clinigol mewn Therapi Galwedigaethol gan gynnwys asesu, dadansoddi, cynllunio, gweithredu, addysgu a gwerthuso.</p> <p>Profiad o asesu risg a rheoli risg. Dangos cyfrifoldeb am ymddygiad, ymarfer a dysg Proffesiynol da a hyrwyddo ymddygiad o'r fath ymhlith eraill.</p> <p>Gallu dylanwadu ac addasu'n gadarnhaol i amgylchedd gwaith ac arferion sy'n newid a chefnogi eraill drwy newid.</p> <p>Parodrwydd i sicrhau arfer integredig drwy gefnogi'r strwythurau a'r prosesau newidiol i gyflawni gwaith amlddisgyblaethol.</p>
<p>Unrhyw Ofynion / Gwybodaeth Arall</p>	<p>Dangos ymwybyddiaeth o'r iaith Gymraeg a diwylliant Cymru yn yr amgylchedd gwaith.</p> <p>Sgiliau trefnu a rheoli amser da.</p> <p>Ymagwedd hyblyg a chadarnhaol tuag at ddyletswyddau, patrymau gwaith, lleoliadau ac oriau gan wneud defnydd llawn o dechnoleg fodern a systemau gwaith hyblyg.</p> <p>Gallu bodloni gofynion corfforol, teithio a symudedd y swydd (gyda neu heb addasiadau rhesymol).</p>	<p>Dangos ymwybyddiaeth o'r iaith Gymraeg a diwylliant Cymru yn yr amgylchedd gwaith.</p> <p>Sgiliau trefnu a rheoli amser ardderchog.</p> <p>Ymagwedd hyblyg a chadarnhaol tuag at ddyletswyddau, patrymau gwaith, lleoliadau ac oriau gan wneud defnydd llawn o dechnoleg fodern a systemau gwaith hyblyg gan annog yr un fath ymhlith eraill.</p> <p>Gallu bodloni gofynion corfforol, teithio a symudedd y swydd (gyda neu heb addasiadau rhesymol).</p>

Ffynonellau Tystiolaeth:

Gwerthusiadau perfformiad, cyfarfodydd un i un, cyfnod prawf, adborth gan gwsmeriaid ac/neu gydweithwyr. Cwblhau'r Portffolio Datblygu Gyrfa ar gyfer Therapyddion Galwedigaethol.

Perfformiad:

Gall salwch neu sancsiynau disgyblu gael effaith andwyol ar ddatblygiad gweithiwr drwy'r Llwybr Gyrfa, sy'n golygu efallai y bydd yn rhaid i weithiwr dreulio mwy o amser o fewn pob band uchod.

Cynnydd:

Er mwyn cael ei ystyried ar gyfer symud ymlaen i Radd 9, dylai fod gan y Therapydd Galwedigaethol o leiaf 2 flynedd o brofiad ôl-gymhwyso a bodloni gofynion y fanyleb person Gradd 9 a restrir uchod. Bydd ymgeiswyr nad ydynt yn bodloni meini prawf Gradd 9 yn cael eu cyflogi ar Radd 8 ac yn cael cyfle i symud ymlaen i Radd 9 unwaith y bernir eu bod wedi ennill y sgiliau gofynnol i ymarfer Gradd 9 ac ar ôl cwblhau cyflwyniad ysgrifenedig bach i ddangos hyn.

Disgwylir y bydd gweithwyr yn datblygu ar hyd y Fframwaith Portffolio Datblygu Gyrfa o fewn 3 mlynedd, a disgwylir iddynt ddefnyddio'r holl gymorth sydd ar gael i wella eu profiad dysgu a gwneud y mwyaf o'u potensial. Mae peth disgresiwn a hyblygrwydd yma, ond disgwylir amserlen resymol o hyd.

Gellir penodi o fewn strwythur y Llwybr Gyrfa yn unol â'r gofynion uchod.

DENBIGHSHIRE COUNTY COUNCIL JOB DESCRIPTION

Job Title:	Occupational Therapist
Grade:	8 - 9
Service:	Community Resource Team
Service Area:	Adult Social Care & Homelessness
Responsible to:	Deputy Team Manager
Job ID Number / Date Issued:	ID 04270 & ID 04271
Welsh Language Category:	Welsh language skills are not necessary

Job Purpose

Based within the CRT the post holder will join other occupational therapy colleagues as part of an integrated multi-disciplinary team including social care, district nursing, health therapies and the 3rd sector. You will be an integral part of the multidisciplinary locality team working with adults over the age of 18.

The successful applicant will undertake proportionate assessments and identify techniques, equipment and adaptations to enable individuals to achieve realistic and desirable outcomes in everyday activities with a focus on Occupational Performance within a context of social care. You will be encouraged and supported to work in collaborative way within a truly integrated and well-motivated team.

The post holder will be involved in supporting single handed care, and a Reablement ethos across services. Supervision and professional support is provided by a Deputy Team Manager or senior Occupational Therapist and you will be expected to mentor, advise and/or supervise other staff (commensurate with Grade and experience).

The occupational therapist will utilise the core skills of observing Occupational performance and holistic assessment in order to analyse the strengths and barriers to independence and be able to adjust their approach to enable the citizen to achieve their outcomes. A reablement ethos and Innovative practice will be encouraged to meet the demands of a modernised social services function, within a challenging financial context.

The occupational therapist will develop an understanding of the culture, health and social needs of the locality or community to inform practice. The Occupational therapist will develop effective working relationships with individuals, carers, groups and communities to assess needs in a non-judgemental manner.

Basic preventative work will be undertaken in order to reduce the need for managed care or accommodation and where necessary the occupational therapist will make and support placement arrangements and future plans for individuals. This will be in line with following a reablement ethos with all citizens and families that we come into contact with whenever appropriate.

Principal Accountabilities and Responsibilities

Use keen observational skills to analyse all available information and presenting situations and subsequently interpret and report findings effectively to other professionals, such as Line Manager and colleagues within Health and Social Care in order that appropriate and timely decisions can be made.

Demonstrate and explain the core skill of observing Occupational performance in order to analyse the strengths and barriers to independence, and be able to adjust the approach to enable the citizen to achieve their outcomes.

With support commensurate to level of experience, effectively manage a caseload and undertake comprehensive What Matters conversations and specialist occupational therapy assessments This will involve assessing, analysing and managing complex situations, risk to citizens and their carers, safeguarding vulnerable adults and making judgements within a legal framework.

Identify, assess, analyse and support individuals and families to manage their risks in complex situations.

Appropriately challenge judgements and decisions of others where there is evidence that the eligible needs of those you are working with are not being met

Value, recognise and respect the diversity, expertise and experience of individuals, families, carers, groups and communities, and in doing so enable them to make informed decisions and express their needs.

Undertake risk assessments to safeguard, protect, support and/or care for vulnerable adults within legislation and organisational policies and guidelines. Increasingly manage those risks with increasing autonomy as appropriate.

With support commensurate to level of experience, to be responsive to all service demands as required. This will include excellent customer service, accurate prioritising of referrals and the organisation of prompt responses accompanied by effective communication to all concerned

Care Planning:

To agree care and support plans that ensure an individual's potential for independence is realised and priority risks are managed. e.g. Adaptation care plans, moving and handling care plans and Integrated Care & Support Plans

Use Integrated care and support plans working consistently using an integrated approach which incorporates the views, expertise and support available from colleagues in Health, Social Care and third sector services.

Use professional assertiveness to justify decisions and uphold professional occupational therapy practice, values and ethics.

Carry out outcome based person centred work and promote solutions with individuals, families, carers, groups and communities that promote independence and social inclusion. Collaboratively work with individuals and families within an outcome focused model that supports independence and addresses quality of life issues.

Be creative in using different service options and share this knowledge with other practitioners.

Empower individuals to identify and promote solutions within family, friends, groups, communities and third sector to meet identified needs and achieve good outcomes.

Encourage citizens, when appropriate to consider positive risk taking to move forward with their lives and live as independently as possible.

Engage effectively with other professionals and agencies e.g. Health, Police to ensure

ongoing appropriateness of care and support plans and negotiating changes to plans when necessary.

Seek to maximise the financial and material resources available to citizens and carer(s) from all possible sources, including community resources and the use of Direct payments to support choice and control.

Ensure all services are delivered in the preferred language of the citizen in line with the Welsh Language Strategy

SAFEGUARDING:

Identify and assess risk of abuse, failure to safeguard, protect, or harm to vulnerable adults or children and young people

Understand safeguarding issues for Children and Vulnerable Adults and develop skills to work with other partners and agencies, individuals and families in preparing care plans that will reduce risk and keep people safe.

Have an understanding of Children and Adult Protection procedures and their role in reporting the concern in accordance with policies and procedures

ADVOCACY

Practitioners will help citizens to access advocacy to determine their wellbeing outcomes and express their needs, wishes and feelings

RECORDING AND REPORTING

Be accountable for accurate case record information from referral stage through to monitoring and review that explains events and outcomes and justifies decision making. Case recording must be undertaken within the procedures and timescales required by the organisation and in line with RCOT and HCPC standards.

Record unmet need to inform future service planning and alert management where unmet need may create an additional risk to citizens, carers and families.

Prepare court reports and other specialist reports when necessary and if required give evidence in Court in relation to legal proceedings

REASONING SKILLS

With support commensurate to level of experience, Manage conflict effectively with adults, children, young people, family and other professional situations.

Challenge discrimination, disadvantage and other forms of inequality, injustice and oppressive practice

Professional Development

4. You must maintain your professional registration and comply with post-registration training and learning, continue in professional education and learning, and fitness to practise requirements.
5. Prepare for and participate in professional supervision and performance development reviews to support personal development and adherence to professional standards.
6. Attend training and seminars designed to develop the personal and professional expertise of the post and disseminate knowledge and learning to colleagues across the service as appropriate.

Corporate Duties & Responsibilities

8. Compliance with the Authority's Policies and Procedures and to make known to Senior Officers any areas which are not adequately covered.
9. To participate actively in supporting the Authority's principles and practices of equality of opportunity as laid down within the Equalities Policy.
10. To be responsible for the application of Health & Safety practices within the daily operations, sharing a common responsibility for Health & Safety across the department, directorate and Authority as a whole.
11. Employees will be required to give certain information relating to themselves in order that the Authority may properly carry out its duties, rights and obligations as an employer. The Authority will process and control such data principally for personnel, administrative and payroll purposes.
12. As a term of your employment and in order to maintain effective departmental operations, you may be required to undertake any other reasonable task, commensurate with your grade, as determined by your Line Manager or Head of Service.
13. To be responsible for establishing good working relationships both internally and externally.

Denbighshire is committed to safeguarding children and vulnerable groups. All Council employees are expected to be aware of the Corporate Safeguarding Policy and their responsibility to report any concerns in the appropriate manner and timescales.

Resources/Equipment/Material

Mobile phone and computer equipment

Supervision/Management of People

Practitioners will be expected to provide support and supervision to other staff in line with the expectations of all Occupational Therapists working within ASC&HS.

Practitioners will be expected to Undertake motivational work with individuals and families as required.

Develop skills to be able to delegate casework and support work effectively and appropriately, providing advice and guidance in a clear and holistic manner to facilitate change and maximise potential.

Knowledge, Skills, Training and Experience

The Post Holder must hold a full driving license as it will be necessary to carrying out site visits to properties.

The post holder will have a recognised Degree (Diploma) in Occupational Therapy and be a registered Practitioner with the Health Care Professions Council (HCPC)

Sound understanding of relevant legislation and other statutory requirements, Government initiatives and grants including but not limited to the Future Generations (Wales) Act, the Social Services and Wellbeing (Wales) Act 2014 and the Housing (Wales) Act 2014.

Knowledge and understanding of the values of occupation and the core skills of Occupational therapy, Occupational Performance and Occupational Science.

With support commensurate to level of experience, The post holder will be able to risk assess and clinically evidence the benefits & contraindications of any proposed course of action (eg equipment provision, adaptations or life-style changes)

Good written communication and recording skills

Efficient administrative skills and familiarity with Information Technology and Information Systems.

The ability to reflect and evaluate own practice and implement changes

The ability to work within agreed boundaries.

Using meaningful conversations and observation skills to work with individuals to identify needs and desired outcomes.

Ability to evidence commitment to continued professional development.

Ability to evidence that professional principles, codes and values of Occupational therapy are underpinning work in relation to anti discriminatory and inclusive practice, and team professional development is enhanced by contributing to this process.

With support commensurate to level of experience, the practitioner should demonstrate the ability to explore and apply alternative solutions to any traditional service provision

Special Working Conditions

Will be working in individuals own homes, so must have an awareness of those risks.

Must be able to safely handle animate and inanimate objects i.e. People and Object handling

The post holder will work in a variety of locations; office based / public access buildings and clients' own homes, all of which will have varying conditions. Hybrid working is currently an option for DCC staff

When working alone (providing face to face service at various locations around Denbighshire or in clients' own homes) the post holder must be aware of the need to work within the parameters of the Lone Working Policy and to be aware of their own health and safety.

Employment Checks/ Specific Requirements

All new starters are required to undergo our standard safer recruitment checks; DBS clearance, 2 satisfactory references covering 3 years employment, evidence of essential qualifications, evidence of Right to Work in the UK.

Denbighshire County Council recognises its obligations to safeguard children and adults together with preventing slavery and human trafficking and will do all in its power to prevent slavery and human trafficking within its business. Modern slavery can take many forms including the trafficking of people, forced labour, servitude and slavery.

Safeguarding is everyone's business and all Denbighshire employees are required to work in accordance with the Council's Child / Adult Safeguarding policies and procedures and have a duty to report any concerns which may be noted during the course of their duties and are asked to be alert to the signs of exploitation. Concerns should be raised via their Designated Safeguarding Manager in order that the Council can take prompt action when exploitation is identified.

Vision/Context

Working with other OT colleagues within an integrated multi-disciplinary Community Resource team, this post gives the successful candidate the opportunity to utilise all of their core Occupational Therapy skills to devise person-centred, proportionate, and creative solutions for citizens that will enable them to remain living as independently as possible within their local community.

Innovative practice, a reablement ethos and a commitment to right-sized care are key to the successful fulfilment of this post.

Our vision is supported by legislation contained in the Social Services and Well-being Act (Wales) 2014 and the Housing Act (Wales) 2014.

Occupational Therapist – Career Pathway

These roles are part of a Career Path, meaning we are seeking candidates who do not meet the criteria of the end position. Instead, we are specifically looking for candidates at the entry level position, who are in a position to gain these skills and qualifications.

Applicants meeting all the criteria set out in the lowest graded role will be given priority consideration for interview. However, we also welcome applications from those meeting the criteria in the higher grades, and these will be considered should we have insufficient interest at the lower graded level.

The successful candidates will be supported to progress through the grades until they are suitably qualified and experienced, and will be paid according to the criteria they meet

	Grade 8	Grade 9
	Occupational Therapist ID 04270	Senior Occupational Therapist ID 04271
Qualifications	<p>Degree/Diploma in Occupational Therapy is essential.</p> <p>HPCP Registration is essential.</p> <p>Evidence of CPD in Occupational Therapy in the form of a detailed personal portfolio</p> <p>Completion of the Career progression criteria within 3 years post qualification</p>	<p>Degree/Diploma in Occupational Therapy is essential.</p> <p>HPCP Registration is essential.</p> <p>Evidence of CPD in Occupational Therapy in the form of a detailed personal portfolio</p> <p>Completion of the Career progression criteria to Senior Occupational Therapist (or recognised equivalent)</p>
Relevant Experience	<p>Able to demonstrate the ability to work to the national occupational standards for Occupational therapy and the College of Occupational therapy Code of Ethics and Professional Conduct</p> <p>Ability to prioritise and manage a screened caseload of citizens with stable conditions under the direct and regular supervision from a senior/lead OT.</p> <p>Relevant experience of assessment and the treatment of adults with chronic conditions.</p> <p>Ability to work using a reablement approach</p>	<p>Able to demonstrate the ability to work to the national occupational standards for Occupational therapy and the College of Occupational therapy Code of Ethics and Professional Conduct</p> <p>Ability to prioritise and manage own workload</p> <p>Relevant experience of assessment and the treatment of adults in a social care setting.</p> <p>Experience of working in a multi-disciplinary multi-agency setting and developing effective relationships</p> <p>Ability to work using a reablement approach</p> <p>Experience and evidence of working with complex cases and using advanced clinical reasoning skills to promote positive outcomes.</p>

<p>Knowledge and Skills</p>	<p>Sound understanding of relevant legislation, Government initiatives and the Social Services and Wellbeing (Wales) Act 2014.</p> <p>Knowledge and understanding of the values of occupation and the core skills of Occupational therapy, Occupational Performance and Occupational Science.</p> <p>Good written communication and recording skills</p> <p>Efficient administrative skills and familiarity with Information Technology and Information Systems.</p> <p>The ability to reflect and evaluate own practice and accept guidance and support to implement changes</p> <p>The ability to work within agreed boundaries. Using meaningful conversations and observation skills to work with individuals to identify needs and desired outcomes.</p> <p>Evidence of commitment to continued professional development.</p> <p>Knowledge of moving and handling, equipment provision and both minor and major adaptations processes</p> <p>Ability to understand and identify how adaptations can address a range of Biopsychosocial needs</p>	<p>Sound understanding of relevant legislation, Government initiatives and the Social Services and Wellbeing (Wales) Act 2014, the Mental Capacity Act 2005 and the Housing Act 2014</p> <p>Knowledge and understanding of the values of occupation and the core skills of Occupational therapy, Occupational Performance and Occupational Science.</p> <p>Good written communication and recording skills</p> <p>Efficient administrative skills and familiarity with Information Technology and Information Systems.</p> <p>The ability to reflect and evaluate own practice and implement changes</p> <p>The ability to work within agreed boundaries. Using meaningful conversations and observation skills to work with individuals to identify needs and desired outcomes.</p> <p>Evidence of commitment to continued professional development.</p> <p>Sound Knowledge of moving and handling, equipment provision and both minor and major adaptations including housing construction and design.</p> <p>Evidence that professional principles, codes and values of Occupational therapy are underpinning work in relation to anti discriminatory and inclusive practice, and team professional development is enhanced by contributing to this process.</p> <p>Practice and performance standards are consistently applied and achieved.</p> <p>Experience of assessing the complex needs of individuals and their carers in a person centred outcome focused way, fully utilizing all available resources, negotiating support/intervention and</p>

		<p>monitoring and reviewing in a proportionate way</p> <p>Ability to ensure risks to individuals and others are assessed and balanced in a way that promotes empowerment, self-determination, independence and choice for citizens and their carers is essential.</p> <p>Ability to produce and analyse technical scaled plans and identify adaptations to address a range of Biopsychosocial needs.</p> <p>The ability to contribute to in service training and research and evidence based practice</p> <p>Research skills as part of Professional Qualification</p>
<p>Personal Qualities</p>	<p>The ability to evaluate own practice and implement changes.</p> <p>The ability to work within agreed boundaries</p> <p>Using sensitivity and observation skills to identify the needs of others in order to assess how they can be met</p> <p>Excellent written, verbal and non-verbal communication skills</p> <p>Resilience to work in a pressurised environment</p> <p>Ability to identify risks and seek support if needed to assess and manage them</p> <p>Ability to apply clinical reasoning skills in Occupational Therapy including assessment, analytical, planning and implementation</p> <p>Demonstrate responsibility for good Professional conduct, practice and learning and promote such behaviors in others.</p>	<p>Effective team player, providing support to peers on a practical and emotional level when necessary.</p> <p>Enthusiasm, self-motivation and ability to influence.</p> <p>Ability to lead and motivate others within the Service and to contribute professional skills and knowledge to other colleagues within the Service and in other Departments and agencies.</p> <p>The ability to evaluate own and others' practice and implement changes.</p> <p>The ability to work within agreed boundaries</p> <p>Excellent written, verbal and non-verbal communication skills and a facilitative style to ensure understanding and progress for both citizens and support staff and less experienced colleagues.</p> <p>Resilience to work in a pressurised environment and the ability to support others working in stressful situations</p> <p>Using sensitivity and observation skills to identify the needs of others in order to</p>

	<p>Ability to adapt positively to changing working environment and practices and to support others through change.</p> <p>Willingness to embrace integrated practice by supporting the changing structures and processes to achieve multi-disciplinary working.</p>	<p>assess how they can be met.</p> <p>Sound clinical reasoning skills in Occupational Therapy including assessment, analytical, planning, implementation, teaching and evaluation skills.</p> <p>Working experience of risk assessment and managing risk</p> <p>Demonstrate responsibility for good Professional conduct, practice and learning and promote such behaviors in others.</p> <p>Ability to influence and to adapt positively to changing working environment and practices and to support others through change.</p> <p>Willingness to ensure integrated practice by supporting the changing structures and processes to achieve multi-disciplinary working</p>
<p>Any Other Requirements / Information</p>	<p>To demonstrate awareness of the Welsh Language and culture within the working environment.</p> <p>Good time management and organisational skills</p> <p>Has a flexible and positive approach to duties, working patterns, locations and hours making full use of modern technology and flexible working systems.</p> <p>Able to meet the physical, travel and mobility requirements of the post (with or without reasonable adjustments).</p>	<p>To demonstrate awareness of the Welsh Language and culture within the working environment.</p> <p>Excellent time management and organisational skills</p> <p>Has a flexible and positive approach to duties, working patterns, locations and hours making full use of modern technology and flexible working systems and encourages the same in others.</p> <p>Able to meet the physical, travel and mobility requirements of the post (with or without reasonable adjustments).</p>

Evidence Sources:

Performance appraisals, one-to-one's, probationary period, feedback from customers and/or colleagues. Completion of a written submission to evidence the required skills.

Performance:

Employee sickness or disciplinary sanctions may have an adverse effect on progression through the Career Pathway, resulting in the employee spending longer within each band above.

Progression:

In order to be considered for progression to Grade 9, the Occupational Therapist should have a minimum of 2 years post qualifying experience and meet the requirements of the Grade 9 person specification listed above. Candidates who do not meet the Grade 9 criteria will be employed at Grade 8 and given the opportunity to progress to Grade 9 once they are judged to have attained the required skills to practice at Grade 9 and on completion of a small written submission to evidence this.

It is expected that employees will progress through the Career Pathway within 3 years, and be expected to access all available support to enhance their learning experience and maximise their potential. There is some discretion and flexibility here but a reasonable timeframe is still expected.

Appointments can be made within the Career Pathway structure in line with above requirements.