

MANYLEB BERSONOL

Swydd: Therapydd Iaith a Lleferydd (Band 5)

PERSONOL	HANFODOL	DYMUNOL	DULL ASESU
Cymwysterau a/neu Wybodaeth	<p>Cymhwyster cydnabyddedig gradd/cywerth mewn Thil</p> <p>HCPC Cofrestredig.</p> <p>RCSLT cofrestredig.</p>	<p>Aelodaeth grŵp rhwydwaith clinigol priodol.</p> <p>Dangos dealltwriaeth a chymryd rhan mewn llywodraethu clinigol ac asesu risg.</p> <p>Gwybodaeth am ddeddfwriaethau/polisi iechyd.</p> <p>Gwybodaeth a sgiliau cyfathrebu estynedig ac amgen.</p>	Ffurflen gais a gwiriadau cyn cyflogi
Profiad	Ystod o brofiad clinigol ar draws gwasanaethau Thil Oedolion/Plant.	<p>Profiad o ddirprwyo gwaith i staff heb eu cofrestru.</p> <p>Profiad o weithio mewn timau amlddisgyblaethol/ Timau amlbroffesiwn.</p> <p>Profiad o gefnogi newid mewn gwasanaeth.</p> <p>Darpariaeth therapi Cymraeg/Saesneg.</p> <p>Profiad clinigol ychwanegol neu'n ymwneud â gofal iechyd.</p>	Ffurflen gais a chyfweliad
Addasrwydd a Galluoedd	<p>Sgiliau rhyngpersonol ardderchog</p> <p>Yn gallu datrys problemau</p> <p>Sgiliau trafod.</p> <p>Gwybodaeth am offer asesu.</p> <p>Y gallu i hunanwerthuso.</p> <p>Sgiliau canolbwytio.</p>	Gallu siarad Cymraeg	Cyfweliad

	<p>a blaenoriaethu rhagorol.</p> <p>Sgiliau myfyrio a dadansoddi.</p> <p>Sgiliau gwahaniaethu clywedol.</p> <p>Sgiliau gwrando da.</p> <p>Gallu gweithio fel aelod o dîm.</p> <p>Sgiliau arsylwi da.</p> <p>Sgiliau cyflwyno da, llafar ac ysgrifenedig.</p> <p>Profiad a gwybodaeth clinigol amrywiol.</p> <p>Deall moeseg broffesiynol a'u deunydd mewn ymarfer.</p> <p>Galluoedd yn y Gymraeg a'r Saesneg sy'n gydnaws â darpariaeth asesiadau a therapi ieithyddol priodol.</p> <p>Ymwybyddiaeth o swyddogaethau staff proffesiynol eraill sy'n gysylltiedig â defnyddwyr gwasanaeth ar y llwyth gwaith a gytunwyd.</p> <p>Sgiliau cynllunio, rheoli amser a threfnu effeithiol</p> <p>Sgiliau TG.</p> <p>Ymwybyddiaeth o lywodraethu clinigol/archwilio.</p>		
Gwerthoedd	<p>Empathi</p> <p>Hunan-frwdfrydig a'r gallu ysgogi eraill.</p> <p>Yn gallu gweithio o dan amodau sy'n gallu bod yn llethol ar lefel emosiynol.</p> <p>Hyblyg i fodloni anghenion y gwasanaeth.</p> <p>Yn gallu gweithio'n annibynnol.</p> <p>Gallu ymdopi ag amgylchedd</p>		<p>Ffurflen Gais</p> <p>Cyfweliad</p> <p>Geirdaon</p>

	<p>gwaith prysur gyda chyfnodau o darfu drwy gydol y dydd.</p> <p>Yn gallu blaenoriaethu eich llwyth gwaith eich hun.</p> <p>Gallu myfyrio ac arfarnu o ran eich perfformiad eich hun ar lefel gritigol.</p> <p>Gallu dangos doethineb a diplomyddiaeth wrth weithio ag eraill.</p>		
Arall	Yn gallu teithio mewn ardal ddaearyddol yn amserol.		Ffurflen gais a chyfweliad

PERSON SPECIFICATION

Post: Speech and Language Therapist (Band 5)

ATTRIBUTES	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Qualifications and/or Knowledge	<p>Recognised qualification degree/equivalent in S&LT.</p> <p>HCPC registered.</p> <p>RCSLT registered.</p>	<p>Membership of appropriate clinical network group.</p> <p>Demonstrate understanding & involvement of clinical governance and risk assessment.</p> <p>Knowledge of health legislation/policy.</p> <p>Alternative and augmentative communication knowledge & skills.</p>	Application form and pre employment checks
Experience	A range of clinical experience across Adult/Paediatric SLT services.	<p>Experience of delegating work to non-registered staff.</p> <p>Experience of working in multidisciplinary/ multiprofessional teams.</p> <p>Experience of supporting service change.</p> <p>Welsh/English therapy provision.</p> <p>Additional clinical or health care related experience.</p>	Application form and interview
Aptitude and Abilities	<p>Excellent interpersonal skills.</p> <p>Ability to problem-solve.</p> <p>Negotiation skills.</p> <p>Knowledge of assessment tools.</p> <p>Ability to self-evaluate.</p>	Ability to speak Welsh	Interview

	<p>Concentration skills.</p> <p>Prioritisation skills.</p> <p>Reflection and analytical skills.</p> <p>Auditory discrimination skills.</p> <p>Good listening skills.</p> <p>Ability to work as a team member.</p> <p>Observation skills.</p> <p>Good presentation skills oral and written.</p> <p>Varied clinical experience and knowledge.</p> <p>Understanding of professional ethics and their application in practice.</p> <p>Welsh/English competency that is compatible with linguistically appropriate assessment and therapy provision.</p> <p>Awareness of roles of other professionals involved in care of service users on agreed caseload.</p> <p>Effective planning, time management and organisational skills.</p> <p>IT skills.</p> <p>Awareness of principles of clinical governance / audit.</p>		
Values	<p>Empathic.</p> <p>Self-motivating and ability to motivate others.</p> <p>Ability to work under emotionally stressful conditions.</p> <p>Flexible to meet the needs of the service.</p> <p>Able to work independently.</p>		<p>Application Form</p> <p>Interview</p> <p>References</p>

	<p>Able to cope with a busy working environment, with periods of interruption throughout the working day.</p> <p>Ability to prioritise own workload.</p> <p>Ability to reflect and critically appraise own performance.</p> <p>Be able to demonstrate tact and diplomacy when working with others.</p>		
Other	<p>Ability to travel within geographical area in a timely way.</p>		Application form and interview

Betsi Cadwaladr University Health Board

EFFORT FACTOR INFORMATION TO SUPPORT JOB DESCRIPTIONS

Post Title: Speech and Language Therapist Band 5

Base / Ward: Relevant to post

Department: Speech and Language Therapy

D = Daily W = Weekly M = Monthly A = Once/twice a year

Physical Effort

Nature & Frequency:

- The post will require frequent, sustained physical effort when delivering assessment and interventions to service user, family, parent, carers/service user, family, parent, carers who have complex and occasionally disabling physical and mental health conditions. **W**
- Lifting equipment without mechanical aids - Lifting and carrying equipment related to assessment and therapy materials; giving presentations e.g. OHP, flip charts etc. **W**
- Manipulating objects. **D**

Mental Effort

Nature & Frequency:

- To be able to work in an environment, where the work pattern of prolonged concentration may be disrupted by frequent demands from service user, family, parent, carers, other staff members or the telephone. **D**
- To support other team members when indicated in the management of challenging service user, family, parent, carers/service user, family, parent, carers. **D**
- Post holder is required to work autonomously making decisions affecting service delivery. **D**
- Operate equipment/machinery – e.g. communication aids. **M**
- Attend meetings e.g. multidisciplinary meetings, special interest groups. **W**
- Check documents - review medical notes, letters and report on a daily basis and collect and interpret information in order to advise on appropriate therapy. **D**

Emotional Effort

Nature & Frequency:

- Demonstrate the ability to deal with potentially stressful and emotional situations. Deal sensitively with service user, family, parent, carers who may have high levels of anxiety and aggression e.g. caused by pain, fear, worry, dementia. **D**
- Able to impart unwelcome news to staff; service user, family, parent, carers, sensitively regarding limited expectation of intervention. **D**
- Occasionally work alone in the department or within the service user, family, parent, carer home with possible exposure to isolation, unpredictable situations and verbal or physical aggression. **W**
- Designated to provide emotional support to front line staff - provide support to the wider Speech & Language Therapy team including peers and junior staff. **W**
- Exposure to aggressive physical behaviour where there is little / no support - infrequent but real potential exposure when dealing with individuals with complex medical, social and communication needs. **W**

Working conditions**Nature & Frequency:**

- Occasional exposure to bodily fluids; unpleasant odours. **D**
- Frequent use of computer. **D**
- Driving as required. **D**
- Inclement weather – when driving to home visits / clinics / meetings. **M**
- Unpleasant smells - routine exposure as undertakes work in clinical areas with patient / service user, family, parent, carers own home. **D**
- Noxious fumes - people smoking in their own home on domiciliary visits. **M**
- Fleas or lice - routine exposure as undertakes work in clinical areas / patient / service user, family, parent, carers own home. **M**
- Use of IT equipment for clinical practice working on a paperless system – involves work on a computer for most of the day. **D**
- Drive a vehicle - nature of geographical area of BCUHB and need to work with the wider Speech and Language Therapy team across the Health Board will require frequent driving. **D**