# Disgrifiad Swydd

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| Teitl y swydd | Therapydd Galwedigaethol |
| Gwasanaeth | Porth Gofal |
| Gradd | Gradd 10 |
| Cyfeirnod at ddibenion Gwerthuso Swyddi | 28 – 30 |
| Cyflog | £37,938 - £39,513 pro-rata |
| Diben y swydd | Gweithio fel rhan o'r tîm therapi galwedigaethol cymunedol yng Ngheredigion a darparu therapi galwedigaethol o safon uchel seiliedig ar dystiolaeth, sy'n canolbwyntio ar yr unigolyn.<br><br>Bydd deiliad y swydd yn Therapydd Galwedigaethol hyfedr gyda gwybodaeth a phrofiad arbenigol o asesu anghenion oedolion a phobl hŷn a chefnogi'r gwaith o ddarparu offer arbenigol ac addasiadau tai i sicrhau'r annibyniaeth, diogelwch ac ansawdd bywyd gorau posibl. Byddwch yn gweithio fel rhan annatod o Borth Ceredigion, y gwasanaeth therapi galwedigaethol ehangach, ac mewn partneriaeth â chydweithwyr mewn sefydliadau statudol, gwirfoddol ac annibynnol eraill i gyflawni'r canlyniadau hyn. |
| Lleoliad | Penmorfa, Aberaeron<br>Hybrid – cartref / swyddfa |
| Oriau gwaith | 37 awr yr wythnos |
| Math o gontract | Amser llawn |
| Hyd y contract | Parhaol |
| Teitl swydd y Rheolwr Llinell | Uwch Ymarferydd Therapydd Galwedigaethol |
| Cyfrifoldebau goruchwylio/rheoli | Goruchwylio a dirprwyo i Gynorthwywyr Therapi Galwedigaethol yn ôl yr angen |
| Atebolrwydd | Uwch Ymarferydd/Rheolwr Tîm – Therapi Galwedigaethol |
| Y telerau contractiol sy'n gysylltiedig â'r swydd | Mae diogelu ac amddiffyn oedolion mewn perygl yn flaenoriaethau allweddol i ni. Ein nod yw cefnogi oedolion sydd mewn perygl i sicrhau eu bod mor ddiogel â phosibl. Rydym yn cydnabod eu hawl i gael eu hamddiffyn a byddwn yn gweithredu i ddiogelu eu llesiant. Disgwylir i bob aelod o staff a phob gwirfoddolwr rannu'r ymrwymiad hwn, a bydd angen Gwiriad Manwl gan y Gwasanaeth Datgelu a Gwahardd (DBS) arnoch cyn cael eich penodi i'r swydd hon. |
| Trosolwg ar y Model Gwasanaethau Integredig Gydol Oes a Llesiant | Y Model Gwasanaethau Integredig Gydol Oes a Llesiant yw ein ffordd o ateb anghenion pobl trwy sicrhau bod y bobl iawn yn eu lle i wneud y penderfyniadau iawn ar yr adeg iawn.<br><br>Bydd y Model Gwasanaethau Integredig Gydol Oes a Llesiant yn gweithredu fel a ganlyn:<br>• Bod y pwynt cyswllt cyntaf ar gyfer trigolion a phartneriaid allweddol<br>• Llunio a darparu pecynnau atal ac ymyrraeth gynnar wedi'u teilwra yn ôl anghenion yr unigolyn |

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| | • Penderfynu ar y gwasanaethau mwyaf priodol i gyflenwi gofal a chymorth mewn modd amserol<br>• Monitro a gwerthuso effaith y cymorth |

Dyletswyddau a chyfrifoldebau

**Cyflenwi Gweithredol**

- Rheoli ar eich pen eich hun lwyth achosion sy'n amrywiol ac yn gymhleth yn aml, gan ddefnyddio gwybodaeth arbenigol o therapi galwedigaethol ac effaith swyddogaethol cyflyrau iechyd i ddewis, cynllunio, addasu, cynnal a gwerthuso asesiadau ac ymyriadau yn briodol, gan addasu arferion yn seiliedig ar amgylchiadau a chyflwyniad yr unigolyn
- Negodi ag unigolion, teuluoedd/gofalwyr a chydweithwyr i sicrhau nodau a blaenoriaethau cyffredin a arweinir gan yr unigolyn o ymyrraeth therapi galwedigaethol yn seiliedig ar gyflawni cydbwysedd o ran hunanofal, cynhyrchiant a hamdden, gan rymuso unigolion a gofalwyr i wneud penderfyniadau gwybodus ynghylch datblygiad a chynnydd y cynllun ymyrraeth therapi galwedigaethol
- Cymhwyso lefel uchel o ddealltwriaeth o effeithiau salwch ac anabledd a darparu cyngor arbenigol ar amgylcheddau addas, offer cynorthwyol, ac addasiadau tai
- Cynnal asesiadau risg codi a chario a datblygu cynlluniau codi a chario mewn perthynas â gofal gan gynnwys defnyddio technegau codi a chario wedi'u haddasu i wella'n raddol allu unigolyn i fod yn annibynnol
- Defnyddio dull sy'n canolbwyntio ar yr unigolyn bob amser gan barchu cyfrinachedd, dyletswydd gofal, annibyniaeth y cleient a rheoli risg
- Darparu cyfarwyddyd, cyngor a chymorth i unigolion/gofalwyr anffurfiol/teulu ar ddefnyddio offer cynorthwyol
- Cydgysylltu ag eraill a chyfeirio unigolion fel y bo'n briodol i helpu i ateb eu hanghenion
- Llunio a chyflwyno adroddiadau gwasanaeth a seiliedig ar y client cywir
- Dirprwyo gwaith yn briodol a goruchwylio gwaith Cynorthwywyr Therapi Galwedigaethol, myfyrwyr, a gwirfoddolwyr yn ôl yr angen
- Bod yn barod i ymgymryd â rôl addysgwr gwaith maes ar gyfer Therapyddion Galwedigaethol dan hyfforddiant
- Cymryd rhan mewn rota dyletswyddau yn ôl cyfarwyddyd yr Uwch Ymarferydd Therapydd Galwedigaethol/Rheolwr Tîm

**Safonau Ymarfer ac Ansawdd**

- Cydymffurfio â deddfwriaeth a chanllawiau statudol perthnasol, polisïau a gweithdrefnau mewnol mewn perthynas â materion proffesiynol, gweinyddol a llywodraethu gwybodaeth
- Cydymffurfio'n llawn â safonau HCPC, gan gynnwys cynnal cofrestriad HCPC
- Cydymffurfio'n llawn â safonau proffesiynol RCOT ar gyfer ymarfer, ymddygiad a moeseg therapi galwedigaethol
- Sicrhau bod tasgau'n cael eu dirprwyo'n briodol i eraill, gan orfodi'r canllawiau dirprwyo cenedlaethol a phroffesiynol
- Cymryd rhan weithredol yng ngweithrediad y fframwaith ymarfer Arwyddion Diogelwch.
- Ymgymryd â dadansoddiad beirniadol, gwerthusiad a synthesis o ganlyniadau ymchwil cyfredol a/neu lenyddiaeth berthnasol er mwyn cynnal gwybodaeth ac ymarfer
- Hyrwyddo llinellau cyfathrebu cadarnhaol o fewn y tîm a chydag asiantaethau eraill o fewn cyd-destun gwasanaeth cyfrinachol
- Cynnal a chymryd rhan mewn systemau hyfforddi/goruchwylio ac arfarnu fel sy'n ofynnol gan y Gwasanaeth

**Cyfrifoldebau Cyffredinol**

- Adolygu a myfyrio ar eich ymarfer a'ch perfformiad eich hun trwy'r defnydd effeithiol o oruchwylio ac arfarnu proffesiynol
- Parhau i gydymffurfio â hyfforddiant statudol/gorfodol

- Rheoli amser ac adnoddau i gael yr effaith orau posibl
- Hyrwyddo'r Gymraeg a dewis iaith defnyddwyr gwasanaeth fel sy'n ofynnol gan y fframwaith Safonau'r Gymraeg a Mwy na Geiriau
- Dangos Datblygiad Proffesiynol Parhaus gan gynnwys bodloni gofynion HCPC ar gyfer cofrestriad parhaus fel Therapydd Galwedigaethol
- Helpu gydag ymsefydlu, addysg a datblygiad eraill
- Cefnogi gweithrediadau tîm, delio'n briodol ag ymholiadau a chyflawni tasgau gweinyddol sy'n berthnasol i'r rôl
- Cymryd rhan mewn gweithgareddau hyrwyddo, gan gynnwys addysgu gweithwyr proffesiynol eraill am therapi galwedigaethol yn y maes ymarfer
- Nodi a rheoli'n briodol unrhyw argyfwng iechyd neu gymdeithasol di-gynsail pan fyddwch yn gweithio ar eich pen eich hun yn y gymuned, rhybuddio a chysylltu â'r unigolyn/gwasanaeth mwyaf priodol yn unol â chanllawiau, protocolau, polisïau a llwybrau gofal y cytunwyd arnynt
- Cynnal agwedd hyblyg at batrwm gwaith sy'n adlewyrchu anghenion newidiol y gwasanaeth ac amgylchiadau'r gymuned

**Ymdrech ac Amgylcheddol**

- Gweithio ar eich pen eich hun yn y gymuned yn rheolaidd, gyrru i ymweld â phobl gartref ym mhob tywydd
- Wynebu'n achlysurol amodau amgylcheddol annymunol yn ystod ymweliadau cartref, e.e. baw, llwch, chwain, carthion, bwyd pydredig
- Wynebu'n achlysurol hylifau corfforol ac arogleuon annymunol yn ystod gweithgareddau gofal personol neu pan fydd unigolyn yn sâl – wrin, ysgarthion, clwyfau, gwaed
- Cludo a gosod offer yn achlysurol, trin gwrthrychau bach a mawr
- Gweithio'n achlysurol mewn mannau cyfyng, e.e. mewn ystafelloedd ymolchi domestig a thoiledau, plygu, ymestyn a phenlinio i osod offer
- Gwthio unigolion mewn cadeiriau olwyn a/neu ddefnyddio teclynnau codi
- Defnyddio offer ar gyfer asesu symud a chodi a chario a chynllunio gofal
- Defnyddio VDU yn ddyddiol
- Delio'n rheolaidd â chleifion a gofalwyr sydd mewn sefyllfaoedd anodd ac mewn gofid ac, yn achlysurol, y rhai sydd ag ymddygiad heriol
- Achosion anaml ond posibl o ymddygiad ymosodol, gydag ychydig neu ddim cefnogaeth yn syth
- Cyngor a chefnogaeth ar gael fel arfer, ond "hyd braich"/dros y ffôn yn aml
- Goruchwyliaeth ar gael ar gyfer monitro a gwirio gwaith
- Cynhyrchu ffigurau gan ddefnyddio cyfrifiad syml

Bydd disgwyl i ddeiliad y swydd fabwysiadu agwedd hyblyg at ddyletswyddau'r swydd. Gall y rhain amrywio o bryd i'w gilydd yn dilyn trafodaethau â deiliad y swydd ac yn unol â gofynion swydd y Gwasanaeth ac yn gymesur â gradd y swydd.

| Gwerthuso Swyddi Cyf | JD 1683 |
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# Manyleb Person

<table>
<tr><th colspan="4">Hanfodol</th></tr>
<tr><td>Cymwysterau academaidd / proffesiynol / technegol / galwedigaethol</td><td colspan="3">Gradd/Diploma mewn Therapi Galwedigaethol<br>Cofrestriad proffesiynol fel y cydnabyddir gan HCPC</td></tr>
<tr><td>Sgiliau Cymraeg</td><td>Gwrando/Siarad:<br>Darllen:<br>Ysgrifennu:</td><td>Lefel 3<br>Lefel 2<br>Lefel 2</td><td>Rhaid i ddeiliad y swydd fodloni’r sgiliau Cymraeg gofynnol o fewn dwy flynedd i benodiad.</td></tr>
<tr><td>Sgiliau Saesneg</td><td>Gwrando/Siarad:<br>Darllen:<br>Ysgrifennu:</td><td>Lefel 3<br>Lefel 3<br>Lefel 3</td><td>Rhaid i ddeiliad y swydd fodloni’r sgiliau Saesneg gofynnol ar benodiad.</td></tr>
<tr><td>Sgiliau ymarferol a phersonol gofynnol</td><td colspan="3">Gwybodaeth a Sgiliau Ymarferol
<ul>
<li>Gwybodaeth a dealltwriaeth o ddeddfwriaeth a rheoliadau allweddol, e.e. Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015, Deddf Gwasanaethau Cymdeithasol a Llesiant (Cymru) 2014, Deddf Galluedd Meddyliol, Trefniadau Diogelu wrth Amddifadu o Ryddid/Diogeliadau Amddiffyn Rhyddid, Gweithdrefnau Diogelu Cymru</li>
<li>Gwybodaeth o’r ddeddfwriaeth sy’n ymwneud â darparu offer ac addasiadau yn y gymuned, e.e. Deddf Grantiau Tai, Adeiladu ac Adfywio 1996</li>
<li>Gwybodaeth a dealltwriaeth o’r ddeddfwriaeth sy'n berthnasol i weithio gydag unigolion a'u gofalwyr</li>
<li>Gwybodaeth a dealltwriaeth o strwythurau cymdeithasol ffurfiol ac anffurfiol, gwasanaethau a dulliau neu systemau cyffredin yn y gymuned neu gymdeithas sy'n cael effaith ar unigolion</li>
<li>Gallu gweithio gyda defnyddwyr gwasanaeth, gofalwyr a chydweithwyr i sicrhau nodau dan arweiniad yr unigolyn a blaenoriaethau ymyrraeth therapi galwedigaethol cyffredin yn seiliedig ar gyflawni cydbwysedd o ran hunanofal, cynhyrchiant a hamdden, gan rymuso unigolion a gofalwyr i wneud penderfyniadau gwybodus am ddatblygiad a chynnydd y cynllun ymyrraeth therapi galwedigaethol</li>
<li>Y gallu i gynnal asesiadau risg codi a chario a datblygu cynlluniau codi a chario mewn perthynas â gofal gan gynnwys defnyddio technegau codi a chario wedi'u haddasu i wella’n raddol allu unigolyn i fod yn annibynnol</li>
<li>Gallu gweithio mewn lleoliad amlddisgyblaethol gydag agwedd agored ond pendant a chynrychioli'r gwasanaeth mewn fforymau allanol</li>
</ul>
Nodweddion Personol
<ul>
<li>Ymarferydd annibynnol gyda sgiliau hunanreoli</li>
<li>Sgiliau rhesymu clinigol/datrys problemau profedig o fewn ymarfer</li>
<li>Gallu gweithio'n hyblyg mewn ymateb i ofynion newidiol</li>
<li>Mynd ati’n rhagweithiol i ddatblygu sgiliau personol a phroffesiynol</li>
</ul></td></tr>
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| | • Dangos sgiliau cyfathrebu llafar ac ysgrifenedig da, gallu cyfleu gwybodaeth gymhleth i gynulleidfa eang ac addasu dull yn unol â hynny<br>• Gallu ymdopi'n dda dan bwysau a gweithio i derfynau amser tynn, gan gynllunio a blaenoriaethu'r llwyth gwaith yn llwyddiannus<br>• Gallu peidio â chynhyrfu a dangos dull calonogol a'r gallu i ennyn hyder<br>• Bod yn weithiwr tîm ymroddedig gyda'r gallu i weithio'n annibynnol a chydag eraill<br>• Sgiliau TG profedig ar draws ystod o systemau ac offer, e.e. cronfa ddata cleientiaid gofal cymdeithasol, ebost, a chymwysiadau Microsoft<br>• Dangos sgiliau trafod a rheoli gwrthdaro<br>• Dangos ymrwymiad i ddilyn a hyrwyddo ffyrdd corfforaethol y Cyngor o weithio ar draws y model Gydol Oed a Llesiant<br>• Gallu addasu'n emosiynol i wynebu amgylchiadau gofidus rheolaidd<br>• Dal trwydded yrru lawn a gallu teithio rhwng safleoedd/o fewn y gymuned mewn modd amserol |
| Profiad gofynnol | Rhaid bod gan ymgeiswyr:<br>• Profiad ôl-raddedig o weithio ym maes therapi galwedigaethol cymunedol<br>• Profiad o drafod a chydgysylltu â sefydliadau statudol, gwirfoddol a phreifat<br>• Profiad o weithio mewn lleoliad amlddisgyblaethol<br>• Profiad o reoli llwyth achosion cymhleth<br>• Profiad o ddarparu asesiadau/ymyriadau trwy lwyfannau rhithiol<br>• Profiad o ddirprwyo a goruchwylio priodol |
| Hyfforddiant/addysg y mae'n ofynnol eu cyflawni/mynd ati i'w cyflawni ar gyfer y swydd | Tystiolaeth o bresenoldeb ar gyrsiau byr perthnasol a hyfforddiant uwch sy'n berthnasol i faes arbenigol |
| **Dymunol** | |
| Cymwysterau / hyfforddiant | • Hyfforddiant Addysg Gwaith Maes<br>• Aelod o BAOT |
| Sgiliau ymarferol / personol | • Aelod o grŵp diddordeb arbennig<br>• Tystiolaeth o addysgu/hyfforddiant mewn swydd<br>• Rhugl yn y Gymraeg a'r Saesneg<br>• Gallu gweithio'n effeithiol gartref, gan gynnwys cyflymder band eang dibynadwy o safon dda |

# Job Description

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| Post Name | Occupational Therapist |
| Service | Porth Gofal |
| Grade | Grade 10 |
| Spinal Point/s | 28 – 30 |
| Salary | £37,938 - £39,513 pro-rata |
| Job Purpose | To work as part of the community occupational therapy team in Ceredigion and deliver high quality, evidence-based, person-centred occupational therapy.<br><br>The post holder is identified as a highly skilled Occupational Therapist with expert knowledge and experience in assessing the needs of adults and older people and supporting the provision of specialist equipment and housing adaptations to maximise independence, safety, and quality of life. Working as an integral part of Porth Ceredigion, the wider occupational therapy service, and in partnership with colleagues in other statutory, voluntary, and independent sector organisations to achieve these outcomes. |
| Location | Penmorfa, Aberaeron |
| Hours of Work | 37 hours per week |
| Type of Contract | Full-time |
| Contract Duration | Permanent |
| Line Managers Job Title | Senior Practitioner Occupational Therapist |
| Supervisory/Managerial Responsibilities | To supervise and delegate to Occupational Therapy Assistants as required |
| Accountability | Senior Practitioner / Team Manager – Occupational Therapy |
| Contractual Terms Associated with the Post | Safeguarding and protecting adults at risk are key priorities for us. We aim to support adults, at risk to ensure they are as safe as they can possibly be. We acknowledge their right to protection and will take action to safeguard their welfare and well-being. Each member of staff and volunteer is expected to share this commitment, and we will require an Enhanced Check by the Disclosure and Barring Service (DBS) before appointing to this post. |
| Overview of the Through Age and Wellbeing Integrated Services Model | The Ceredigion Through Age and Wellbeing Integrated Services Model is a new way of meeting people's needs by ensuring that the right people are in place to make the right decisions at the right time.<br><br>The Through Age and Wellbeing Integrated Services Model will:<br>• be the first point of contact for residents and key partners<br>• design and deliver early prevention and intervention packages bespoke to individuals' needs |

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| | • decide upon the most appropriate targeted and specialist services to deliver care and support plans in a time-related manner<br>• monitor and evaluate the impact of support |

## Duties and Responsibilities

**Operational Delivery**

- Autonomously manage a varied and often complex caseload, using specialist knowledge of occupational therapy and the functional impact of health conditions to appropriately select, plan, modify, carry out and evaluate assessments and interventions, adapting practice based on an individual's circumstances and presentation.
- Negotiate with individuals, families/ carers and colleagues to ensure common person-led goals and priorities of occupational therapy intervention based on achieving balance in relation to self-care, productivity and leisure, empowering individuals and carers to make informed decisions about development and progress of the occupational therapy intervention plan.
- Apply a high level of understanding of the effects of illness and disability and to provide specialist advice on suitable environments, assistive equipment, and housing adaptations.
- Undertake manual handling risk assessments and develop handling plans in relation to care; including the use of adapted manual handing techniques to incrementally improve an individual's capacity to be independent.
- Use a person-centred approach at all times respecting confidentiality, duty of care, client autonomy and risk management.
- Provide instruction, advice, and support to individuals/ informal carers/ family on the use of assistive equipment.
- Liaise with others and refer individuals as appropriate to assist in meeting their needs.
- Formulate and present accurate client-based and service reports.
- Appropriately delegate work to and supervise the work of Occupational Therapy Assistants, students, and volunteers as required.
- Be willing to undertake the role of fieldwork educator for student Occupational Therapists.
- Participate in a duty rota as and when directed by Senior Practitioner Occupational Therapist/ Team Manager.

**Practice Standards and Quality**

- Adhere to relevant statutory legislation and guidance, and internal policies and procedures in relation to professional, administrative matters and information governance.
- Adhere fully to HCPC standards, including maintaining HCPC registration.
- Adhere fully to RCOT Professional standards for occupational therapy practice, conduct and ethics.
- Ensure appropriate delegation of tasks to others, enforcing the national and professional delegation guidelines.
- Actively participate in the application of the Signs of Safety practice framework.
- Undertake critical analysis, appraisal and synthesis of current research outcomes and/ or relevant literature in order to maintain knowledge and practice.
- Promote positive lines of communication within the team and with other agencies within the context of a confidential service.
- Undertake and participate in training/ supervision and appraisal systems as required by the Service.

**General Responsibilities**

- Review and reflect on own practice and performance through effective use of professional supervision and appraisal.

- Maintain compliance with statutory/ mandatory training.
- Manage time and resources to maximum effect.
- Actively promote the Welsh language and service user language preference as required by the Welsh Language Standards and More than Just Words framework.
- Demonstrate Continuous Professional Development including meeting the requirements of HCPC for continued registration as an Occupational Therapist.
- Support the induction, education, and development of others.
- Support team operations, dealing appropriately with enquiries and undertaking administrative tasks relevant to the role.
- Participate in promotional activities, including teaching other professionals with regard to occupational therapy in field of practice.
- Identify and appropriately manage any unpredicted health or social crisis when lone working in the community, alerting and contacting the most appropriate person /service according to agreed guidelines, protocols, policies and care pathways.
- Maintain a flexible approach to the pattern of work which reflects the changing needs of the service and the circumstances of the community.

**Effort and Environmental**

- Regularly working alone in the community, driving to visit people at home, exposure to all weather conditions.
- Occasional exposure to unpleasant environmental conditions on home visits, e.g., dirt, dust, fleas, excrement, rotten food.
- Occasional exposure to bodily fluids and unpleasant odours during personal care activities or where an individual is unwell – urine, faeces, wounds, blood.
- Occasional carrying and fitting of equipment, manipulating small and large objects.
- Occasional working in small spaces, e.g., in domestic bathrooms & WC's, bending, reaching and kneeling to fit equipment.
- Pushing of individuals in wheelchairs and/ or use of hoists.
- Use of equipment for moving & handling assessment and care planning.
- Use of VDU on daily basis.
- Regularly dealing with patients and carers in difficult situations, experiencing distress and occasionally with those who have challenging behaviour.
- Infrequent but potential exposure to aggression, with little or no immediate support.
- Advice and support usually available, but often "arm's length"/by telephone.
- Supervision available for monitoring and checking of work.
- Produces figures using simple calculation.

The post holder will be expected to adopt a flexible attitude to the duties of the post. These may be varied from time to time following discussions with the post holder and in keeping with the Service's requirements of the post and commensurate with the grade of the post

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| Job Evaluation Post Ref | JD 1683 |

# Person Specification

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| Essential | | |
| Academic / Professional / Technical / Vocational Qualifications | Degree / Diploma in Occupational Therapy<br>Professional registration as recognised by HCPC | |
| English Linguistic Skills | Listening/Speaking: **Level 3**<br>Reading: **Level 2**<br>Writing **Level 2** | The English linguistic skills noted are required on appointment |
| Welsh Linguistic Skills | Listening/Speaking: **Level 3**<br>Reading: **Level 3**<br>Writing **Level 3** | The Welsh linguistic skills noted must be attained within two years of appointment |
| Practical and personal skills | **Practical Knowledge and Skills**<br>• Knowledge and understanding of key legislation and regulations, e.g. Well-being of Future Generation (Wales) Act 2015, Social Services and Wellbeing (Wales) Act 2014, Mental Capacity Act, Deprivation of Liberty/ Liberty Protection Safeguards, Wales Safeguarding Procedures.<br>• Knowledge of legislation relating to the provision of equipment and adaptations within the community, e.g., Housing Grants, Construction and Regeneration Act 1996.<br>• Knowledge and understanding of legislation relevant to working with individuals and their carers<br>• Knowledge and understanding of formal and informal social structures, services and overarching approaches or systems in the community or society that have an impact on individuals.<br>• Ability to work with service users, carers and colleagues to ensure common person-led goals and priorities of occupational therapy intervention based on achieving balance in relation to self-care, productivity and leisure, empowering individuals and carers to make informed decisions about development and progress of the occupational therapy intervention plan.<br>• Ability to undertake manual handling risk assessments and develop handling plans in relation to care; including the use of adapted manual handing techniques to incrementally improve an individual's capacity to be independent.<br>• Ability to work within a multi-disciplinary setting with an open but assertive manner and representing the service at external forums.<br><br>**Personal Attributes**<br>• Autonomous practitioner with self-management skills.<br>• Proven clinical reasoning/problem solving skills within practice.<br>• Ability to work flexibly in response to changing demands. | |

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| | • Proactively develops personal and professional skills.<br>• Demonstrates good verbal and written communication skills; being able to communicate complex information to a wide audience and adapt approach accordingly.<br>• Ability to cope well under pressure and to work to tight deadlines, successfully planning and prioritising workload.<br>• Ability to be calm with encouraging manner and able to inspire confidence.<br>• To be a committed team worker with the ability to work autonomously and with others.<br>• Proven IT skills across a range of systems and tools, e.g., social care client database, e-mail, and Microsoft applications<br>• Demonstrates negotiation skills and management of conflict.<br>• Demonstrates a commitment to following and promoting the Council's corporate ways of working across the Through Age and Wellbeing model.<br>• Ability to emotionally adapt to routine exposure to distressing circumstances.<br>• Holds a full driving license and has the ability to travel between sites/ within the community in a timely manner. |
| Required Experience | Candidates must have:<br>• Post-graduate experience working within the field of community occupational therapy.<br>• Experience of negotiating and liaising with statutory, voluntary and private organisations.<br>• Experience of working within a multi-disciplinary setting.<br>• Experience of managing a complex caseload.<br>• Experience of delivering assessments / interventions via virtual platforms<br>• Experience of appropriate delegation and supervision. |
| Training/education required to be undertaken for the post/worked towards | Evidence of attendance on relevant short courses and advanced training relevant to specialist area |
| Desirable | |
| Qualifications / Training | • Fieldwork Education Training<br>• Member of BAOT |
| Practical / Personal Skills | • Member of special interest group<br>• Evidence of teaching/ in-service training<br>• Fluent in both Welsh and English<br>• The ability to work effectively from home, including good quality reliable broadband speed |