



## Therapydd Galwedigaethol - Aialluogi

Cyfeirnod y swydd: AHSS00185W3HME

Lleoliad: Sir Ddinbych

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

Oriau: 37 y wythnos

Contract: Parhaol

Mae Cyngor Sir Ddinbych wedi creu'r cyfle cyffrous hwn i gefnogi gwaith o drawsnewid gwasanaethau ailalluogi a gofal cartref. Yn hollbwysig i wireddu'r weledigaeth hon, mae'r Tîm Annibyniaeth yn y Cartref yn dymuno penodi unigolyn brwdfrydig a llawn cymhelliant i swydd Therapydd Galwedigaethol.

Bydd yr ymgeisydd llwyddiannus yn rhan o'r Tîm Annibyniaeth yn y Cartref, yn gweithio gyda dinasyddion a gofalwyr yn ogystal â gweithwyr proffesiynol mewn adrannau eraill fel Gwaith Cymdeithasol, Therapi Galwedigaethol a Ffisiotherapi.

Bydd deiliad y swydd yn gweithio yn y Tîm Annibyniaeth yn y Cartref i hyrwyddo'r ethos o ailalluogi ac yn helpu i ddatblygu gwasanaeth sy'n helpu cymaint o bobl â phosib' i ailalluogi cyn gynted ag y bo modd.

Dyma gyfle gwych i'r ymgeisydd cywir ddatblygu eu hymarfer a bod yn rhan flaenllaw o waith i drawsnewid y gwasanaeth, a fydd yn gwneud gwahaniaeth go iawn i fywydau pobl.

Mae cymhwyster proffesiynol mewn Therapi Galwedigaethol a chofrestrriad HCPC yn hanfodol.

Fel cyflogwr sy'n canolbwyntio ar bobl, gallwn ni gynnig cyfleoedd hyfforddi a datblygu i chi, yn ogystal â pholisiau sy'n ystyriol o deuluoedd, disgowntiau a manteision a gyrfa sy'n rhoi boddhad mawr hefyd.

Penodiad yn amodol ar Wiriad Gwasanaeth Datgelu a Gwahardd a geirdaon boddhaol.

Os hoffech chi drafod unrhyw agwedd ar y swydd, ffoniwch Julie Bamber ar 01824 708366 neu Karen Studley ar 01824 712512.

Os oes gennych ddiddordeb yn y swydd wag hon, gwnewch gais ar-lein trwy ein gwefan [www.sirddinbych.gov.uk](http://www.sirddinbych.gov.uk) Am ddulliau eraill o wneud cais, cysylltwch â'r Adran Gwasanaethau Cwsmeriaid ar 01824 706100. 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 gyfweliad.

**Dyddiad Cau: 29 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 ffatriol na ffurflenni cais a gyflwynwyd yn Saesneg.

## Occupational Therapist - Reablement

Job reference: AHSS00185W3HME

Location: Denbighshire

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

Hours: 37 per week

Contract: Permanent

Denbighshire has created this exciting opportunity to support the transformation of reablement and domiciliary care services. Pivotal to bringing this vision to fruition, the Independence at Home Team are seeking to appoint an enthusiastic and motivated individual to the role of Occupational Therapist.

The successful applicant will be based within the Independence at Home Team, working alongside citizens and carers as well as working with professionals in other departments such as Social Work, Occupational Therapy and Physiotherapy.

The post holder will work within the Independence at Home Team to promote the reablement ethos, and help to develop a service that offers reablement to as many people as possible as soon as possible.

This is a fantastic development opportunity for the right candidate, providing practice development as well as being at the forefront of transformative change which will make a measurable difference to people's lives.

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

As a people-focused employer we can offer you training and development opportunities, family friendly policies, discounts and benefits, as well as a truly rewarding career with us.

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

If you would like to discuss any aspect of the post, please call Julie Bamber on 01824 708366 or Karen Studley on 01824 712512.

If you are interested in this vacancy, please apply online via the website [www.denbighshire.gov.uk](http://www.denbighshire.gov.uk) For alternative methods of applying please contact Customer Services on 01824 706101. 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: 29 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

<b>Teitl y Swydd:</b>	<b>Therapydd Galwedigaethol</b>
<b>Graddfa:</b>	<b>8 – 9</b>
<b>Gwasanaeth:</b>	<b>Gwasanaeth Gofal Cymdeithasol Oedolion a Digartrefedd</b>
<b>Maes Gwasanaeth:</b>	<b>Annibyniaeth Gartref</b>
<b>Yn atebol i:</b>	<b>Therapydd Galwedigaethol Arweiniol</b>
<b>Cyfeirnod y Swydd / Dyddiad cyhoeddi:</b>	<b>04694 &amp; 04271/ Chwefror 2025</b>
<b>Categori Iaith Gymraeg:</b>	Mae sgiliau iaith Gymraeg yn ddymunol - lefel 1

### Pwrpas y Swydd

Mae hwn yn gyfle cyffrous i gefnogi'r gwaith o drawsnewid gwasanaethau gofal cartref yn Sir Ddinbych. Gyda mwy o bwyslais ar ailalluogi ar gyfer pawb sydd wedi'u hasesu i fod angen gofal a chymorth, rydym ni'n awyddus i ddatblygu gwasanaeth sy'n cefnogi cymaint o bobl â phosib' i ailalluogi cyn gynted ag y bo modd.

Os ydych chi'n ymroi i weithio gydag unigolion i ddod o hyd i atebion cynaliadwy sy'n annog annibyniaeth ac urddas, dyma'r swydd i chi. Byddwch yn rhan o'r Tîm Ailalluogi ac yn gweithio gyda dinasyddion a gofalmwyr yn ogystal â gweithwyr mewn meysydd eraill fel Gwaith Cymdeithasol, Therapi Galwedigaethol a Ffisiotherapi. Dyma gyfle gwych i chi allu datblygu eich ymarfer a bod yn rhan allweddol o waith trawsnewid a fydd yn gwneud newid go iawn i fywydau pobl.

Bydd y swydd yn rhan o dîm a fydd yn darparu gwasanaethau ar draws Sir Ddinbych ac yn cynnwys hyfforddi a mentora cydweithwyr. Bydd ethos ailalluogi ar draws y Gwasanaeth ac ymarfer arloesol yn cael eu hannog i fodloni gofynion gwasanaethau cymdeithasol modern o fewn cyd-destun ariannol heriol.

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.

Yn rhan o'r rôl hon, byddai disgwyl i chi asesu dinasyddion, llunio a monitro cynnydd ar gynlluniau ailalluogi a mentora a goruchwylio'r staff cymorth a'r staff uwch a fydd yn gweithio gyda chi er mwyn cyflawni canlyniadau ailalluogi'r dinasyddion y byddwch yn gweithio gyda nhw.

Byddai disgwyl i chi hefyd gyfrannu at waith casglu'r data perthnasol fel tystiolaeth o gynnydd y prosiect trawsnewid a gweithio'n agos gyda chydweithwyr eraill ar draws y maes lechyd a Gofal Cymdeithasol i godi proffil y prosiect a sicrhau proses ddi-dor ar gyfer rhyddhau pobl o'r ysbyty ac ar gyfer cynnydd dinasyddion o fod dan ofal y Tîm Ailalluogi i gael cymorth statudol neu anffurfiol i'r dyfodol wedyn.

## Prif Gyfrifoldebau

### Asesu

- Bydd y Therapydd Galwedigaethol yn datblygu perthasoedd gwaith effeithiol gydag unigolion, gofalwr, grwpiau a chymunedau i asesu anghenion mewn modd anfeirniadol.
- 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.
- Rheoli llwyth achosion yn effeithiol a chynnal sgysiau 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 y Rheolwr Tim a Therapydd Galwedigaethol Arweiniol, 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.
- 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.
- Datblygu cynlluniau amddiffyn, wrth gefn ac argyfwng i leihau'r risg mewn sefyllfaoedd

cymhleth.

- Defnyddio cynlluniau gofal a chymorth integredig gan weithio'n gyson gan ddefnyddio dull integredig.
- Ymgysylltu'n effeithiol gyda gweithwyr proffesiynol ac asiantaethau eraill e.e. cydweithwyr CRT, lechyd, Darparwyr Gofal 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.
- Ystyried Taliadau Uniongyrchol a bod atebion creadigol i ddiwallu anhenion gofal yn cael eu cynnig yn briodol ac yn gyson i ddinasyddion yn ogystal a dulliau mwy traddodiadol.
- 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 di-amddiffyn 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.
- Cefnogi'r cam trafod Strategaeth dan arweiniad/cyfarwyddyd y Rheolwr Arweiniol Penodedig fel sy'n briodol i'w rôl.
- Dangos y sgiliau a'r hyder i gynnal asesiadau galluedd meddyliol a dealltwriaeth glir o swyddogaethau Diogelu rhag Colli Rhyddid (DoLS). (Ac unwaith y bydd yr hyfforddiant wedi'i gwblhau i wneud Asesiadau Lles Gorau).

### **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**

- Cofnodi gwybodaeth achos yn gywir ac yn llawn o'r cam cam atgyfeirio hyd at trosglwyddo gofal/cau sy'n esbonio digwyddiadau a chanlyniadau ac yn cyfiawnhau penderfyniadau.
- Rhaid cyflawni cofnodi achosion o fewn y gweithdrefnau a'r amserlenni sy'n ofynnol gan y sefydliad.
- 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.
- Cynnal ymchwil ar arfer gorau a chasglu tystiolaeth i ddangos lle mae'r prosiect trawsnewid yn cyflawni ei ganlyniadau a lle mae bylchau neu ddatblygiadau pellach sydd eu hangen.

### **Sgiliau Rhesymu**

- 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.
- Hybu gyda staff gofal hunanymwybyddiaeth, adfyfrio, cyfrifoldeb ac atebolrwydd am eich gweithredoedd eich hun.
- Herio arferion ac agweddau gwael yn adeiladol ac yn briodol

### **Datblygiad Proffesiynol**

- Rhaid i chi gadw eich cofrestriad proffesiynol a chydymffurfio â hyfforddiant a dysgu ôl-gofrestru, parhau mewn addysg a dysgu proffesiynol, a gofynion addasrwydd i ymarfer.
- Cymryd rhan a pharatoi ar gyfer cyfnodau goruchwyllo 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.

### **Adnoddau / Offer / Deunyddiau**

Ffôn symudol ac offer cyfrifiadurol.

### **Goruchwyllo / Rheoli Pobl**

Bydd disgwyl i ymarferwyr ddarparu cefnogaeth a goruchwyllo i staff eraill yn unol â disgwyliau 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.

Ni fydd gan y swydd hon unrhyw gyfrifoldeb rheoli llinell uniongyrchol, fodd bynnag, bydd deiliad y swydd yn cyfarwyddo, yn cynghori staff gofal ac uwch swyddogion mewn perthynas â chyflawni cynlluniau ailalluogi.

Dirprwyo gwaith achos a chymorth yn effeithiol ac yn briodol, gan ddarparu cyngor ac arweiniad mewn modd clir a chyfannol i hwyluso newid a gwneud y mwyaf o botensial.

Dirprwyo gwaith achos a chymorth yn effeithiol ac yn briodol, gan ddarparu cyngor ac arweiniad mewn modd clir a chyfannol i hwyluso newid a gwneud y mwyaf o botensial.

Bydd Uwch Therapyddion Galwedigaethol yn Addysgwyr Ymarfer achrededig ac yn cymryd cyfrifoldeb am oruchwyllo ac asesu myfyrwyr therapyddion galwedigaethol drwy gydol eu cyfleoedd dysgu ymarfer.

Gweithredu fel adnodd arbenigol o fewn y Tîm i wella ymarfer ac effeithiolrwydd y fîm a'i ymarferwyr unigol. Bydd hyn yn cynnwys goruchwyllo gwaith achos Therapyddion Galwedigaethol eraill.

Hyrwyddo dealltwriaeth o rôl therapi galwedigaethol ar draws Sefydliadau, gan roi cyngor ac arweiniad proffesiynol i weithwyr proffesiynol eraill ac aelodau o'r fîm amlddisgyblaethol.

Cefnogi'r Rheolwr Tîm i sicrhau bod safonau uchel o arfer proffesiynol yn cael eu hyrwyddo a'u cynnal.

### **Gwybodaeth, Sgiliau, Hyfforddiant a Phrofiad**

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

Gwybodaeth fanwl am ddeddfwriaeth berthnasol, mentrau'r Llywodraeth, grantiau a'u goblygiadau, yn enwedig Ddeddf Llesiant Cenedlaethau'r Dyfodol (Cymru), Deddf Gwasanaethau Cymdeithasol a Llesiant (Cymru) 2014 a Deddf Tai (Cymru) 2014 a Deddf Galluedd Meddyliol 2005, Deddf Rheoliadau ac Arolygu Gofal Cymdeithasol (Cymru) 2016.

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

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 ystyrion 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.

Y gallu i weithio o fewn ffiniau y cytunwyd arnynt

Defnyddio sgysiau ystyrion a sgiliau arsylwi i weithio gydag unigolion i nodi anghenion a chanlyniadau dymunol.

Tystiolaeth o ymrwymiad i ddatblygiad proffesiynol parhaus.

Tystiolaeth bod egwyddorion, codau a gwerthoedd proffesiynol therapi galwedigaethol yn greiddiol i waith mewn perthynas ag arfer gwrthwahaniaethol a chynhwysol, a chaiff datblygiad proffesiynol fîm ei wella trwy gyfrannu at y broses hon.

Mae safonau ymarfer a pherfformiad yn cael eu cymhwyso a'u cyflawni'n gyson.

Profiad o asesu anghenion cymhleth unigolion a'u gofalwyr mewn ffordd sy'n canolbwyntio ar yr unigolyn sy'n canolbwyntio ar ganlyniadau, gan ddefnyddio'r holl adnoddau sydd ar gael yn llawn, negodi cymorth/ymyrraeth a monitro ac adolygu mewn ffordd gymesur.

Mae'r gallu i sicrhau bod risgiau cymhleth i unigolion ac eraill yn cael eu hasesu a'u cydbwysu mewn ffordd sy'n hybu grymuso, hunanbenderfyniad, annibyniaeth a dewis i ddinasyddion a'u gofalwyr yn hanfodol.

Y gallu i wella ymarfer trwy esiampl, goruchwyliaeth a grwpiau arfer da

Y gallu i archwilio a chymhwyso atebion creadigol, amgen i gyflawni canlyniadau i unrhyw ddarpariaeth gwasanaeth traddodiadol.

Y gallu i oruchwyllo ac asesu myfyrwyr therapyddion galwedigaethol trwy gydol eu cyfleoedd dysgu ymarfer a staff llai profiadol i sicrhau eu bod yn cyflawni'r cymwyseddau gofynnol yn eu hymarfer.

Y gallu i arwain ac ysgogi eraill a'r fim a chyfrannu sgiliau a gwybodaeth broffesiynol i gydweithwyr eraill o fewn y fim ac mewn Adrannau ac asiantaethau eraill.

Datblygu ymhellach sgiliau ymchwil y gellir eu defnyddio wrth ddatblygu gwasanaethau.

### **Amodau Gwaith Arbennig**

Bydd gofyn i ddeiliad y swydd (ar ei ben ei hun) weithio mewn nifer o leoliadau gan gynnwys, lleoliadau cymunedol, cartrefi dinasyddion eu hunain ac ysbytai. Efallai y bydd angen cynnal asesiadau y tu allan i oriau gwaith craidd.

### **Archwiliadau 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 eirida 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

Mae deiliad y swydd yn Therapydd Galwedigaethol o fewn yr Awdurdod Lleol yn Hafan Deg yn y Rhyl ac yn gweithio ar draws y sir. Byddant yn gyfrifol am effeithiolrwydd cynlluniau gofal a chymorth i wneud y mwyaf o botensial galwedigaethol unigolyn ar gyfer annibyniaeth fel rhan o'r Gwasanaethau Cymorth Cymunedol

Mae gwreiddiau'r swydd yn y Ddeddf Gwasanaethau Cymdeithasol a Llesiant ond ehangwyd swyddogaethau'n sylweddol o ganlyniad i ddeddfwriaeth newydd. Mae sgiliau craidd Therapydd Galwedigaethol yn cyfrannu at y broses o addasu i newid ac yn sicrhau bod yr Awdurdod Lleol yn ymateb i'w ddyletswyddau mewn ffyrdd cymwys, effeithiol, creadigol ac arloesol wrth ddiwallu anghenion gwasanaeth.

Bydd y swydd yn rhan o'r Tîm Annibyniaeth yn y Cartref gyda ffocws ar ddarparu gwasanaethau Ailalluogi ar draws Sir Ddinbych ac yn cynnwys hyfforddi a mentora cydweithwyr. Anogir ethos ailalluogi ar draws y Gwasanaeth ac arfer Arloesol i gwrdd â gofynion swyddogaeth gwasanaethau cymdeithasol modern, o fewn cyd-destun ariannol heriol.



## 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.

	<b>Graddfa 8</b>	<b>Graddfa 9</b>
	Therapydd Galwedigaethol	Uwch Therapydd Galwedigaethol
Cymwysterau	Mae Gradd/Diploma mewn Therapi Galwedigaethol yn hanfodol.  Mae Cofrestriad HCPC yn hanfodol.	Mae Gradd/Diploma mewn Therapi Galwedigaethol yn hanfodol.  Mae Cofrestriad HCPC yn hanfodol.  O leiaf 2 flynedd o brofiad ôl-gymhwyso.
Profiad Perthnasol	Gallu dangos y gallu i weithio i safonau galwedigaethol cenedlaethol ar gyfer Therapi Galwedigaethol a Chod Moeseg ac Ymddygiad Proffesiynol y Coleg Therapi Galwedigaethol.  Profiad o weithio mewn lleoliad amlddisgyblaethol aml-asiantaeth a datblygu perthnasoedd effeithiol  Dangos y gallu i weithio gan ddefnyddio dull ailalluogi	Gallu dangos y gallu i weithio i safonau galwedigaethol cenedlaethol ar gyfer Therapi Galwedigaethol a Chod Moeseg ac Ymddygiad Proffesiynol y Coleg Therapi Galwedigaethol.  Y gallu i flaenoriaethu a rheoli llwyth gwaith eich hun  Profiad perthnasol o asesu a thrin oedolion mewn sefydliad gofal cymdeithasol.  Profiad o weithio mewn lleoliad amlddisgyblaethol, aml-asiantaeth a datblygu perthnasoedd effeithiol.  Gallu gweithio drwy ddefnyddio dull ailalluogi.  Profiad a thystiolaeth o weithio gydag achosion cymhleth a defnyddio sgiliau rhesymu clinigol uwch i hyrwyddo canlyniadau cadarnhaol.

<p>Gwybodaeth a Sgiliau</p>	<p>Gwybodaeth fanwl am ddeddfwriaeth berthnasol, mentrau'r Llywodraeth a Deddf Gwasanaethau Cymdeithasol a Llesiant (Cymru) 2014 a Deddf Galluedd Meddyliol 2005 a'u cymhwysiad a goblygiadau ar gyfer darparu Gwasanaethau.</p> <p>Gwybodaeth a dealltwriaeth o werthoedd galwedigaeth a sgiliau craidd Therapi Galwedigaethol, Perfformiad Galwedigaethol a Gwyddorau Galwedigaethol.</p> <p>Sgiliau cyfathrebu a chofnodi ysgrifenedig rhagorol</p> <p>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>Tystiolaeth bod egwyddorion, codau a gwerthoedd proffesiynol therapi galwedigaethol yn greiddiol i waith mewn perthynas ag arfer gwrthwahaniantaethol a chynhwysol, a chaiff datblygiad proffesiynol fîm ei wella trwy gyfrannu at y broses hon</p> <p>Mae safonau ymarfer a pherfformiad yn cael eu cymhwyso a'u cyflawni'n gyson</p> <p>Profiad o asesu anghenion cymhleth unigolion a'u gofalwyr mewn ffordd sy'n canolbwyntio ar yr unigolyn, gan ddefnyddio'r holl adnoddau sydd ar gael yn llawn, trafod cymorth / ymyrraeth a monitro ac adolygu mewn ffordd gymesur.</p> <p>Mae'r gallu i sicrhau bod risgiau i unigolion ac eraill yn cael eu hasesu a'u cydbwysu mewn ffordd sy'n hybu grymuso, hunanbenderfyniad, annibyniaeth a dewis i ddinasyddion a'u gofalwyr yn hanfodol.</p>	<p>Dealltwriaeth dda o ddeddfwriaethau berthnasol, 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.</p> <p>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.</p> <p>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 gwrthwahaniantaethol a chynhwysol, ac mae datblygiad proffesiynol y fîm 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</p>
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	<p>Gallu gweithio o fewn terfynau a gytunir arnynt.</p> <p>Defnyddio sgysiau ystyrllon 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>sydd ar gael, yn trafod cymorth/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 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>Y gallu i ddeall a gweithio o fewn polisiau'r Sefydliad i ddiwallu anghenion gwahanol dinasyddion a staff.</p> <p>Chwaraewr fîm effeithiol, gan ddarparu cefnogaeth i gyfoedion ar lefel ymarferol ac emosiynol pan fo angen.</p> <p>Brwdfrydedd, hunan-gymhelliant a'r gallu i ddylanwadu.</p> <p>Gallu gwerthuso eich arfer eich hun a chyflwyno newidiadau.</p> <p>Sgiliau cyfathrebu llafar a di-eiriau da ac arddull hwyluso i sicrhau dealltwriaeth a chynnydd i ddinasyddion a staff cymorth a chydweithwyr llai profiadol.</p>	<p>Gallu gweithio'n effeithiol mewn fîm, 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</p>

	<p>Gwydnwch i weithio mewn amgylchedd llawn pwysau.</p> <p>Gwydnwch mewn amgylchedd dan bwysau.</p> <p>Y gallu i gefnogi eraill sy'n gweithio mewn sefyllfaoedd heriol a llawn straen.</p> <p>Dangos cyfrifoldeb am ymddygiad, ymarfer a dysgu proffesiynol da a hyrwyddo ymddygiadau o'r fath mewn eraill.</p> <p>Y gallu i ddylanwadu ac addasu'n gadarnhaol i amgylchedd gwaith ac arferion sy'n newid ac i gefnogi eraill trwy newid.</p> <p>Parodrwydd i sicrhau arfer integredig trwy gefnogi'r strwythurau a'r prosesau newidiol i gyflawni gwaith amlddisgyblaethol.</p>	<p>amgylchedd llawn pwysau a gallu i gefnogi pobl eraill sy'n gweithio mewn sefyllfaoedd anodd.</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.</p> <p>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 rheoli amser a threfnu rhagorol.</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.

### **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 dyrchafiad 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.

## DENBIGHSHIRE COUNTY COUNCIL JOB DESCRIPTION

<b>Job Title:</b>	<b>Reablement Occupational Therapist</b>
<b>Grade:</b>	<b>8 – 9</b>
<b>Service:</b>	<b>Adult Social Care and Homelessness</b>
<b>Service Area:</b>	<b>Independence at Home</b>
<b>Responsible to:</b>	<b>Lead Occupational Therapist</b>
<b>Job ID Number / Date Issued:</b>	<b>04694 &amp; 04271 / February 2025</b>
<b>Welsh Language Category:</b>	Welsh language skills are desirable – level 1

### Job Purpose

This is an exciting opportunity to support the transformation of domiciliary care services in Denbighshire. With a greater emphasis on Reablement for everyone assessed as needing care and support, we want to develop a service that offers reablement to as many people as possible as soon as possible.

If you are committed to working with individuals to find sustainable solutions that promote independence and dignity, this is the job for you. You will be based within the Reablement Team working alongside citizens and carers as well as working with other professions such as Social Work, Occupational Therapy, Physiotherapy. This is a fantastic development opportunity, not only giving you the chance to develop your practice but also to be at the forefront of transformative change which will make a measurable difference to people's lives.

The post will form part of a team that will deliver services across the county of Denbighshire and involve coaching and mentoring of colleagues. A reablement ethos across the Service 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 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.

As part of this role, you, would be expected complete assessments of citizens, devise and monitor the progression of reablement plans and to mentor and supervise the support staff and seniors who will be working with you to bring about the reablement outcomes of the citizens you will be working with.

You would also be expected to be involved in collecting the relevant data to evidence the progression of the transformation project and to work closely with other colleagues across Health and Social Care to raise the profile of the project and ensure a joined-up approach to both hospital discharges and progression for citizens from the Reablement Team to ongoing statutory or informal support.

You will be expected to provide a high quality occupational therapy service to the citizens of Denbighshire in order to achieve positive outcomes in line with the service's visions and priorities.

The core skills of an Occupational Therapist contribute to the process of adapting to change and ensure that the Local Authority responds to its duties in competent, effective, creative and innovative ways when meeting service needs.

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.

### **Principal Accountabilities and Responsibilities**

#### **Assessment:**

- The Occupational therapist will develop effective working relationships with individuals, carers, groups and communities to assess needs in a non-judgemental manner.
- Use keen observational skills to analyse all available information and presenting situations and subsequently interpret and report findings effectively to other colleagues and professionals, 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.
- Effectively manage a caseload and undertake comprehensive assessments 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 from Team Manager & Lead OT, 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.
- 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.
- Development of protection, contingency and crisis plans to minimise the risk in complex situations.
- Use Integrated care and support plans working consistently using an integrated approach.
- Engage effectively with other professionals and agencies e.g. CRT colleagues, Health, Care Providers 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.
- Consider Direct Payments and creative solutions to meeting care needs are appropriately and consistently to offered to citizens as well as more traditional approaches.
- 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.
- Support the Strategy discussion stage under the guidance/instruction of the Designated Lead Manager as appropriate to their role.
- Demonstrate the skills and confidence to undertake mental capacity assessments and a clear understanding of the Deprivation of Liberty Safeguarding functions (DoLS). (And once training complete to undertake Best Interest Assessments).

### **Advocacy**

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

### **Recording and Reporting**

- Accurately and fully record case information from referral stage through to transfer of care/closure that explains events and outcomes and justifies decision making. Case recording must be undertaken within the procedures and timescales required by the organisation.



- Record unmet need to inform future service planning and alert management where unmet need may create an additional risk to citizens, carers and families.
- Undertake research on best practice and collect evidence to show where the transformation project is achieving its outcomes and where there are gaps or further developments required.

### Reasoning Skills

- 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
- Promote with care staff, self-awareness, reflection, responsibility and accountability for own actions.
- Constructively and appropriately challenge poor, practice and attitudes.

### Professional Development

- 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.
- Prepare for and participate in professional supervision and performance development reviews to support personal development and adherence to professional standards.
- 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.

### Resources/Equipment/Material

Use of a mobile telephone and computer equipment

### Supervision/Management of People

This post will not have any direct line management responsibility, however, the post holder will instruct, advise care staff and seniors in relation to the delivery of reablement plans.

Delegate casework and support work effectively and appropriately, providing advice and guidance in a clear and holistic manner to facilitate change and maximise potential.

Senior Occupational therapists will be accredited Practice Educators and take responsibility for the formal supervision and assessments of student occupational therapists throughout their practice learning opportunities.

To act as an expert resource within the Team to improve the practice and effectiveness of the team and its individual practitioners. This will include undertaking casework supervision of other Occupational Therapists

To promote an understanding of the occupational therapy role across Organisations, giving professional advice and guidance to other professionals and members of the MDT

To support the Team Manager in ensuring that high standards of professional practice are

promoted and maintained.

### **Knowledge, Skills, Training and Experience**

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

Detailed knowledge of relevant legislation, Government initiatives, grants and their implications, especially the Well Being of future Generations (Wales) Act , Social Services and Wellbeing (Wales) Act 2014, the Housing (Wales) Act 2014 and the Mental Capacity Act 2005 , Regulations and inspection of Social Care (Wales) Act 2016.

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

Excellent written communication and recording skills

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

The ability to actively 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.

Evidence of commitment to continued professional development.

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.

Practice and performance standards are consistently applied and achieved.

Experience of assessing the complex needs of individuals and their carers in a person centred outcome focussed way, fully utilising all available resources, negotiating support/intervention and monitoring and reviewing in a proportionate way

Ability to ensure complex 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.

Ability to improve practice through example, supervision and good practice groups

The ability to explore and apply creative, alternative solutions to achieving outcomes to any traditional service provision.

Ability to supervise and assess student occupational therapists throughout their practice learning opportunities and less experienced staff to ensure they achieve the required competencies in their practice.

Ability to lead and motivate others and the team and contribute professional skills and knowledge to other colleagues within the team and in other Departments and agencies.

To further develop research skills which can be utilised in service development.

### **Special Working Conditions**

The post holder will be required to (lone) work in a number of settings including, Community settings, citizens own homes and hospitals.

It might be necessary to carry out assessments outside of core working hours.

### **Employment Checks/ Specific Requirements**

Due to working with vulnerable adults the post holder will require an enhanced DBS.

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, and 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**

The post holder is an Occupational Therapist within the Local Authority based at Hafan Deg in Rhyl and working across county. They will be responsible for the effectiveness of care and support plans to maximise an individual's occupational potential for independence as part of the Community Support Services.

The job has its roots in the Social Services and Wellbeing Act but there has been a significant expansion of functions from the impact of subsequent, emerging legislation. The core skills of an Occupational Therapist contribute to the process of adapting to change and ensure that the Local Authority responds to its duties in competent, effective, creative and innovative ways when meeting service needs.

The post will form part of the Independence at Home Team with a focus on delivering Reablement services across the county of Denbighshire and involve coaching and mentoring of colleagues. A reablement ethos across the Service and Innovative practice will be encouraged to meet the demands of a modernised social services function, within a challenging financial context.

## 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.

	<b>Grade 8</b>	<b>Grade 9</b>
	Occupational Therapist	Senior Occupational Therapist
Qualifications	<p>Degree/Diploma in Occupational Therapy is essential.</p> <p>HCPC Registration is essential.</p>	<p>Degree/Diploma in Occupational Therapy is essential.</p> <p>HCPC Registration is essential.</p> <p>A minimum of 2 years post qualifying experience</p>
Relevant Experience	<p>Able to demonstrate to work to the national occupational standards for Occupational therapy and the College of Occupational Therapy Code of Ethics and Professional Conduct.</p> <p>Experience of working in a multi-disciplinary multi-agency setting and developing effective relationships</p> <p>Demonstrate the ability to work utilising 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>Detailed knowledge of relevant legislation, Government initiatives and the Social Services and Wellbeing (Wales) Act 2014 and Mental Capacity Act 2005 and their application and implications for Service delivery.</p> <p>Knowledge and understanding of the values of occupation and the core skills of Occupational therapy, Occupational Performance and Occupational Science.</p> <p>Excellent written communication and recording skills</p> <p>Efficient administrative skills and familiarity with Information Technology and Information Systems.</p> <p>The ability to actively reflect and evaluate own practice and implement changes</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 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>Detailed knowledge of relevant legislation, Government initiatives and the Social Services and Wellbeing (Wales) Act 2014 and Mental Capacity Act 2005 and their application and implications for Service delivery.</p> <p>Knowledge and understanding of the values of occupation and the core skills of Occupational therapy, Occupational Performance and Occupational Science.</p> <p>Excellent written communication and recording skills</p> <p>Efficient administrative skills and familiarity with Information Technology and Information Systems.</p> <p>The ability to actively reflect and evaluate own practice and implement changes</p> <p>The ability to work within agreed boundaries.</p> <p>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>
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	<p>The ability to work within agreed boundaries.</p> <p>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>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 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>Ability to comprehend and work within Organisational policies to meet the differing needs of citizens and staff.</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>The ability to evaluate own and others practice and implement changes.</p> <p>Good 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 in a pressurised environment.</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>The ability to support others working in challenging and stressful situations.</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-</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 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>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>	<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

**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 promotion 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.