

## **BWRDD IECHYD PRIFYSGOL BETSI CADWALADR**

### **MANYLEB Y PERSON**

**Teitl y Swydd:** Ffisiotherapydd (yn gweithio saith diwrnod)

**Graddfa:** Band 6

|             | <b>HANFODOL</b>                                                                                                                                                                                                                                                                                                                                                                                                                                | <b>DYMUNOL</b>                                                                                                                                                                                                                                                                                                                                                               | <b>DULL ASESU</b>                                                                                                                            |
|-------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------|
| Cymwysterau | <ul style="list-style-type: none"><li>• Gradd mewn Ffisiotherapi neu gyfwerth.</li><li>• Cofrestriad HCPC.</li><li>• Tystiolaeth o CPD mewn Ffisiotherapi ar ffurf portffolio datblygiad personol manwl.</li><li>• Cyrsiau hyfforddiant ôl-radd.</li></ul>                                                                                                                                                                                     | <ul style="list-style-type: none"><li>• Aelodaeth o gorff hyfforddiant ôl-radd proffesiynol priodol.</li><li>• Aelodaeth o grŵp diddordeb clinigol / arbennig perthnasol.</li><li>• Cwrs addysgwr clinigol.</li><li>• IQT Efydd.</li></ul>                                                                                                                                   | <ul style="list-style-type: none"><li>• Ffurflen Gais</li><li>• Tystysgrifau</li><li>• CV</li><li>• CPD</li></ul>                            |
| Profiad     | <ul style="list-style-type: none"><li>• Profiad ôl-gofrestru sylweddol.</li><li>• Tystiolaeth o gylchdroi craidd.</li><li>• Profiad o weithio i'r GIG fel ffisiotherapydd a / gweithio'n amlddisgyblaethol / aml-asiantaethol lle bo'n berthnasol.</li></ul>                                                                                                                                                                                   | <ul style="list-style-type: none"><li>• Profiad o gyfrannu at CNG neu weithgorau.</li><li>• Profiad yn y maes arbenigol perthnasol.</li></ul>                                                                                                                                                                                                                                | <ul style="list-style-type: none"><li>• Ffurflen Gais</li><li>• CV</li><li>• Cyfweiliad</li><li>• Geirdaon</li></ul>                         |
| Sgiliau     | <ul style="list-style-type: none"><li>• Sgiliau rhesymu clinigol rhagorol mewn ffisiotherapi.</li><li>• Yn gallu gweithio'n ymreolaethol yn eich maes clinigol.</li><li>• Sgiliau cyfathrebu effeithiol.</li><li>• Yn gallu arwain a chyfranogi mewn gwaith a hyfforddiant tîm.</li><li>• Hunan-gymhelliad.</li><li>• Sgiliau llafar ac ysgrifenedig rhagorol.</li><li>• Yn gallu cyflwyno gwybodaeth mewn ffordd glir a rhesymegol.</li></ul> | <ul style="list-style-type: none"><li>• Cymryd rhan weithredol mewn ymchwil a chyfrannu at ymarfer seiliedig ar dystiolaeth.</li><li>• Yn gallu rhedeg cyrsiau mewnol / allanol.</li><li>• Sgiliau addysgu a goruchwylio da.</li><li>• Yn gallu creu cyflwyniadau.</li><li>• Sgiliau ymchwil.</li><li>• Sgiliau hyfforddiant personol.</li><li>• Hyfforddiant PDR.</li></ul> | <ul style="list-style-type: none"><li>• Tystysgrifau</li><li>• CV</li><li>• Geirdaon</li><li>• Cyfweiliad</li><li>• Portffolio CPD</li></ul> |

|                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                        |                                                                                                                                                   |
|---------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------|
|                     | <ul style="list-style-type: none"> <li>• Sgiliau cyflwyno da.</li> <li>• Sgiliau trefnu amlwg gan gynnwys blaenoriaethu a dirprwyo.</li> <li>• Yn gallu arwain a symbylu eraill yn y tîm.</li> <li>• Yn gorfforol ffit ac yn gallu symud a chodi llwythi, gan gynnwys yn yr ystyr therapiwtig, drwy'r rhan fwyaf o'r dydd.</li> <li>• Cymhwysedd mewn ysgrifennu adroddiadau.</li> <li>• Yn gallu deall a gweithio'n unol â pholisïau Diogelu Data, Cyfle Cyfartal ac Iechyd a Diogelwch y Bwrdd Iechyd, i gwrdd â'r gwahanol anghenion sydd gan gleifion.</li> <li>• Gwybodaeth am a sgiliau asesu risg.</li> </ul> |                                                                        |                                                                                                                                                   |
| Gwybodaeth          | <ul style="list-style-type: none"> <li>• Gwybodaeth dda am gyflyrau cymhleth.</li> <li>• Uwch wybodaeth am yr anatomi a'r ffisioleg sydd wrth wraidd patholeg gymhleth.</li> <li>• Gwybodaeth weithio dda am bob maes llywodraethu clinigol gan gynnwys ansawdd, archwilio a rheoli risg.</li> <li>• Dealltwriaeth o gyfrifoldebau cyfreithiol y proffesiwn.</li> <li>• Dealltwriaeth dda bod angen casglu ystadegau a phrofiad o'u defnyddio.</li> <li>• Dealltwriaeth gyffredinol o bolisïau a gweithdrefnau BCU.</li> <li>• Ymwybyddiaeth o anabledd.</li> </ul>                                                  |                                                                        | <ul style="list-style-type: none"> <li>• Tystysgrifau</li> <li>• CV</li> <li>• Geirdaon</li> <li>• Cyfweliad</li> <li>• Portffolio CPD</li> </ul> |
| Nodweddion Personol | <ul style="list-style-type: none"> <li>• Yn gorfforol ffit i gydymffurfio â Chanllawiau'r Bwrdd Iechyd ar Godi a Symud.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | <ul style="list-style-type: none"> <li>• Yn siarad Cymraeg.</li> </ul> | <ul style="list-style-type: none"> <li>• Tystysgrifau</li> <li>• CV</li> <li>• Geirdaon</li> <li>• Cyfweliad</li> </ul>                           |

|  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |  |                                                                    |
|--|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--------------------------------------------------------------------|
|  | <ul style="list-style-type: none"> <li>• Yn gallu gweithio drwy ganolbwyntio'n ddwys drwy'r rhan fwyaf o'r diwrnod gwaith.</li> <li>• Yn gallu cwrdd â gofynion cynllunio a darparu saith diwrnod y swydd.</li> <li>• Yn gallu gweithio mewn amgylchedd o straen lle gallai'r annisgwyl ddigwydd.</li> <li>• Yn gallu cyflawni ymdrech gorfforol gymedrol i ddwys drwy gydol y diwrnod gwaith a chyflawni nifer o weithgareddau ar yr un pryd.</li> <li>• Yn gallu cwrdd â gofynion teithio'r swydd.</li> </ul> |  | <ul style="list-style-type: none"> <li>• Portffolio CPD</li> </ul> |
|--|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--------------------------------------------------------------------|

**Betsi Cadwaladr University Health Board**

**Person Specification**

**Job Title :** Physiotherapist ( 7 Day Working)

**Grade :** Band 6

|                | <b>ESSENTIAL</b>                                                                                                                                                                                                                                                                                                                                                                                                                        | <b>DESIRABLE</b>                                                                                                                                                                                                                                                                                                                                | <b>METHOD OF ASSESSMENT</b>                                                                                                                  |
|----------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------|
| Qualifications | <ul style="list-style-type: none"><li>• Degree or equivalent in Physiotherapy</li><li>• HCPC registration</li><li>• Evidence of CPD in Physiotherapy in the form of a detailed personal development portfolio.</li><li>• Postgraduate training courses</li></ul>                                                                                                                                                                        | <ul style="list-style-type: none"><li>• Membership of appropriate professional post-graduate training body</li><li>• Relevant Special/Clinical interest group membership</li><li>• Clinical educators course</li><li>• Bronze IQT</li></ul>                                                                                                     | <ul style="list-style-type: none"><li>• Application form</li><li>• Certificates</li><li>• CV</li><li>• CPD</li></ul>                         |
| Experience     | <ul style="list-style-type: none"><li>• Significant Post Registration Experience</li><li>• Evidence of core rotations</li><li>• Experience of working in an NHS environment as physiotherapist and MDT/ multi-agency working where relevant</li></ul>                                                                                                                                                                                   | <ul style="list-style-type: none"><li>• Experience of contribution to CNG or working parties.</li><li>• Experience in the relevant speciality</li></ul>                                                                                                                                                                                         | <ul style="list-style-type: none"><li>• Application form</li><li>• CV</li><li>• Interview</li><li>• References</li></ul>                     |
| Skills         | <ul style="list-style-type: none"><li>• Excellent clinical reasoning skills in physiotherapy</li><li>• Ability to work autonomously within clinical area</li><li>• Effective communication skills</li><li>• Able to lead and participate in team working and training</li><li>• Able to be self-motivated</li><li>• Excellent verbal &amp; written skills</li><li>• Able to present information in a clear and logical manner</li></ul> | <ul style="list-style-type: none"><li>• Actively involved in research and contribution to evidence-based practice</li><li>• Able to run courses-internal/external</li><li>• Good teaching and supervisory skills</li><li>• Ability to create presentations</li><li>• Research skills</li><li>• Coaching skills</li><li>• PDR training</li></ul> | <ul style="list-style-type: none"><li>• Certificates</li><li>• CV</li><li>• References</li><li>• Interview</li><li>• CPD portfolio</li></ul> |

|                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                    |                                                                                                                                                    |
|--------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------|
|                    | <ul style="list-style-type: none"> <li>• Good presentation skills</li> <li>• Proven organisational skills including prioritisation and delegation</li> <li>• Able to lead and motivate others within the team</li> <li>• Physically fit and able to manually handle loads, including therapeutic handling, throughout most of the day</li> <li>• Competency in report writing</li> <li>• Ability to comprehend and work in accordance with the health board's Data Protection, Equal Opportunities and Health and Safety policies, in order to meet the differing needs of patients</li> <li>• Knowledge and skills of risk assessment</li> </ul> |                                                                    |                                                                                                                                                    |
| Knowledge          | <ul style="list-style-type: none"> <li>• Good knowledge of complex conditions</li> <li>• Advanced knowledge of anatomy and physiology underlying complex pathology</li> <li>• Good working knowledge of all areas of clinical governance including quality, audit and risk management.</li> <li>• Understanding of the legal responsibilities of the profession</li> <li>• Good understanding of the need to collect statistics and experience of their use</li> <li>• Broad understanding of BCU policies and procedures</li> <li>• Disability awareness.</li> </ul>                                                                             |                                                                    | <ul style="list-style-type: none"> <li>• Certificates</li> <li>• CV</li> <li>• References</li> <li>• Interview</li> <li>• CPD Portfolio</li> </ul> |
| Personal Qualities | <ul style="list-style-type: none"> <li>• Physically fit to comply with the health board's</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | <ul style="list-style-type: none"> <li>• Welsh speaking</li> </ul> | <ul style="list-style-type: none"> <li>• Certificates</li> <li>• CV</li> </ul>                                                                     |

|  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |  |                                                                                                              |
|--|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--------------------------------------------------------------------------------------------------------------|
|  | <p>Manual Handling Guidelines</p> <ul style="list-style-type: none"> <li>• Able to work at intense levels of concentration during most of the working day</li> <li>• Able to meet the 7 day job planning and delivery requirements of the post</li> <li>• Able to work within a stressful and unpredictable environment</li> <li>• Able to carry out moderate to intense physical effort throughout the working day and carry out concurrent activities</li> <li>• Able to meet the travel requirements of the post</li> </ul> |  | <ul style="list-style-type: none"> <li>• References</li> <li>• Interview</li> <li>• CPD Portfolio</li> </ul> |
|--|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--------------------------------------------------------------------------------------------------------------|