

Advert

Consultant Occupational Medicine

Do you want to be a part of our Occupational Health & Wellbeing service? We are looking for a dynamic forward thinking physician to join our team with a range of services and posts in place to support the Health Board and its service needs.

- There are good working relationships with the other Occupational Health Consultants within Health Boards in Wales and peer meetings to support each other professionally. There are a number of all Wales meetings / forums to support the strategy delivery throughout Wales.
- The service contributes to continuous improvement through the Health Board's Living Healthier Staying Well and the Workforce and Organisational Development Strategy.
- The service has played a leading part in the attainment of the Welsh Corporate Health Standard – platinum level award having previously attained gold on a number of occasions.
- The service are currently working towards Safe Effective, Quality Occupational Health Service (SEQOHS) accreditation.
- Supporting the education, development and growth is an ongoing part of our team philosophy

There are three main hospitals (Ysbyty Gwynedd in Bangor, Glan Clwyd Hospital in Bodelwyddan and Wrexham Maelor Hospital) along with a network of community hospitals, health centres, clinics, mental health units and community team bases. The Health Board also coordinates the work of 109 GP practices and NHS services provided by dentists, opticians and pharmacists in North Wales

Betsi Cadwaladr University Health Board is the largest health organisation in Wales, providing a fully integrated range of primary, community, mental health, acute and elective hospital services across North Wales.

Situated in the northern most aspect of Wales, the Health Board lies at the edge of the beautiful Snowdonia National Park and spans a huge and diverse geographical area. North Wales also boasts some of the UK's most varied and spectacular coastline, offering unparalleled opportunities to engage with outdoor activities in an area of outstanding natural beauty.

The post is based at Wrexham Maelor Hospital but will have responsibilities for Health Board employees across North Wales which does involve daily/weekly travel to other hospital sites.

The population density is located along the northern costal boarder, with the main A55 road offering excellent links to the North West of England, and Ireland via seaport. This, in conjunction with the availability of attractive housing and schooling options should

be appreciated when considering a post in this area.

If you wish to continue to live in England and travel to North Wales, then our hospitals are in a commutable distance from Chester and Liverpool and parking is free within our hospital sites

We can provide financial support to help you relocate to North Wales along with flexible working options to enable you to achieve a great work-life balance.

TO APPLY

Please apply on NHS Jobs, www.jobs.nhs.uk using the reference number: 1783584 Applicants must also submit a copy of their full current curriculum vitae. This should include your previous appointments, your competencies, details of your audits and a list of your publications. It should also include the names and addresses of three referees.

Interested candidates are strongly encouraged to visit us and are invited to speak to Peter Bohan Associate Director of Health, Safety & Equalities or Sarah Wynne-Jones Head of Occupational Health & Wellbeing, Glan Clwyd Hospital, Rhuddlan Rd, Bodelwyddan, Rhyl LL18 5UJ

Email: Sarah.Wynne-Jones@wales.nhs.uk / Peter.Bohan@wales.nhs.uk

Business Support Office: Janice Shawcross Tel: 01745 534436

Closing Date: 31st August 2019

Interview Date: 18th October 2019

NHS Wales Medical and Dental Conditions of Service. The contract will be offered on a 10 session basis pending job planning discussions. Under the National Consultant Contract in Wales 3 SPA sessions can be granted.

Job Description

Consultant in Occupational Medicine

Introduction

This is a full time permanent retirement replacement post. This is to enhance the delivery of Occupational Health & Wellbeing Services to employees of the Health Board (circa 17,500) across North Wales and other users i.e. external contracts.

1. Betsi Cadwaladr University Health Board, North Wales

Betsi Cadwaladr University Health Board is the largest health organisation in Wales, providing a full range of primary, community, mental health and acute hospital services for a population of around 700,000 people across the six counties of North Wales (Anglesey, Gwynedd, Conwy, Denbighshire, Flintshire, and Wrexham). The region also attracts some 8 million overnight visitors and 17 million day tourists each year.

The Health Board has a budget of £1.3 billion and a workforce of approximately 16,500.

There are three main hospitals (Ysbyty Gwynedd in Bangor, Glan Clwyd Hospital in Bodelwyddan and Wrexham Maelor Hospital) along with a network of community hospitals, health centres, clinics, mental health units and community team bases. The Health Board also coordinates the work of 109 GP practices and NHS services provided by dentists, opticians and pharmacists in North Wales.

The Health Board's Purpose:

- To improve health and deliver excellent care.

The Health Board Vision:

- To improve the health of the population, with a particular focus upon the most vulnerable in our society.
- To develop an integrated health service which provides excellent care delivered in partnership with the public and other statutory and third sector organisations.
- To develop our workforce so that it has the right skills and operates in a research-rich learning culture.

The Health Board Corporate Goals:

- Improve health and wellbeing for all and reduce health inequalities

- Work in partnership to design and deliver more care closer to home
- Improve the safety and outcomes of care to match the NHS' best
- Respect individuals and maintain dignity in care
- Listen to and learn from the experiences of individuals
- Support, train and develop our staff to excel
- Use resources wisely, transforming services through innovation and research

As a University Health Board, it collaborates in research and development and offer joint academic posts with Bangor University and Glyndwr University.

2.

- There are good working relationships with the other Occupational Health Consultants within Health Boards in Wales and peer meetings to support each other professionally.
- There are a number of all Wales meetings / forums to support the strategy delivery throughout Wales.
- The service contributes to continuous improvement through the Health Board's Living Healthier Staying Well and the Workforce and Organisational Development Strategy.
- The service has played a leading part in the attainment of the Welsh Corporate Health Standard – platinum level award having previously attained gold on a number of occasions.
- The service are currently working towards Safe Effective, Quality Occupational Health Service (SEQOHS) accreditation.
- As a forward thinking service there are a range of posts / services in place to support the Health Board and its service needs .
- Supporting the education, development and growth is an ongoing part of our team philosophy

The post is based at Wrexham Maelor Hospital but will have responsibilities for Health Board employees across North Wales which does involve daily/weekly travel to other hospital sites.

The Occupational Health & Wellbeing Service provides or facilitates the following:

- To interface with the organisation / national agencies
- To develop & implement strategies to prevent ill health / harm /absence
- Recruit health assessment/clearance
- Employee fitness to work/practice assessment
- Employee attendance and/or performance management assessment

- Employee ill health retirement assessment
- Occupational injury and disease assessment
- Advise and support for infection / blood borne virus exposures
- Confidential employee support/counselling
- Employee psychological assessment/intervention
- Employee occupational therapy/physiotherapy assessment/intervention
- Organisational/individual health risk management support/advice
- Employee health monitoring and regulatory health surveillance
- Employee occupational immunisation programmes
- Monitoring of trends in employee health
- Health and wellbeing maintenance and promotion

The service operates from bases at Wrexham Maelor, Glan Clwyd Hospital in Bodelwyddan and Ysbyty Gwynedd Hospitals in Bangor. The Health Board provides integrated primary, secondary and also tertiary services and it is the third largest NHS organisation in the UK.

2.1 Other Relevant Staff

Mr Peter Bohan - Associate Director Health, Safety & Equalities
 Ms Sarah Wynne-Jones - Head of Occupational Health and Wellbeing
 Mr Jack Jackson – Mental Wellbeing Team Lead
 Mr Gavin Jones – Health Intervention Co-ordinator
 Mrs Sian Jenkins – Occupational Therapist
 Wendy Calveley – Nurse Team Lead (west)
 Kim Jackson – Nurse Team Lead (central)
 Janet Jones – Nurse Team Lead (east)
 Janice Shawcross – Business Support Officer / Admin Team Lead

2.2 Support Facilities (office/secretary etc)

The post holder will have use of an office, administrative support and full IT provision including a computer with use of the Internet.

3. MAIN DUTIES AND RESPONSIBILITIES

Duties and Responsibilities –

All consultants are expected to participate in regular medical audit and clinical governance arrangements within the Health Board.

Mentorship will be arranged.

BCUHB supports the requirements for continuing medical education as set out by the Royal College of Physicians and is committed to providing time and financial support for these activities.

3.1 Clinical

You will provide a clinical service, with colleagues, that will include the responsibility for the assessment and provision of advice about fitness for work and the prevention, diagnosis and, where appropriate, treatment of work-related illness/disease.

You will have continuing responsibility for the occupational medical management of patients seen within the OHS in liaison with your colleagues, allowing for proper delegation to, and training of staff. The post holder, in liaison with their colleagues, will have responsibility for the proper functioning of the department in line with the operational policy/Strategic Plan of the Health Board.

Subject to agreement, you will have lead responsibility for aspects of the operational and strategic development of the service with agreed objectives as part of the job planning process. This may include managing OHS implementation in line with current and National occupational health standards and the attainment of Safe Effective Quality Occupational Health Service accreditation by the Faculty of Occupational Medicine.

You will be required to adhere to the principles of good medical practice laid down in the guidance of 'Good Medical Practice' issued by the General Medical Council and also the guidance on ethics produced by the Faculty of Occupational Medicine.

You will be required to participate in the Health Board's risk management process and in clinical audit and other healthcare governance activities within the department, the directorate and the Board. Adherence to Caldicot Principles is mandatory. The postholder will be positively encouraged to participate in research and development in line with Health Board and NHS priorities. Levels of audit and research activities will be agreed through the job planning process.

You will be required to participate in the Health Board's Appraisal Scheme and to formulate a Personal Development Plan, in conjunction with the Lead Clinician, to identify training and development needs. You will be expected to participate in personal and professional development to fulfill Royal College CME requirements. You will also be required to undergo annual job plan review and meet service and development outcomes.

You will be required to advise on appropriate risk assessment approach for the protection of employees and patients on work-related and environmental related health problems. For example overseeing and advising on the relevant health surveillance programmes to help the organisation to fulfil its legal requirements under Health and Safety legislation. Provision of advice and support to manage infection related episodes / exposures and contributing to the management of these i.e. provision of HIV prophylaxis. This will necessitate the working closely with the Emergency Department, Microbiology Services, Health Protection and Genitourinary Medicine.

The post holder will be expected to make a significant contribution to the directorate planning process through active participation in the directorate structure.

Travelling as necessary between hospitals/clinic will be required to undertake such duties.

Domiciliary consultations may be required when clinically indicated.

Consultants need to adhere to all Health Board and local policies which cover radiation exposures as currently outlined in IRMER regulations.

5.2 Teaching

You will be responsible for carrying out training, teaching, examination and accreditation duties as required and for contributing to and participating in postgraduate and continuing medical education activity, locally and nationally.

The successful candidate will participate in the specialty's teaching/audit sessions.

5.3 Audit / Research

To undertake regular audit as part of service plan / all Wales audit programmes

You will be encouraged to participate fully in current research projects and to initiate projects of your own in line with Health Board protocols. Levels of research activities will be agreed through the job planning process.

5.3 Quality & Standards

To be familiar and actively promote adherence to regulatory frameworks including NICE and National Service Framework Guidance.

To monitor and respond to measures of patient experience.

To be involved in annual feedback from users of the service (both employees and managers).

To work closely with colleagues in the service to look at strategies to prevent harm/ill health and reduce incidents of absence.

5.5 Management

You will be required to cooperate with your team in the efficient running of services and are expected to share, with your colleagues, in the medical contribution to management, training obligations and modernisation/development of the service.

You will be required to work in close cooperation and liaison with colleagues both within and outside of the Health Board, as appropriate, in multi professional and multidisciplinary team environments.

There is a requirement to work within the financial and other constraints decided upon by the Health Board. Additional expenses of any kind must not be committed without the approval of the appropriate manager/budget holder.

Subject to the terms and conditions of service, the post holder will be expected to observe policies and procedures of the Health Board, drawn up in consultation with the professions, where they involve both clinical and non-clinical matters.

The post holder will be expected to comply with local and national employment and Workforce and Organisational Development policies and procedures in the management of employees of the Health Board.

The post holder will be required to ensure that arrangements are in place for the organisation of medical/ Deanery trainee staff and that they are allocated duties in accordance with the work of the specialty and within the level of their competence.

Management Structure

The organisation of BCUHB is configured into three Area structures: East, Central, and West, as well as a director responsible for secondary care. Within the secondary care structure each hospital has a hospital director, medical director and nursing director.

The Occupational Health & Wellbeing service is managed by Assistant Director of Health, Safety and Equalities Mr Peter Bohan within the Workforce and Organisational Development Corporate Service

Key Health Board personnel:

Chief Executive	Gary Doherty
Executive Workforce and OD	Sue Green
Executive Medical Director	Dr Evan Moore
Secondary Care Medical Director	Dr Kate Clarke

6. PROVISIONAL WORK PROGRAMME

The provisional work programme is attached at Appendix 1.

This job plan is provisional in relation to the development of this substantive post and will be subject to review in accordance with paragraph 30(d) of the Medical and Dental Staff (Wales) Handbook (1 December 2003).

Working in North Wales

The A55 North Wales expressway provides access between the main hospital sites and on to the national motorway network. The historic city of Chester can be reached within 30 minutes and the cities of Manchester and Liverpool are one hour away. Both have international airports. Rhyl railway station is on the main London-Holyhead line with a direct journey to London of 3 hours.

There are numerous attractive options for places to live in the local area (house prices compare favourably with other parts of the UK), and there is a range of high-quality state and independent schools.

North Wales is home to the popular seaside holiday resorts of Colwyn Bay, Llandudno and Prestatyn, nestled close to beautiful countryside and spectacular mountain scenery. The area is rich historically with castles, churches and stately homes and gardens, and has its own distinctive heritage and culture. St Asaph and Llangollen have annual festivals and the Theatre Clwyd in Mold and Venue Cymru in Llandudno are major performing arts centres. There is a wide variety of rural and urban housing which is relatively affordable by national standards, and a good choice of both state and private sector schooling.

The mountains of Snowdonia are within the region with access to vast range of outdoor pursuits. The beaches of Anglesey and the Llyn Peninsula are some of the finest in the British Isles where many types of water sport and leisure activities can be enjoyed.

Further information about working in Wales can be found on Medics North Wales

www.wales.nhs.uk/sitesplus/1002/home

and

www.medicalcareerswales.com

Job plan

The base hospital will be Wrexham and time and time and expenses for travelling to any other sites will be credited to the post holder according to BCUHB policy. All job plans will be reviewed after three months followed by annual review. Plans and targets will be set out for SPA and consultants are expected to provide evidence that these have been met.

The job plan will be subject to review 3 months after appointment, as per Welsh Consultant Contract Guidelines.

Indicative weekly job plan,

Week 1:

		Site	Activity	DCC	SPA
Monday	AM	YGC	Clinic / Employee related activity	1	
	PM	YGC	Clinic / Employee related activity	1	
Tuesday	AM	WXM	SPA		1
	PM	WXM	Clinic / Employee related activity	1	
Wednesday	AM	Bangor	Clinic / Employee related activity	1	
	PM	Bangor	Clinic / Employee related activity	1	
Thursday	AM	WXM	SPA		1
	PM	WXM	Clinic / Employee related activity	1	
Friday	AM	WXM	Clinic / Employee related activity	1	
	PM	WxM	SPA		1
Total PAs	10			7	3

Footnotes

This is a 10 session job plan which will be subject to three months review after appointment.

The allocation and use of SPA sessions will be discussed with the successful candidate

Where traveling time has been indicated this may be dependent on where the successful candidate lives in relation to the hospitals and agreement about where the post will be based.

* - alternate weeks

Conditions of employment

Continuing Professional Development

BCUHB supports the requirements for Continuing Medical Education as laid down by the Royal College of Physicians and is committed to providing time and financial support for these activities.

Consultant Appraisal and Revalidation

There is an ongoing programme of medical staff appraisal in BCUHB. The appointee will be expected to have annual appraisal to facilitate relicensing and revalidation. Medical staff are also required to participate in the Health Boards Clinical Governance and Appraisal System. Individual mentoring will also be arranged for new consultants with an appropriate consultant. The post holder would be encouraged to participate in the medical leadership foundation programme.

Job-planning

The post will be subject to the annual job planning process. This job description outlines the initial proposed job plan. Changes to the plan may be agreed following a job plan review.

Audit

A priority of the Health Board is to ensure that the healthcare it delivers is of the highest standards. It participates in National Audits as well as local audits of the service it delivers. The appointee will be expected to play an active part in these audits. The successful candidate must therefore demonstrate evidence of having audited their own and their department's work, and show how audit has improved the quality of care delivered.

Research

There are links with Bangor and Wrexham Glyndwr Universities. The post-holder will be encouraged to undertake research and to supervise junior doctors and other staff undertaking research.

Teaching and Training

In all the three acute hospitals in North Wales there are active undergraduate and postgraduate educational activities in which the appointee will be expected to participate. Students from Cardiff University School of Medicine, Swansea and Manchester Universities undertake clinical attachments in a variety of subjects.

Application

This post is available on a substantive, permanent basis and will be appointed under the terms and conditions of the Welsh Consultant Contract. Candidates must have a CCT.

Informal visits to North Wales Occupational Health are strongly encouraged prior to short listing.

Please contact Sarah Wynne-Jones Head of Occupational Health & Wellbeing at Sarah.wynne-jones@wales.nhs.uk or 01745 534436 to organise a visit

Application is via TRAC/NHS Jobs.

Applications should include your previous appointments, your competencies and details of your audits and a list of your publications. It should also include the names and addresses of three referees.

1. Person Specification: Consultant Occupational Health Medic

Requirements	Essential	Desirable	Measurable by
Qualifications	Full GMC Registration and Licence to Practice. On the GMC Specialist Register (including via CESR/European Community Rights) or will have a CCT/CESR(CP) date within 6 months of interview. MFOM, FFOM or equivalent. Valid Certified Basic Life Support Skills (or equivalent International qualification)	Relevant Higher Degree e.g MD: PhD;MSc	Application
Clinical Experience	Broad based experience in Occupational Medicine which will meet NHS and external contacts requirements Knowledge of UK hospital systems (or equivalent). Knowledge and participation in CPD. Able to apply knowledge Safe and effective written and verbal communication skills. Meet the requirement of the GMC's "Good Medical Practice".	Experience of NHS. Wider experience, research and training in Occupational Medicine. Evidence of above average performance. Experience of clinical guideline development.	Application /Interview
Clinical Governance	Evidence of participation in clinical audit and understanding role of audit in improving medical practice. Comprehension of core philosophy and building blocks of Clinical Governance.	Knowledge of risk management. Experience in incident reporting and serious event reviews.	Application /Interview
Research	Experience and knowledge of critical appraisal of evidence.	Evidence of initiating, progressing and concluding research projects with publication. Research degree.	Application /Interview
Teaching	Evidence of organising programmes and teaching medical students and junior doctors. Willingness to teach medical undergraduates and postgraduates as part of occupational medicine deanery schemes.	Organisation of further teaching programmes in medical education. "Training the Trainers" experience.	Application /Interview

Management	Knowledge of the management and structure of the NHS. Ability to advise on the efficient and smooth running of a specialist service.	Evidence of management training	Application /Interview
Personal Qualities	Ability to cope with stressful situations and undertake responsibility. Excellent interpersonal skills and team-working skills. Ability to work at part of a multidisciplinary and multi-agency team. Ability to work flexibly in response to the changing needs of the service.	Evidence of leadership attributes. Motivational skills.	Application/ Interview
Other Requirements	Demonstrate skills in written and spoken English adequate to enable effective communication about medical topics with patients and colleagues. Ability to use electronic computer packages for paper light proceses. Satisfactory pre-employment checks compliant with National Standards. Ability to fulfil all duties of post, including travel to meet requirements of the post.	Ability to speak Welsh or willingness to learn.	Application/ Interview

Swydd Meddyg Ymgynghorol Iechyd a Lles Galwedigaethol.

A ydych yn dymuno bod yn rhan o'n Gwasanaeth Iechyd a Lles Galwedigaethol? Rydym yn dymuno penodi ffigisgwyr blaengar i ymuno â'n tîm sydd ag ystod o wasanaethau a swyddi yn eu lle i gefnogi'r Bwrdd Iechyd ac anghenion ei wasanaeth.

- Mae perthnasoedd gwaith da gyda Meddygon Ymgynghorol Iechyd Galwedigaethol eraill o fewn Byrddau Iechyd yng Nghymru ac mae cyfarfodydd cymheiriaid i gefnogi ei gilydd yn broffesiynol. Mae nifer o gyfarfodydd / fforymau Cymru Gyfan i gefnogi darparu'r strategaeth ar draws Cymru.
- Mae'r gwasanaeth yn cyfrannu at welliant parhaus drwy Strategaeth Byw'n Iach Aros yn Iach y Bwrdd Iechyd a Strategaeth Gweithlu a Datblygiad Sefydliadol.
- Mae'r gwasanaeth wedi bod yn chwarae rhan arweiniol wrth gyflawni gwobr Iechyd Platinwm Safon Iechyd Corfforaethol Cymru ar ôl cael gwobr aur nifer o weithiau.
- Mae'r gwasanaeth ar hyn o bryd yn gweithio tuag at achrediad Gwasanaeth Iechyd Galwedigaethol Diogel, Effeithiol, o Ansawdd (SEQOHS).
- Mae cefnogi addysg, datblygiad a thwf yn rhan parhaus o athroniaeth ein tîm.

Mae tri phrif ysbyty (Ysbyty Gwynedd ym Mangor, Ysbyty Glan Clwyd ym Modelwyddan ac Ysbyty Maelor Wrecsam) yn ogystal â rhwydwaith o ysbytai cymuned, canolfannau Iechyd, clinigau, unedau Iechyd meddwl a lleoliadau timau cymuned. Mae'r Bwrdd Iechyd hefyd yn cydlynu gwaith 109 meddygfa a gwasanaethau'r GIG a ddarperir gan ddeintyddion, optegwyr a fferyllfeydd Gogledd Cymru.

Bwrdd Iechyd Prifysgol Betsi Cadwaladr yw'r sefydliad Iechyd mwyaf yng Nghymru. Mae'n darparu ystod lawn o wasanaethau cychwynnol, cymuned, Iechyd meddwl, ysbytai llym a dewisol ar draws Gogledd Cymru.

Wedi'i leoli yng Ngogledd Cymru, mae'r Bwrdd Iechyd yn gorwedd ar ymyl Parc Cenedlaethol prydferth Eryri ac yn ymestyn dros ardal ddaearyddol enfawr ac amrywiol. Mae Gogledd Cymru hefyd yn cynnig rhai o'r ardaloedd arfordirol mwyaf amrywiol ac ysblennydd y DU, gan gynnig cyfleoedd heb ei debyg i ymgysylltu â gweithgareddau awyr agored mewn ardal o harddwch naturiol.

Mae'r swydd wedi'i lleoli yn Ysbyty Maelor Wrecsam ond bydd cyfrifoldeb dros weithwyr y Bwrdd Iechyd ar draws Gogledd Cymru sy'n cynnwys teithio dyddiol/wythnosol i ysbytai eraill.

Mae dwysedd y boblogaeth wedi'i leoli ar hyd arfordir y Gogledd, gyda'r brif ffordd A55 yn cynnig cysylltiadau rhagorol i Ogledd Orllewin Lloegr, ac Iwerddon drwy borthladd. Dylid gwerthfawrogi hyn, ar y cyd â'r opsiynau tai ac ysgol deniadol sydd ar gael wrth i chi ystyried swydd yn yr ardal hon.

Os hoffech barhau i fyw yn Lloegr a theithio i Ogledd Cymru, yna mae ein hysbytai o fewn cyrraedd o Gaer a Lerpwl ac mae parcio am ddim ar ein safleoedd ysbyty. Gallwn ddarparu cymorth ariannol i'ch helpu i adleoli i Ogledd Cymru ynghyd â dewisiadau gweithio hyblyg i'ch galluogi i sicrhau cydbwysedd gwych rhwng bywyd a gwaith.

I WNEUD CAIS

Ymgeisiwch ar NHS Jobs www.jobs.nhs.uk gan ddefnyddio'r rhif cyfeirnod 1783584. Mae'n rhaid i ymgeiswyr gyflwyno copi o'u CV cyfredol. Dylai gynnwys eich penodiadau blaenorol, eich gallu a manylion eich archwiliadau a rhestr o'ch cyhoeddiadau. Dylai hefyd gynnwys enw a chyfeiriad tri geirda.

Anogir yr ymgeiswyr sydd â diddordeb i ymweld â ni ac fe'u gwahoddir i siarad â Peter Bohan Cyfarwyddwr Cyswllt dros Iechyd, Diogelwch a Chydraddoldeb neu Sarah Wynne-Jones, Pennaeth Iechyd a Lles Galwedigaethol, Ysbyty Glan Clwyd, Ffordd Rhuddlan, Bodelwyddan, Rhyl LL18 5UJ

E-bost: Sarah.Wynne-Jones@wales.nhs.uk / Peter.Bohan@wales.nhs.uk

Swyddog Cefnogi Busnes: Janice Shawcross Ffôn: 01745 534436

Dyddiad Cau: 31 Awst 2019

Dyddiad y Cyfweiliad: 18 Hydref 2018

Amodau Meddygol a Deintyddol Gwasanaeth GIG Cymru. Cynigir y contract ar sail 10 sesiwn hyd nes ceir trafodaethau cynllunio'r swydd. O dan y Cytundeb Cenedlaethol Meddyg Ymgynghorol yng Nghymru, gellir sicrhau 3 sesiwn SPA.

Disgrifiad Swydd

Meddyg Ymgynghorol mewn Meddygaeth Galwedigaethol

Cyflwyniad

Dyma swydd lawn amser barhaol sy'n wag ar ôl ymddeoliad. Mae hyn er mwyn gwella darpariaeth Gwasanaethau Iechyd a Lles Galwedigaethol i weithwyr y Bwrdd Iechyd (oddeutu 17,500) ar draws Gogledd Cymru a defnyddwyr eraill h.y contractwyr allanol.

4. Bwrdd Iechyd Prifysgol Betsi Cadwaladr, Gogledd Cymru

Bwrdd Iechyd Prifysgol Betsi Cadwaladr yw'r sefydliad iechyd mwyaf yng Nghymru, yn darparu ystod lawn o wasanaethau cychwynnol, cymunedol, iechyd meddwl ac ysbytai llym i boblogaeth o tua 700,000 o bobl ar draws chwe sir Gogledd Cymru (Ynys Môn, Gwynedd, Conwy, Sir Ddinbych, Sir y Fflint a Wrecsam). Mae'r rhanbarth hefyd yn denu tua 8 miliwn o ymwelwyr dros nos a 17 miliwn o ymwelwyr dydd pob blwyddyn.

Mae'r Bwrdd Iechyd yn cyflogi oddeutu 16,500 o weithwyr ac mae ganddo gyllideb o oddeutu £1.3 biliwn.

Mae tri phrif ysbyty (Ysbyty Gwynedd ym Mangor, Ysbyty Glan Clwyd ym Modelwyddan ac Ysbyty Maelor Wrecsam) yn ogystal â rhwydwaith o ysbytai cymuned, canolfannau iechyd, clinigau, unedau iechyd meddwl a lleoliadau timau cymuned. Mae'r Bwrdd Iechyd hefyd yn cydlynu gwaith 109 meddygfa MT a gwasanaethau'r GIG a ddarperir gan ddeintyddion, optegwyr a fferyllfeydd gogledd Cymru.

Pwrpas y Bwrdd Iechyd yw:

- Gwellu iechyd a darparu gofal arbennig.

Gweledigaeth y Bwrdd Iechyd:

- Gwellu iechyd y boblogaeth, gyda phwyslais penodol ar y rhai mwyaf bregus yn ein cymdeithas.
- Datblygu gwasanaeth iechyd integredig sy'n darparu gofal rhagorol mewn partneriaeth â'r cyhoedd a sefydliadau statudol a thrydydd sector eraill.
- Datblygu ein gweithlu fel bod ganddo'r sgiliau cywir a'i fod yn gweithredu mewn diwylliant dysgu wedi'i drwytho mewn ymchwil.

Nodau Corfforaethol y Bwrdd Iechyd:

- Gwellu iechyd a lles i bawb a lleihau anghydraddoldebau iechyd
- Gweithio mewn partneriaeth i ddylunio gofal agosach at gartref a'i ddarparu
- Gwellu diogelwch a chanlyniadau gofal i gyd-fynd â gorau'r GIG
- Parchu unigolion a chynnal urddas mewn gofal
- Gwrando ar unigolion a dysgu o'u profiadau
- Cefnogi ein staff, eu hyfforddi a'u datblygu i ragori
- Defnyddio adnoddau'n ddoeth, trawsnewid gwasanaeth drwy arloesed ac ymchwil

Fel Bwrdd Iechyd Prifysgol, mae'n cydweithio mewn ymchwil a datblygiad ac yn cynnig swyddi academiaidd ar y cyd â Phrifysgol Bangor a Phrifysgol Glyndŵr.

5.

- Mae perthnasoedd gwaith da gyda Meddygon Ymgynghorol Iechyd Galwedigaethol eraill o fewn Byrddau Iechyd yng Nghymru a chyfarfodydd cymheiriaid i gefnogi ei gilydd yn broffesiynol.
- Mae nifer o gyfarfodydd / fforymau Cymru Gyfan i gefnogi i gyflwyno'r strategaeth ar draws Cymru.
- Mae'r gwasanaeth yn cyfrannu at welliant parhaus drwy Strategaeth Byw'n Iach Aros yn Iach y Bwrdd Iechyd a Strategaeth Gweithlu a Datblygiad Sefydliadol.

- Mae'r gwasanaeth wedi bod yn chwarae rhan arweiniol wrth gyflawni gwobr iechyd platinwm Safon Iechyd Corfforaethol Cymru ar ôl cael gwobr aur nifer o weithiau.
- Mae'r gwasanaeth ar hyn o bryd yn gweithio tuag at achrediad Gwasanaeth Iechyd Galwedigaethol Diogel, Effeithiol, o Ansawdd (SEQOHS).
- Fel gwasanaeth blaengar mae ystod o swyddi/gwasanaethau yn eu lle i gefnogi'r Bwrdd Iechyd ac anghenion ei wasanaeth.
- Mae cefnogi addysg, datblygiad a thwf yn rhan parhaus o athroniaeth ein tîm.

Mae'r swydd wedi'u lleoli yn Ysbyty Maelor Wrecsam ond bydd cyfrifoldeb am weithwyr y Bwrdd Iechyd ar draws Gogledd Cymru sy'n cynnwys teithio dyddiol/wythnosol i ysbytai eraill.

Mae'r Gwasanaeth Iechyd a Lles Galwedigaethol yn darparu neu'n hwyluso'r canlynol:

- Rhyngwynebu gyda'r sefydliad / asiantaethau cenedlaethol
- Datblygu strategaethau a'u gweithredu i atal iechyd gwael/niwed/absenoldeb
- Recriwtio asesiad iechyd / cliriad
- Asesiad ffitrwydd i weithio / asesiad ymarfer gweithwir
- Asesiad presenoldeb a/neu reoli perfformiad gweithiwr
- Asesiad ymddeol oherwydd salwch gweithiwr
- Asesiad anaf a chlefyd galwedigaethol
- Cyngor a chefnogaeth ar gyfer haint / firws sy'n cael eu cario yn y gwaed
- Cefnogaeth/cwmsela cyfrinachol i weithwyr
- Asesiad / ymyriad seicolegol i weithwyr
- Asesiad Therapi galwedigaethol / ffisiotherapi / ymyriad i weithwyr
- Cyngor / Cefnogaeth ar reoli risg iechyd sefydliadol/unigolyn
- Monitro iechyd gweithwyr a hybu iechyd rheolaidd
- Rhaglenni brechiadau galwedigaethol gweithwyr
- Monitro tueddiadau yn iechyd gweithwyr
- Cynnal Iechyd a Lles a'i hybu

Mae'r gwasanaeth yn gweithredu o Ysbyty Maelor, Wrecsam, Ysbyty Glan Clwyd ym Modelwyddan ac Ysbyty Gwynedd ym Mangor. Mae'r Bwrdd Iechyd yn darparu gwasanaethau integredig cychwynnol, eilaidd a hefyd gwasanaethau trydyddol ac ef yw'r trydydd sefydliad GIG mwyaf yn y DU.

5.1 Staff perthnasol eraill

Mr Peter Bohan - Cyfarwyddwr Cyswllt Iechyd, Diogelwch a Chydraddoldeb

Ms Sarah Wynne-Jones - Pennaeth Iechyd a Lles Galwedigaethol

Mr Jack Jackson - Arweinydd Tîm Lles Meddyliol
Mr Gavin Jones- Cydlynnydd Ymyriad Iechyd
Mrs Sian Jenkins - Therapydd Galwedigaethol
Wendy Calveley - Arweinydd Tîm Nyrsio (Gorllewin)
Kim Jackson - Arweinydd Tîm Nyrsio (Ardal y Canol)
Janet Jones - Arweinydd Tîm Nyrsio (Dwyrain)
Janice Shawcross - Swyddog Cefnogi Busnes / Arweinydd Tîm
Gweinyddol

2.2 Cyfleusterau Cefnogi (swyddfa/ysgrifennydd ayb)

Bydd gan deilydd y swydd ddefnydd o gefnogaeth gweinyddol a chefnogaeth swyddfa a darpariaeth TG llawn yn cynnwys cyfrifiadur gyda defnydd y rhyngwyd.

6. PRIF GYFRIFOLDEBAU A DYLETSWYDDAU

Dyletswyddau a Chyfrifoldebau;

Disgwylir i bob Meddyg Ymgynghorol gymryd rhan mewn archwiliad meddygol a threfniadau llywodraethu clinigol rheolaidd o fewn y Bwrdd Iechyd.

Bydd mentora'n cael ei drefnu.

Mae BIPBC yn cefnogi'r gofynion ar gyfer Addysg Meddygol Parhaus fel y nodir gan Goleg Brenhinol Ffisigwyr ac mae wedi ymrwymo i roi amser a chefnogaeth ariannol ar gyfer y gweithgareddau hyn.

6.1 Clinigol

Byddwch yn darparu gwasanaeth clinigol, gyda chydweithwyr, a fydd yn cynnwys cyfrifoldeb am asesu a darparu cyngor ar ffitrwydd i weithio ac atal, diagnosis a, lle bo'n briodol, trin salwch/clefyd sy'n gysylltiedig â gwaith.

Bydd gennych gyfrifoldeb parhaus am reolaeth feddygol galwedigaethol cleifion a welir yn yr OHS ar y cyd â'ch cydweithwyr, gan ganiatáu ar gyfer dirprwyo a hyfforddi staff. Bydd deilydd y swydd, ar y cyd a chydweithwyr ymgynghorol, gyda chyfrifoldeb am weithrediad cywir yr adran yn unol â pholisi gweithredol / strategol BIPBC.

Yn amodol ar gytundeb, bydd gennych gyfrifoldeb arweiniol am agweddau ar ddatblygiad gweithredol a strategol y gwasanaeth gydag amcanion y cytunwyd arnynt fel rhan o'r broses cynllunio swyddi. Gall hyn gynnwys rheoli gweithrediad OHS yn unol â safonau iechyd galwedigaethol cyfredol a Chenedlaethol a chyrraedd achrediad Gwasanaeth Iechyd Galwedigaethol Diogel, Effeithiol o Ansawdd gan y Gyfadran Meddygaeth Galwedigaethol.

Bydd gofyn cadw at egwyddorion arferion meddygol da a osodir yn y canllaw 'Good Medical Practice' gan Cyngor Meddygol Cyffredinol a hefyd yr arweiniad ar foeseq a gynhyrchwyd gan Gyfadran Meddygaeth Galwedigaethol.

Bydd gofyn i chi gymryd rhan ym mhroses rheoli risg BIPBC ac mewn archwiliad clinigol a gweithgareddau llywodraethu gofal iechyd eraill o fewn yr adran, y gyfarwyddiaeth a'r Bwrdd. Mae cadw at Egwyddorion Caldecott yn orfodol. Byddent yn cael eu hannog yn gadarnhaol i gymryd rhan mewn ymchwil a datblygiad yn unol â Chomisiynydd y Bwrdd Iechyd a blaenoriaethau'r GIG. Bydd lefel o archwiliad a gweithgareddau ymchwil yn cael eu cytuno arnynt drwy'r broses cynllunio swydd.

Bydd gofyn cymryd rhan yng Nghynllun Gwerthuso'r sefydliad ac i ffurfio Cynllun Datblygu Personol, ar y cyd â'r Clinigwr Arweiniol, i ddynodi anghenion hyfforddi ac anghenion datblygu. Bydd gofyn iddynt gymryd rhan mewn datblygiad personol a phroffesiynol i gyflawni gofynion CME Coleg Brenhinol. Bydd hefyd yn ofynnol i chi gael adolygiad cynllun swydd blynyddol a bodloni canlyniadau gwasanaeth a datblygu.

Bydd gofyn i chi gynghori ar ddull asesu risg priodol ar gyfer diogelu gweithwyr a chleifion ar broblemau iechyd sy'n gysylltiedig â gwaith ac amgylcheddol. Er enghraifft, goruchwyllo a chynghori ar y rhaglenni goruchwyllo iechyd perthnasol i helpu'r sefydliad i gyflawni ei ofynion cyfreithiol o dan ddeddfwriaeth Iechyd a Diogelwch. Rhoi cyngor a chefnogaeth i reoli pyliau / amlygiadau sy'n gysylltiedig â haint a chyfrannu at reoli'r rhain, h.y darparu proffylaxis HIV. Bydd hyn yn golygu bod angen gweithio'n agos gyda'r Adran Achosion Brys, Gwasanaethau Microbioleg, Diogelu Iechyd a Meddygaeth Genhedlol-droethol.

Disgwylir i ddeilydd y swydd wneud cyfraniad sylweddol i broses cynllunio'r gyfarwyddiaeth trwy gymryd rhan weithredol yn strwythur y gyfarwyddiaeth.

Bydd teithio rhwng ysbytai / clinigau fel bo angen yn ofynnol i ymgymryd â dyletswyddau o'r fath.

Efallai y bydd angen cynnal ymgynghoriadau cartref pan nodir hynny'n glinigol.

Mae angen i feddygon ymgynghorol gadw at holl bolisiau lleol a pholisiau BIPBC sy'n ymddrin â ymbelydredd fel yr amlinellir yn rheoliadau IRMER.

3.2 Addysgu

Byddwch yn gyfrifol am gynnal dyletswyddau dysgu, arholi ac achrediad fel bo'r gofyn ac am gyfrannu at weithgarwch addysg ôl-raddedig ac addysg feddygol barhaus, yn lleol ac yn genedlaethol.

Bydd yr ymgeisydd llwyddiannus yn cymryd rhan yn sesiynau addysgu / archwilio'r arbenigedd.

3.3 Archwilio/Ymchwil

Cynnal archwiliad rheolaidd fel rhan o gynllun gwasanaeth / rhaglenni archwilio Cymru gyfan

Byddwch yn cael eich annog i gymryd rhan mewn prosiectau ymchwil cyfredol ac i gychwyn prosiectau ei hun yn unol â phrotocolau'r Bwrdd Iechyd. Bydd lefel o weithgareddau ymchwil yn cael eu cytuno arnynt drwy'r broses cynllunio swydd.

3.4 Safonau ac Ansawdd

Bod yn gyfarwydd â chydymffurfiaeth â fframweithiau rheoleiddio a'u hyrwyddo gan gynnwys NICE a Chanllawiau Fframwaith Gwasanaeth Cenedlaethol.

Monitro mesurau profiad cleifion ac ymateb iddynt.

Bod yn rhan o adborth blynyddol gan ddefnyddwyr gwasanaeth (gweithwyr a rheolwyr).

Gweithio'n agos gyda chydweithwyr yn y gwasanaeth i edrych ar strategaethau i atal niwed / salwch a lleihau achosion o absenoldeb.

3.5 RHEOLI

Bydd gofyn i chi gydweithio â'ch tîm i redeg gwasanaethau'n effeithlon a disgwylir i chi rannu, gyda'ch cydweithwyr, y cyfraniad meddygol at reoli, rhwymedigaethau hyfforddi a moderneiddio / datblygiad y gwasanaeth.

Bydd gofyn i chi weithio mewn cydweithrediad agos â chydweithwyr yn y Bwrdd Iechyd a'r tu allan iddo, fel bo'n briodol, mewn amgylchedd tîm aml-broffesiynol ac amlddisgyblaethol.

Mae gofyn gweithio o fewn y cyfyngiadau ariannol a chyfyngiadau eraill y penderfynir arnynt gan y Bwrdd Iechyd. Ni fydd treuliau ychwanegol o unrhyw fath yn cael eu clustnodi heb gymeradwyaeth y rheolwr / deiliad cyllideb briodol.

Yn amodol ar Amodau a Thelerau'r Gwasanaeth, disgwylir i ddeilydd y swydd arsylwi polisïau a gweithdrefnau'r Bwrdd Iechyd, a luniwyd mewn ymgynghoriad â'r proffesiwn sy'n cynnwys materion clinigol a materion nad ydynt yn glinigol.

Disgwylir i ddeilydd y swydd ddilyn polisïau a gweithdrefnau cyflogaeth lleol, cenedlaethol a pholisïau Gweithlu a Datblygiad Sefydliadol wrth reoli gweithwyr y Bwrdd Iechyd.

Bydd yn ofynnol i ddeilydd y swydd sicrhau bod trefniadau ar waith ar gyfer trefnu staff dan hyfforddiant meddygol / Deoniaeth a'u bod yn cael dyletswyddau yn unol â gwaith yr arbenigedd ac o fewn lefel eu cymhwysedd.

Strwythur Rheoli

Mae sefydliad BIPBC wedi'i gyflunio i dri strwythur Ardal: Dwyrain, Ardal y Canol, Gorllewin, yn ogystal â chyfarwyddwr sy'n gyfrifol am ofal eilaidd. O fewn y strwythur gofal eilaidd mae gan bob ysbyty gyfarwyddwr ysbyty, cyfarwyddwr meddygol a chyfarwyddwr nyrsio.

Rheolir y gwasanaeth Iechyd a Lles Galwedigaethol gan Mr Peter Bohan, Cyfarwyddwr Cynorthwyol Iechyd, Diogelwch a Chydraddoldeb o fewn y Gwasanaeth Corfforaethol Gweithlu a Datblygiad Sefydliadol.

Staff allweddol y Bwrdd Iechyd:

Gary Doherty, Prif Weithredwr:
Sue Green, Gweithredwr Gweithlu a Datblygiad Sefydliadol
Dr Evan Moore, Cyfarwyddwr Meddygol Gweithredol
Dr Kate Clarke, Cyfarwyddwr Meddygol Gofal Eilaidd

4. RHAGLEN WAITH DROS DRO

Mae'r rhaglen waith dros dro wedi'i atodi yn Atodiad 1

Mae'r cynllun swydd hwn dros dro o ran datblygiad y swydd barhaol a bydd yn destun adolygiad yn unol â pharagraff 30 (d) o Llawlyfr Staff Meddygol a Deintyddol (Cymru) (1 Rhagfyr 2003).

Byw yng Ngogledd Cymru

Mae'r A55 yn darparu mynediad rhwng y prif ysbytai a'r draffordd genedlaethol. Gellir cyrraedd dinas hanesyddol Caer cyn pen 30 munud ac mae dinasoedd Manceinion a Lerpwl un awr i ffwrdd. Mae gan y ddau faes awyr rhyngwladol. Mae gorsaf drenau y Rhyl ar y brif reilffordd Llundain i Gaergybi gyda thaith uniongyrchol i Lundain llai na 3 awr.

Mae nifer o opsiynau deniadol o ran llefydd i fyw yn yr ardal leol (mae prisiau tai yn cymharu'n ffafriol gyda rhannau eraill y DU), ac mae ystod eang o ysgolion y wladwriaeth ac ysgolion annibynnol o safon uchel.

Mae Gogledd Cymru'n gartref i gyrchfan glan y môr poblogaidd Bae Colwyn, Llandudno a Phrestatyn, sy'n agos at gefn gwlad hardd a golygfeydd ysblennydd o'r mynyddoedd. Mae'r ardal yn gyfoethog yn hanesyddol gyda chestyll, eglwysi a thai a gerddi mawreddog ac mae ganddi ei diwylliant a'i threftadaeth nodedig ei hun. Mae gwyliau blynyddol yn Llanelwy a Llangollen ac mae Theatr Clwyd yn Yr Wyddgrug a Venue Cymru yn Llandudno yn ganolfannau celfyddydau perfformio mawr. Mae amrywiaeth eang o dai gwledig a threfol sy'n gymharol fforddiadwy yn erbyn safonau cenedlaethol, ac mae dewis da o ysgolion y wladwriaeth a'r sector breifat.

Mae mynyddoedd Eryri o fewn y rhanbarth gyda mynediad eang at weithgareddau awyr agored. Mae traethau Ynys Môn a Phen Llyn yn rhai o'r gorau yn Ynysoedd Prydain ble gellir mwynhau nifer o chwaraeon dŵr a gweithgareddau hamdden.

Gellir gweld mwy o wybodaeth am weithio yng Nghymru ar Meddygon Gogledd Cymru

www.wales.nhs.uk/sitesplus/1002/home

a

www.medicalcareerswales.com

Cynllun Swydd

Y lleoliad fydd Wrecsam a bydd amser a hawliadau ar gyfer teithio i unrhyw safle arall yn cael ei glustnodi i ddeilydd y swydd yn unol â pholisi BIPBC. Bydd pob cynllun swydd yn cael ei adolygu ar ôl tri mis yn dilyn adolygiad blynyddol. Bydd cynlluniau a thargedau'n cael eu gosod i SPA a bydd disgwyl i feddygon ymgynghorol ddarparu tystiolaeth bod y rhain wedi'u bodloni.

Bydd y cynllun swydd yn amodol ar adolygiad 3 mis ar ôl penodiad, yn unol â Chanllawiau Contract Llywodraeth Cymru.

Cynllun swydd wythnosol ddangosol,

Wythnos 1:

		Safle	Gweithgaredd	DCC	SPA
Dydd Llun	AM	YGC	Gweithgarwch yn ymwneud â chlinig / gweithiwr	1	
	PM	YGC	Gweithgarwch yn ymwneud â chlinig / gweithiwr	1	
Dydd Mawrth	AM	WXM	SPA		1
	PM	WXM	Gweithgarwch yn ymwneud â chlinig / gweithiwr	1	
Dydd Mercher	AM	Bangor	Gweithgarwch yn ymwneud â chlinig / gweithiwr	1	
	PM	Bangor	Gweithgarwch yn ymwneud â chlinig / gweithiwr	1	
Dydd Iau	AM	WXM	SPA		1
	PM	WXM	Gweithgarwch yn ymwneud â chlinig / gweithiwr	1	
Dydd Gwener	AM	WXM	Gweithgarwch yn ymwneud â chlinig / gweithiwr	1	
	PM	WXM	SPA		1
Cyfanswm Taliadau	10			7	3

Troednodyn

Dyma gynllun swydd 10 sesiwn a fydd yn amodol ar adolygiad tri mis ar ôl penodiad.

Bydd dyraniad a defnydd sesiynau SPA yn cael eu trafod gyda'r ymgeisydd llwyddiannus.

Pan mae amser teithio wedi'i nodi gall hyn fod yn ddibynnol ar ble mae'r ymgeisydd llwyddiannus yn byw o ran yr ysbytai a chytundeb o ran lleoliad y swydd.

* - pob yn ail wythnos

Amodau cyflogaeth

Datblygiad Proffesiynol Parhaus

Mae BIPBC yn cefnogi'r gofynion ar gyfer Addysg Meddygol Parhaus fel y nodir gan Goleg Brenhinol y Ffisigwyr ac mae wedi ymrwymo i roi amser a chefnogaeth ariannol ar gyfer y gweithgareddau hyn.

Gwerthusiad ac Ailddilysiad Meddyg ymgynghorol

Mae rhaglen barhaus o werthusiad staff meddygol yn BIBPC. Bydd disgwyl i'r sawl sy'n cael ei benodi gael gwerthusiad blynyddol i hwyluso ailddilysiad. Mae gofyn i staff meddygol hefyd gymryd rhan yn System Gwerthuso a Llywodraethu Clinigol y Bwrdd Iechyd. Bydd mentora unigol hefyd yn cael ei drefnu ar gyfer meddygon ymgynghorol newydd gyda meddyg ymgynghorol priodol. Anogir deilydd y swydd i gymryd rhan yn y rhaglen sylfaenol arweinyddiaeth meddygol

Cynllunio Swydd

Bydd y swydd yn destun proses cynllunio swydd flynyddol. Mae'r disgrifiad swydd hwn yn amlinellu'r cynllun swydd arfaethedig gychwynnol. Efallai y cytunir ar newidiadau i'r cynllun yn dilyn adolygiad cynllun swydd.

Archwiliad

Blaenoriaeth y Bwrdd Iechyd yw sicrhau bod y gofal iechyd mae'n ei ddarparu o safon uchel. Mae'n cymryd rhan mewn Archwiliadau Cenedlaethol yn ogystal ag archwiliadau lleol o'r gwasanaethau mae'n ei ddarparu. Bydd disgwyl i'r sawl sy'n cael ei benodi chwarae rhan weithredol yn yr archwiliadau hyn. Rhaid i'r ymgeisydd llwyddiannus felly ddangos tystiolaeth o archwilio gwaith ei hun a gwaith ei adran, a dangos sut mae archwiliad wedi gwella ansawdd y gofal sy'n cael ei ddarparu.

Ymchwil

Mae cysylltiadau gyda Phrifysgol Bangor a Phrifysgol Glyndŵr Wrecsam. Bydd deilydd y swydd yn cael ei annog i ymgymryd ag ymchwil ac i oruchwylio meddygon iau a staff eraill sy'n ymgymryd ag ymchwil.

Addysgu a Hyfforddi

Ym mhob un o'r tri ysbyty llym yng Ngogledd Cymru mae gweithgareddau addysgol israddedig ac ôl raddedig y bydd gofyn i'r sawl a gaiff ei benodi gymryd rhan ynddynt. Mae myfyrwyr o Ysgol Feddygaeth Prifysgol Caerdydd, Abertawe a Manceinion yn ymgymryd ag atodiad clinigol mewn amrywiaeth o bynciau.

Ffurflen

Mae'r swydd hon ar gael ar sail barhaol a bydd yn cael ei benodi o dan amodau a thelerau Contract Meddygon Ymgynghorol Cymru. Rhaid i ymgeiswyr feddu ar CCT.

Anogir ymweliadau anffurfiol i lechyd Galwedigaethol Gogledd Cymru cyn trefnu rhestr fer.

Cysylltwch â Ms Sarah Wynne-Jones - Pennaeth Iechyd a Lles Galwedigaethol ar Sarah.wynne-jones@wales.nhs.uk neu 01745 534436 i drefnu ymweliad

Gallwch wneud cais trwy TRAC / Gwefan NHS Jobs.

Dylai ceisiadau gynnwys eich swyddi blaenorol, eich gallu a manylion eich archwiliadau a rhestr o'ch cyhoeddiadau. Dylai hefyd gynnwys enw a chyfeiriad tri canolwr.

2. Manyleb Bersonol: Meddyg Ymgynghrol Iechyd Galwedigaethol

Gofynion	Hanfodol	Dymunol	Mesur drwy
Gymwysterau	Cofrestriad llawn â Thrwydded i Ymarfer â'r Cyngor Meddygol Cyffredinol (GMC). Ar Gofrestr Arbenigol GMC (yn cynnwys drwy CESR / Hawliau Cymuned Ewropeaidd) neu gyda CCT/CESR (CP) dyddiad o fewn 6 mis i'r cyfweliad. MFOM, FFOM neu gyfwerth. Sgiliau Cynnal Bywyd Sylfaenol (neu gymhwyster Rhyngwladol cyfwerth)	Gradd uwch perthnasol e.e MD: PhD;MSc	Ffurflen
Profiad Clinigol	Profiad eang mewn Meddygaeth Galwedigaethol a fydd yn bodloni cytundebau allanol a chytundebau'r GIG Gwybodaeth am systemau ysbyty y DU (neu gyfwerth) Gwybodaeth am CPD a chymryd rhan ynddo. Gallu cymhwyso gwybodaeth Sgiliau cyfathrebu ysgrifenedig ac ar lafar effeithiol a diogel Bodloni gofynion y GMC	Profiad o GIG Profiad ehangach, ymchwil ac hyfforddiant mewn Meddygaeth Galwedigaethol. Tystiolaeth o berfformiad sy'n uwch na'r cyfartaledd Profiad o ddatblygu canllaw clinigol	Ffurflen /Cyfweliad
Llywodraethu Clinigol	Tystiolaeth o gymryd rhan mewn archwiliad clinigol a deall rôl archwiliad wrth wella arfer meddygol. Dealltwriaeth o athroniaeth craidd a blociau adeiladau Llywodraethu Clinigol.	Gwybodaeth ymarferol am reoli risg Profiad o roi gwybod am ddigwyddiad ac adolygu digwyddiadau difrifol.	Ffurflen /Cyfweliad
Ymchwil	Profiad a gwybodaeth o werthuso tystiolaeth yn feirniadol.	Tystiolaeth o ddechrau prosiectau ymchwil, eu symud yn eu blaen a'u gorffen gyda chyhoeddiad. Gradd ymchwil.	Ffurflen /Cyfweliad
Addysgu	Tystiolaeth o drefnu rhaglenni ac addysgu myfyrwyr meddygol a meddygon iau. Yn barod i addysgu israddedigion ac ôl raddedigion meddygol fel rhan o gynlluniau deoniaeth meddygaeth galwedigaethol.	Trefnu rhaglenni addysgu pellach mewn addysg meddygol. Profiad "Hyfforddi'r Hyfforddai."	Ffurflen /Cyfweliad
Rheoli	Gwybodaeth am reolaeth a strwythur y GIG. Gallu cynghori ar gynnal gwasanaeth arbenigol effeithiol a llyfn	Tystiolaeth o hyfforddiant rheoli	Ffurflen /Cyfweliad

<p>Nodweddion Personol</p>	<p>Gallu ymdopi â sefyllfaoedd o straen ac ymgymryd â chyfrifoldeb. Sgiliau rhyngpersonol rhagorol a sgiliau gweithio mewn tîm. Gallu gweithio fel rhan o dîm amlddisgyblaethol, a thîm amlasiantaeth. Gallu gweithio'n hyblyg mewn ymateb i newidiadau amrywiol y gwasanaeth.</p>	<p>Tystiolaeth o rinweddau arwain Sgiliau cymell.</p>	<p>Ffurflen gais/ Cyfweiliad</p>
<p>Gofynion Eraill</p>	<p>Dangos sgiliau Saesneg ysgrifenedig ac ar lafar sy'n ddigonol i alluogi cyfathrebu'n effeithiol am bynciau meddygol gyda chleifion a chydweithwyr. Gallu defnyddio pecynnau electronig cyfrifiadur ar gyfer prosesau di-bapur. Gwiriadau cyn cyflogaeth boddhaol sy'n cydymffurfio â Safonau Cenedlaethol. Gallu cwblhau holl ddyletswyddau'r swydd, yn cynnwys teithio i fodloni gofynion y swydd.</p>	<p>Gallu siarad Cymraeg neu'n barod i ddysgu</p>	<p>Ffurflen gais/ Cyfweiliad</p>