

MANYLEB BERSONOL

Swydd: Therapydd Iaith a Lleferydd (Band 5)

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

	Gwybodaeth am offer asesu. Y gallu i hunanwerthuso. Sgiliau canolbwyntio. a blaenoriaethu rhagorol. Sgiliau myfyrio a dadansoddi. Sgiliau gwahaniaethu clywedol. Sgiliau gwrandao da. Gallu gweithio fel aelod o dîm. Sgiliau arsylwi da. Sgiliau cyflwyno da, llafar ac ysgrifenedig. Profiad a gwybodaeth clinigol amrywiol. Deall moeseg broffesiynol a'u deunydd mewn ymarfer. Galluoedd yn y Gymraeg a'r Saesneg sy'n gydnaws â darpariaeth asesiadau a therapi ieithyddol priodol. Ymwybyddiaeth o swyddogaethau staff proffesiynol eraill sy'n gysylltiedig â defnyddwyr gwasanaeth ar y llwyth gwaith a gytunwyd. Sgiliau cynllunio, rheoli amser a threfnu effeithiol Sgiliau TG. Ymwybyddiaeth o lywodraethu clinigol/archwilio.		
Gwerthoedd	Empathi Hunan-frwdfrydig a'r gallu ysgogi eraill. Yn gallu gweithio o dan amodau		Ffurflen Gais Cyfweliad Geirdaon

	sy'n gallu bod yn llethol ar lefel emosiynol. Hyblyg i fodloni anghenion y gwasanaeth. Yn gallu gweithio'n annibynnol. Gallu ymdopi ag amgylchedd gwaith prysur gyda chyfnodau o darfu drwy gydol y dydd. Yn gallu blaenoriaethu eich llwyth gwaith eich hun. Gallu myfyrio ac arfarnu o ran eich perfformiad eich hun ar lefel gritigol. Gallu dangos doethineb a diplomyddiaeth wrth weithio ag eraill.		
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	Recognised qualification degree/equivalent in S&LT. HCPC registered. RCSLT registered.	Membership of appropriate clinical network group. Demonstrate understanding & involvement of clinical governance and risk assessment. Knowledge of health legislation/policy. Alternative and augmentative communication knowledge & skills.	Application form and pre employment checks
Experience	A range of clinical experience across Adult/Paediatric SLT services.	Experience of delegating work to non-registered staff. Experience of working in multidisciplinary/multiprofessional teams. Experience of supporting service change. Welsh/English therapy provision. Additional clinical or health care related experience.	Application form and interview
Aptitude and Abilities	Excellent interpersonal skills. Ability to problem-solve. Negotiation skills.	Ability to speak Welsh	Interview

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

	Ability to work under emotionally stressful conditions. Flexible to meet the needs of the service. Able to work independently. Able to cope with a busy working environment, with periods of interruption throughout the working day. Ability to prioritise own workload. Ability to reflect and critically appraise own performance. Be able to demonstrate tact and diplomacy when working with others.		
Other	Ability to travel within geographical area in a timely way.		Application form and interview