



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Betsi Cadwaladr
University Health Board

RB/SC/432

Bwrdd Iechyd Prifysgol Betsi Cadwaladr

Cyfarwyddiaeth Plant a Phobl Ifanc

Seiciatrydd Ymgynghorol Plant a Phobl Ifanc

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1 RHAGARWEINIAD

Cyfarwyddiaeth Plant a Theuluoedd Bwrdd Iechyd Prifysgol Betsi Cadwaladr yng Ngogledd Cymru

Seiciatrydd Plant a Phobl Ifanc Ymgynghorol CAMHS Conwy a Sir Ddinbych (Ardal y Canol)

TEITL Y SWYDD:	Seiciatrydd Ymgynghorol Plant a Phobl Ifanc
YMRWYMIAD:	Mae'r swydd hon ar gyfer Seiciatrydd Ymgynghorol Plant a Phobl Ifanc llawn amser (10 sesiwn). (Ystyrir ceisiadau ar gyfer gweithio'n rhan amser yn gadarnhaol hefyd). Gall clinigwyr sydd â chofrestriad arbenigol priodol neu gofrestrriad sydd ar y gweill ar y Gofrestr Arbenigol wneud cais.
AWDURDOD SY'N CYFLOGI	Bwrdd Iechyd Prifysgol Betsi Cadwaladr
LLEOLIAD CLINIGOL:	Llandudno neu'r Rhyl
YN GYFRIFOL I:	Cyfarwyddwr Clinigol CAMHS / Rheolwr Gwasanaeth Clinigol CAMHS

RHAGARWEINIAD

Oherwydd ail-ffurfiad ein timau CAMHS a chyllideb newydd gan Lywodraeth Cymru, gwahoddir ceisiadau ar gyfer y swydd o Seiciatrydd Ymgynghorol Plant a Phobl Ifanc i gynorthwyo wrth ddarparu gwasanaethau iechyd meddwl plant a phobl ifanc cynhwysfawr ar draws ardal wledig a threfol Conwy a Sir Ddinbych. Bydd yr ymgeisydd llwyddiannus yn ymuno â CAMHS Conwy a Sir Ddinbych sy'n cynnwys tîm o Seiciatryddion Ymgynghorol 3 WTE yn ogystal â Seicolegwyr, Nyrsys, Therapyddion a Gweithwyr Cymorth. Ar draws rhanbarth Gogledd Cymru, mae 14 Seiciatrydd Ymgynghorol sy'n cefnogi darpariaeth CAMHS.

Mae'r contract yn gontact llawn amser safonol 10 PA gyda 7 PA clinigol a 3 PA cefnogol. Mae'r swydd hefyd yn cynnwys gwaith addysgu a goruchwyllo meddygon arbenigol a'r tîm amlddisgyblaethol ehangach, a rennir ymysg uwch staff meddygol. Disgwylir i chi gymryd rhan mewn llywodraethu clinigol, gwaith strategol a rolau rheoli. Bydd absenoldeb astudio, a mynychu cyfarfodydd adrannol rheolaidd yn rhan o'ch cynllun swydd a fydd yn cael ei adolygu'n flynyddol.

Mae hwn yn gyfle i weithio gyda chydweithwyr arloesol a deinamig sy'n ymrwymedig i ddatblygu a darparu gwasanaethau gwych clinigol ar gyfer poblogaeth Conwy a Sir Ddinbych.

1.1 Trosolwg Bwrdd Iechyd Prifysgol Betsi Cadwaladr

BIPBC yw'r sefydliad iechyd mwyaf yng Nghymru, ac mae'n darparu amrediad llawn o wasanaethau ysbyty llym, cychwynnol, cymunedol ac iechyd meddwl i boblogaeth o tua 676,000 ar draws chwe sir Gogledd Cymru (Ynys Môn, Gwynedd, Conwy, Sir Ddinbych, Sir y Fflint a Wrecsam) yn ogystal â rhai rhannau o ganolbarth Cymru, Swydd Caer a Swydd Amwythig. Nod BIPBC yw rhoi gofal o'r ansawdd gorau posibl i boblogaeth Gogledd Cymru. Rydym ni am gyflawni hyn trwy dri gwerth allweddol: Urddas, rhoi gwerth mawr ar barchu'r claf fel unigolyn; Gwerthfawrogi Staff, fel unigolion a datblygu eu sgiliau'n briodol; Effeithlonrwydd, ceisio effeithlonrwydd ac effeithiolrwydd o ran darparu gwasanaethau.

Mae'r Bwrdd Iechyd yn cyflogi tua 18,000 aelod o staff ac mae ganddo gyllideb o oddeutu £1.1 biliwn. Mae'n gyfrifol am reoli tri ysbyty cyffredinol dosbarth (Ysbyty Gwynedd ym Mangor, Ysbyty Glan Clwyd ger y Rhyl ac Ysbyty Maelor Wrecsam) yn ogystal â 22 o ysbytai llym a chymunedol eraill a rhwydwaith o dros 90 o ganolfannau iechyd, clinigau, canolfannau timau iechyd cymunedol ac unedau iechyd meddwl. Mae hefyd yn cydlynu gwaith 121 meddygfa a gwasanaethau'r GIG sy'n cael eu darparu gan ddeintyddion, optegwyr a fferyllwyr yng Ngogledd Cymru.

Mae'r Bwrdd Iechyd yn gweithredu mewn strwythur Ardal (Gorllewin, Ardal y

Canol, Dwyrain) gyda gofal eilaidd a iechyd meddwl oedolion yn cael eu rheoli'n rhanbarthol. Mae CAMHS yn sefyll o fewn Gwasanaeth Integredig Plant yn y strwythur Ardal, gan sicrhau gofal di-dor rhwng Paediatreg llym a Chymuned, CAMHS, Anableddau, Ymwelwyr Iechyd a Nyrsio Ysgol. Yn ogystal â Gwasanaethau Plant, mae bob Ardal yn gyfrifol am Ofal Cychwynnol, Gofal Cymuned, Therapiau, Rheoli Meddyginiaethau, gweithio mewn partneriaeth gyda'r Awdurdodau Lleol.

1.2 Ardal Gyffredinol

Un o'r prif atyniadau i weithio yng Ngogledd Cymru yw'r cyfle i fyw yn un o'r ardaloedd mwyaf prydfarth Ynysoedd Prydain. Mae Conwy a Sir Ddinbych yn ardaloedd o harddwch naturiol rhagorol. Mae Parc Cenedlaethol Eryri ar ei stepen drws, yn ogystal â thraethau ac arfordir hardd. Mae byw yma yn darparu digon o gyfleoedd i fwynhau'r dirwedd, cymryd rhan mewn gweithgareddau awyr agored, a manteisio i'r eithaf ar y nifer o fanteision o fyw mewn ardal wledig. Mae gan Ogledd Cymru stoc tai da - mae'r farchnad dai yn yr ardal yn rhatach na'r cyfartaledd cenedlaethol - mae ysgolion da yn y sectorau cyhoeddus a phreifat, a chyfleusterau hamdden da. Mae cyfleusterau golffio, pysgota, marchogaeth, cerdded, chwaraeon dŵr a dringo ar gael yn yr ardal hon ac mae theatrau lleol, yn arbennig Theatr Pontio ym Mangor, Theatr Cymru yn Llandudno a Theatr Clwyd yn y Wyddgrug sy'n cynnig ystod eang o ddrama, cerddoriaeth ac adloniant arall.

Mae tref sirol Conwy yn dref gaerog ganoloesol gyda chastell byd enwog.

Cynhelir gŵyl fwyd rhyngwladol flynyddol yng Nghonwy yn ogystal â digwyddiadau diwylliannol eraill.

Mae CAMHS Conwy wedi ei leoli yn Llandudno, sy'n dref arfordirol Fictorianaid hyfryd. Mae yma hefyd fwynderau modern megis parciau siopa a sinema. Yng Nghonwy a Sir Ddinbych mae mynediad hawdd i gefn gwlad, mynyddoedd ac arfordir hardd.

Mae cysylltiadau cryf gydag Adran Seicoleg Prifysgol Bangor, ble rydym yn gweithio'n agos gyda nhw ar wahanol bynciau e.e. modiwl CAMHS, DBT, Rhaglen Rhiant Blynyddoedd Anghredadwy ac ymwybyddiaeth ofalgar.

Mae'r A55 yn rhoi mynediad cyflym at y rhwydwaith cenedlaethol o draffyrdd M53/M56/M6. Mae canolfan siopa fawr Caer ychydig dros awr i ffwrdd, a gellir cyrraedd Lerpwl a Manceinion o fewn 90 munud. Mae cysylltiadau rheilffordd da, gyda gwasanaeth uniongyrchol i Lundain o fewn 3 awr a dwy awr i Gaerdydd. Mae'r A55 yn darparu ffordd ddeuffordd i Borthladd Caergybi a mynediad hawdd i lwerddon ar long. Yn gyffredinol, mae teithio yn y car yn ardal y bwrdd iechyd yn hawdd. Anaml iawn y ceir llawer iawn o draffig.

1.3 Swydd Gyfredol

Gwahoddir ceisiadau ar gyfer swydd Seiciatrydd Ymgynghorol Plant a Phobl Ifanc yn nhimau Cymuned CAMHS yng Nghonwy a Sir Ddinbych. Mae'r swyddi wedi eu creu yn dilyn ail-ffurfiad o'r gwasanaeth a chyllideb newydd ychwanegol ar gyfer CAMHS Arbenigol drwy raglen waith cenedlaethol Gyda'n Gilydd ar gyfer Plant a Phobl Ifanc.

Rydym yn dymuno penodi Seiciatrydd Ymgynghorol Plant a Phobl Ifanc i gynorthwyo wrth ddarparu gwasanaethau iechyd meddwl plant a phobl ifanc gynhwysfawr i ategu arbenigedd Meddygon Ymgynghorol Cymuned eraill a'u timau. Bydd cyfleoedd i arwain ar ddatblygiad gwasanaethau ar gyfer plant gyda chyflyrau iechyd meddwl cymhleth gan gynnwys anhwylderau bwyta, seicosis, anhwylderau niwroddatblygiadol a hunan-niweidio. Mae hyblygrwydd i ddatblygu meysydd penodol o ddiddordeb a'r bwriad yw datblygu gwasanaeth sy'n darparu gofal 7 diwrnod yr wythnos i blant, pobl ifanc a'u teuluoedd.

1.4 Gwasanaethau Cyfredol - Ardal y Canol, BIPBC

Darperir CAMHS Arbenigol Ardal y Canol gan Uwch-adran Ardal y Canol y Gyfarwyddiaeth Plant a Theuluoedd. Mae Ardal y Canol BIPBC yn cynnwys bwrdeistrefi Awdurdod Lleol Conwy a Sir Ddinbych.

Mae gan Gonwy gyfanswm poblogaeth o oddeutu 116,000 ac yn Sir Ddinbych mae 95,000. Ysbyty Glan Clwyd (YGC), wedi ei leoli ym Modelwyddan, yw'r prif Ysbyty Cyffredin Dosbarth ar gyfer Ardal y Canol, Gogledd Cymru. Mae gan YGC wardiau paediatreg, uned ranbarthol gofal dwys i'r newydd-anedig ac adrannau

achosion brys. Mae nifer o ysbytai lleol eraill a chlinigau cymuned ble mae gofod clinigol a chyfarfodydd ar gael er mwyn trin teuluoedd a phobl ifanc yn eu hardal.

Mae gan CAMHS Ardal y Canol hefyd dîm Asesu Argyfwng sy'n darparu asesiadau ar gyfer pobl ifanc a gaiff eu derbyn i'r Ward Paediatric yn YGC saith niwrnod yr wythnos.

1.5 Gwasanaethau Plant

Caiff Gwasanaethau Plant eu rheoli'n weithredol o fewn y strwythur Ardal, ynghyd â Gofal Cychwynnol, nyrsio cymuned a therapïau o dan y Cyfarwyddwr Cynorthwyol Ardal. Mae gan Ardal y Canol gyfrifoldeb i ddarparu llyw strategol rhanbarthol ar gyfer gwasanaethau Plant gan gynnwys gwasanaethau a ddarperir yng Ngogledd Cymru - Gofal Cleifion Mewnol CAMHS Haen 4 (NWAS) a gofal i'r Newydd-anedig.

Mae'r cyfarfodydd gweithredol a Strategol perthnasol yn cynnwys:

- Grŵp Gwasanaeth Plant (Rhanbarthol)
- Grŵp Cyngori Clinigol (CAMHS Rhanbarthol)
- Grŵp Gwella Perfformiad CAMHS (Rhanbarthol)
- Tîm Rhaglenni Iechyd Emosiynol Ardal y Canol (Ardal y Canol)
- Cyfarfod Seiciatryddion Ymgynghorol Plant a Phobl Ifanc Rhanbarthol (Rhanbarthol)
- Cyfarfod Tîm Rhaglen Haen 4 (Rhanbarthol)

Hefyd, mae nifer o gyfarfodydd aml-asiantaeth sy'n sicrhau cynllunio strategol cyfunol ac yn hwyluso partneriaeth waith dda gyda'r Gwasanaethau Cymdeithasol, y sector Addysg a'r Drydedd Sector.

Mae Gwasanaethau Plant Ardal y Canol yn cynnwys:

- CAMHS Arbenigol (gan gynnwys Ymyrraeth Gynnar ac Ataliaeth a Seicoleg Iechyd Plant) a swyddi Ymarferwyr Teulu Clwstwr Meddyg Teulu.
- Tîm Asesu Argyfwng yn gweithio o wardiau Paediatric YGC.

- Tîm Cymorth Cymuned Dwys (KITE) a chleifion mewnol Haen 4 ac Uned Pobl Ifanc Gogledd Cymru yn Ysbyty Abergele yn Ardal y Canol.
- Timau Paediatric Cymuned
- Darpariaeth achosion dydd a chleifion mewnol llym yn YGC, Bodelwyddan.
- Gwasanaethau anabledd gan gynnwys Niwroddatblygiad
- Gwasanaethau Ymwelwyr Iechyd
- Gwasanaethau Nyrsio Ysgol
- Nyrsys Plant mewn Gofal
- Gwasanaethau Diogelu Plant
- Cyfleuster Canolfan Cyfeirio Ymosodiadau Rhyw (SARC) ym Mae Colwyn.
- Nyrsys Cymuned Arbenigol
- Gwasanaethau'r Newydd-anedig gydag Uned Gofal Ddwys Isranbarthol i'r Newydd-anedig yn YGC.
- Gwasanaeth Cleifion Allanol o adran cleifion allanol plant ymrwymedig yn YGC ac o'r clinigau ysbyty cymuned.
- Gwasanaeth Geneteg Meddygol Sir y Fflint. Mae hwn yn rhan o wasanaeth Cymru Gyfan gyda Chanolfan Geneteg Gogledd Cymru a sefydlwyd yn Ysbyty Glan Clwyd.

2 Y SWYDD A PHRIF DDYLETSWYDDAU DEILYDD Y SWYDD

2.1 Crynodeb

Gwasanaethau CAMH o fewn Conwy a Sir Ddinbych

Mae gwaith y gwasanaeth CAMHS yn gweithredu o fewn fframwaith Mesur Iechyd Meddwl (Cymru) 2010. O fewn Ardal y Canol y Bwrdd Iechyd mae dau Dîm CAMHS amlddisgyblaethol. Tra mae pob tîm yn darparu gwasanaeth i ardal Awdurdod Unedol ar wahân mae ganddynt berthynas waith agos ac mae ychydig o glinigwyr sydd â chyfrifoldebau ar draws y ddau dîm. Caiff cyd-weithio ei annog yn weithredol a rheolir y timau ar y cyd.

Lleolir y swydd ar draws Conwy a Sir Ddinbych a chaiff deilydd y swydd ei gefnogi gan Seiciatryddion Ymgynghorol 3 WTE a Thîm CAMHS amlddisgyblaethol

profiadol ym mhob ardal. Anogir perthnasau gwaith agos gyda'r Gwasanaeth Paediatreg Llym a'r Gwasanaethau Iechyd Meddwl Oedolion.

Mae Gwasanaeth Pobl Ifanc Gogledd Cymru yn darparu cyfleusterau pobl ifanc cleifion mewnol ar gyfer pob rhan o Ogledd Cymru yn ei adeilad sydd wedi ei adeiladu'n bwrpasol yn Abergele. Yn ychwanegol, mae Tîm Cymorth Cymuned Dwys (Tîm Kite) sy'n cefnogi gwasanaethau cymuned cam-i-lawr a cham-i-fyny a gall ddarparu dewis amgen i dderbyn i ysbyty. Mae gan y timau ar draws Gogledd Cymru gysylltiadau da drwy Grŵp Cyngori Clinigol CAMHS ac mae hyn yn darparu cyfeiriad strategol, llywodraethu ac mae'n hwyluso trafodaeth ar faterion cyffredin a'n gweithio tuag at ddatblygiad llwybrau, protocolau a pholisïau cyffredin ar gyfer Gogledd Cymru yng Nghylch Gwaith y Grŵp Gwasanaethau Plant.

Mae gan y gwasanaeth CAMHS ystod o Seicolegwyr Clinigol, Nyrsys CAMHS, Therapyddion Plant (wedi eu hyfforddi mewn CBT, DBT, EMDR, IPT ac ati), Seicotherapyddion Teulu a Systemig ac Ymarferwyr CAMHS (sy'n cynnwys gweithwyr proffesiynol o ystod o ddisgyblaethau cymwys megis gwaith cymdeithasol a therapi galwedigaethol) medrus iawn. Mae CAMHS wedi integreiddio swyddogaethau Ymyrraeth Gynnar ac Ataliaeth a Seicoleg Iechyd Plant yn ogystal ag Ymarferwyr Lles Teulu sy'n cefnogi Clystyrau Meddyg Teulu yn yr ardal.

Mae cysylltiadau agos hefyd yn bodoli ym Mhediatreg Cymuned a Llym, y Gwasanaeth Cyfiawnder Ifanc, y Gwasanaeth Anabledd Dysgu Plant, nifer o weithwyr proffesiynol iechyd cysylltiedig ag asiantaethau partner gan gynnwys y Gwasanaethau Cymdeithasol, Addysg a'r Heddlu.

Mae CAMHS yng Nghonwy a Sir Ddinbych yn gweithredu gwasanaeth o Ddydd Llun i Ddydd Gwener ar gyfer gwaith cleifion allanol rheolaidd a gwasanaeth asesu argyfwng ac achosion brys 7 diwrnod yr wythnos.

Darperir gwasanaethau amlddisgyblaethol, cynhwysfawr ar gyfer plant a phobl ifanc sydd ag anhwylderau iechyd meddwl sylweddol (0-18 mlwydd oed), a'u teuluoedd. Mae'r cyfeiriadau a gaiff eu derbyn at y gwasanaeth, 960 y flwyddyn, yn dod o unrhyw ffynhonnell broffesiynol (Meddygon Teulu, Pediatriyddon,

Swyddogion Meddygol Cymuned, Seicolegwyr Addysgol, Gwasanaethau Cymdeithasol ac asiantaethau eraill).

Mae'r swydd hon yn cynnig cyfle cyffrous i ymuno â grŵp Gogledd Cymru o Seiciatryddion Plant a Phobl Ifanc wrth ffurfio gwasanaeth iechyd meddwl plant a phobl ifanc. Caiff y swydd hon ei chefnogi a'i rheoli gan Dr Helen Fitzpatrick, Cyfarwyddwr Clinigol a Ms Susan Wynne, Rheolwr Gwasanaeth Clinigol.

Bydd y swydd hon yn ymuno â'r tri seiciatrydd ymgynghorol sy'n darparu sesiynau'n gyfredol i'r timau Gwasanaeth Anabledd Dysgu Plant a Phobl Ifanc (CALDS) a CAMHS Ardal y Canol, Dr Prashant Bhat yn Sir Ddinbych, Dr Helen Fitzpatrick yng Nghonwy a Dr Peter Gore yn CALDS. Caiff y timau clinigol eu cefnogi gan dimau gweinyddol ymrwymedig a bydd gan y swydd hon gymorth ysgrifenyddol penodol.

Mae gan dîm Conwy ystafell therapi a swyddfeydd sydd wedi eu hadnewyddu'n ddiweddar yn Ysbyty Cyffredinol Llandudno.

Fel Meddyg Ymgynghorol CAMHS, bydd deilydd y swydd wedi ei leoli yn Y Rhyl neu yn Llandudno. Bydd gan ddeilydd y swydd fynediad i ystod lawn o gymorth TG ac mae'r tîm yn gweithredu system e-cal ar gyfer rheoli dyddiaduron a dyletswyddau clinigol ac anghlinigol. Bydd gan ddeilydd y swydd fynediad i ystafell ymgynghoriad clinigol/swyddfa unigol i'w defnyddio.

2.2 Cyfrifoldebau Clinigol

Y Swydd

- 1 Asesu, llunio a rheoli anhwylderau datblygiadol, ymddygiadol ac iechyd meddwl sylweddol sy'n digwydd mewn plant a phobl ifanc 0-18 oed.
- 2 Cynnig goruchwyliaeth i gydweithwyr yn y timau.
- 3 Cynnig ymgynghoriad a hyfforddiant i ystod o weithwyr proffesiynol sy'n rhan o waith CAMHS ar sail sydd wedi trefnu ar y cyd.

- 4 Parhau i ddatblygu partneriaeth bellach gyda'r Gwasanaethau Cymdeithasol, a darparu cyngor proffesiynol, cefnogaeth ac asesiadau fel bo'n briodol.
- 5 Ymuno â'r rota ar-alwad 1 mewn 13 y tu allan i oriau cyfredol i ddarparu gwaith seiciatreg, ymgynghoriad a chyngor i'r uned CAMHS Haen 4 Gwasanaeth Pobl Ifanc Gogledd Cymru, ac i'r wardiau paediatreg a chydweithwyr iechyd meddwl oedolion yn y tri phrif safle ysbyty yng Ngogledd Cymru. Bydd y rota ar-alwad yn cynnwys gwaith argyfwng a brys uniongyrchol ar benwythnosau a gwyliau banc (er enghraifft yn adolygu pobl ifanc a gedwir o dan Adran 136 yn y Ddeddf Iechyd Meddwl). Bydd disgwyl i ddeilydd y swydd gyfrannu i ddarparu gwaith seiciatreg ar gyfer y gymuned yn ystod oriau gwaith, ynghyd â chydweithwyr ymgynghorol eraill
- 6 Datblygu canllawiau arfer gorau gyda chydweithwyr eraill a lle bo llwybrau clinigol addas a gweithdrefnau i helpu gwaith y tîm a sicrhau safon arfer uchel.
- 7 Nid oes cyfleusterau ymrwymedig cleifion mewnol ar gyfer plant ifanc yng Ngogledd Cymru. Os oes angen asesiad neu driniaeth preswyl, efallai y trefnir hyn gan gydlynnydd gyda Seiciatryddion Ymgynghorol Plant a Phobl Ifanc yn Uned Dewi Jones yn Ysbyty Alder Hey.
- 8 Oherwydd buddsoddiad sylweddol yn ddiweddar yn CAMHS Haen 4 yng Ngogledd Cymru, mae Gwasanaeth Cleifion Mewnol Rhanbarthol Gogledd Cymru yn Abergele bellach yn cynnig cyfleuster cynhwysfawr ar gyfer cleifion anffurfiol a'r rhai sy'n cael eu cadw o dan y Ddeddf Iechyd Meddwl. Derbynnir cyfeiriadau pobl ifanc o 13 oed i 18 oed sydd ag anhwylderau meddyliol dwys gan wasanaethau CAMHS arbenigol yn bennaf yng Ngogledd Cymru a Chanolbarth Cymru ond hefyd yn Ne Cymru. Mae'r adeiladau pwrpasol yn lleoliad i'r Gwasanaeth Trin ac Ymgynghoriad Fforensig i Bobl Ifanc Haen 4 Cymru Gyfan (FACTS).

- 9 Gellir defnyddio trefniadau gofal ar y cyd rhwng yr adran paediatreg a CAMHS i dderbyn unigolyn ifanc, a ystyrir i fod yn dioddef o ddiffyg maeth difrifol fel effaith anhwylder bwyta, i wely pediatreg llym yn YGC.

Mae gan y tîm Anhwylder Bwyta Arbenigol Rhanbarthol (SPEED) sesiynau ymrwymedig gan Therapydd Systemig a Theulu, Paediatregydd Ymgynghorol a Deietegydd.

- 10 Mae angen i'r deilydd swydd gael ei gymeradwyo dan Adran 12 o Ddeddf Iechyd Meddwl 1983 diwygiedig, i gynnal Cymeradwyaeth a bod ar gael ar gyfer gwaith Adran 12 (2) i ymgymryd asesiad o S136 mewn llefydd ymrwymedig o ddiogelwch. Os nad ydyw eisoes wedi'i gymeradwyo mae'n rhaid iddo fod yn barod i wneud cais am gymeradwyaeth o'r fath unwaith bydd yn y swydd. Mae deilydd y swydd hefyd yn gymwys i ymddwyn fel clinigydd cyfrifol ar gyfer cleifion a dderbynnir o dan y Ddeddf Iechyd Meddwl.

- 11 Bydd deilydd y swydd yn cymryd rhan mewn cyfarfodydd gweithredol a strategol perthnasol ac yn cyfrannu i brosesau rheoli tîm y timau CAMHS Cymuned, gan gynnwys llywodraethu clinigol a mentrau gwella ansawdd.

- 12 Mae'n ddymunol i ddeilydd y swydd fod wedi ei gymeradwyo fel hyfforddwr ar gyfer Coleg Brenhinol Seiciatryddion oherwydd mae'r timau CAMHS Cymuned a'r Gwasanaeth Cleifion Mewnol Gogledd Cymru wedi eu cymeradwyo fel lleoliadau addas ar gyfer Seiciatryddion Plant a Phobl Ifanc o dan hyfforddiant.

13 **Addysgu a Hyfforddi**

Disgwylir iddo gymryd rhan mewn hyfforddiant mewnol a rhyngasiantaethol amlldisgyblaethol lleol.

14 **Ymchwil ac Archwiliad**

Anogir pob aelod o staff i gymryd rhan mewn ymchwil, ac mae archwiliad yn ofyniad. Mae gan yr adran gysylltiadau agos â'r Adran Academaidd Seiciatreg Plant yn Lerpwl ac Adran Academaidd Seicoleg Glinigol ym

Mhrifysgol Gogledd Cymru Bangor ble bydd cefnogaeth ac anogaeth mewn unrhyw brosiect ymchwil mae staff yn dymuno ei gynnal

15 **Goruchwyliaeth, PDP a mecanweithiau cefnogi**

Mae dau grŵp sydd wedi eu hen sefydlu yng Nghymru ar gyfer cymorth a chyswllt cyfoedion.

- a) Cyfadran Seiciatreg Plant a Phobl Ifanc Coleg Brenhinol
Seiciatryddion yng Nghymru, grŵp Cymru gyfan sy'n cwrdd dwywaith y flwyddyn.
- b) Seiciatryddion Plant a Phobl Ifanc Gogledd Cymru, gan gynnwys seiciatreg LD Plant, Grŵp sy'n cwrdd yn fisol ac yn cymryd strwythur grŵp adolygu cyfoedion i gefnogi rhaglen CPD Seiciatryddion Coleg Brenhinol. Mae gan hwn hefyd elfen adolygu achos penodol sy'n cyfrannu at CPD cymeradwy. Mae ystod o gyfleoedd ehangach ar gyfer CPD yn yr ardal ganolog gan gynnwys rowndiau mawr ar y cyd â phediatreg cymuned. Cyflwyniadau clinigol mewn ysbyty a grŵp rhagnodi CAMHS penodol i blant.

16 **Arfarnu ac ailddilysu**

Mae gan y Bwrdd Iechyd broses wedi ei hen sefydlu ar gyfer dyranu arfarnwyr. Gall Meddygon Ymgynghorol ddewis o ystod eang o arfarnwyr. Mae swyddogion cymorth arfarnu ym mhob ardal o'r bwrdd iechyd sy'n gallu cefnogi meddygon ymgynghorol unigol gyda'r broses arfarnu ac ailddilysu.

Mae fforwm Seicoffarmacoleg rhanbarthol ar gyfer seiciatryddion plant a phobl ifanc sy'n cwrdd bob tri mis. O fewn y grŵp hwn rydym yn trafod materion sydd o amgylch rhagnodi meddyginiaethau yn ddiogel ac sy'n seiliedig ar dystiolaeth ar gyfer plant a phobl ifanc.

Rydym yn rhagweld y bydd deilydd y swydd yn dod yn aelod o'r grwpiau hyn ar ôl cael ei benodi.

Dim ond enghraifft o gynllun swydd yw'r dilynol; cytunir ar gynllun swydd manwl ar gyfer meddyg ymgynghorol newydd gyda'r Cyfarwyddwr Clinigol a'r tîm CAMHS unwaith bydd y meddyg ymgynghorol wedi ei benodi. Bydd uchafswm o saith sesiwn glinigol sefydlog a bydd 3 sesiwn SPA

	Dydd Llun	Dydd Mawrth	Dydd Mercher	Dydd Iau	Dydd Gwener
Bore	SPA	(MDT caiff ei ddilyn gan Clinig (DCC)	MDT a ddilynir gan Clinig (DCC)	Cyfarfodydd/ Ymgynghori Goruchwyliaeth gradd staff/rhagnodwr nyrs, cyfarfodydd tîm) (DCC)	Clinig (DCC)
Prynhawn	Clinig (DCC)	SPA	Goruchwyliaeth o staff Cyfarfodydd clinigol aml-asiantaeth (DCC)	SPA Cyfarfod Meddygon Ymgynghorol Abergele (oddeutu unwaith y mis) 1-4pm	Gweinyddiaeth glinigol (DCC)

Gwyliau blynyddol 33 diwrnod y flwyddyn (30 + 3 diwrnod ychwanegol y GIG)

Mae absenoldeb astudio 10 diwrnod y flwyddyn yn cael ei gyfrif ar sail 3 blynedd

3 CYFRIFOLDEBAU PROFFESIYNOL A RHEOLI

Bydd disgwyl i ddeilydd y swydd:-

- 1 Disgwylir iddo gydymffurfio â pholisïau a gweithdrefnau y cytunwyd arnynt gan y Bwrdd Iechyd ac arfer yn unol â chanllawiau arfer da Coleg Brenhinol y Seiciatrydd a'r Cyngor Meddygol Cyffredinol
- 2 Cymryd rhan mewn llywodraethu ac archwiliad clinigol. Mae llywodraethu clinigol yn flaenoriaeth uchel yn y Bwrdd Iechyd.
- 3 Cynnal cymhwysedd yn nefnydd y Ddeddf Iechyd Meddwl.

- 4 Darparu goruchwyliaeth a chymorth i feddygon iau a myfyrwyr meddygol
- 5 Cymryd rhan mewn cyfleoedd ymchwil, gweinyddol ac addysgu.
- 6 Cymryd rhan yn y rhaglen addysg meddygol parhaus a ddarperir yn lleol
- 7 Dirprwyo o dro i dro ar gyfer cydweithwyr absennol cyhyd â bod hynny'n gyson â'r dyletswyddau uchod.
- 8 Perfformio dyletswyddau ychwanegol yn achos achosion brys anghyson. Byddai hyn yn cael ei fonitro ar gyfer y cyfarfodydd cynllun swydd blynyddol.
- 9 Byddwch ar gael ar gyfer ymrwymadau afreolaidd o'r fath y tu allan i ddyletswyddau sydd fel arfer yn rhestredig sy'n hanfodol ar gyfer parhad gofal cleifion. Byddai hyn yn cael ei fonitro ar gyfer y cyfarfodydd cynllun swydd blynyddol.
- 10 Bydd deilydd y swydd yn gyfrifol am ei Ddatblygiad Proffesiynol Parhaus ei hun a bydd disgwyl iddo/iddi gofrestru gyda Rhaglen CPD Coleg Brenhinol y Seiciatryddion.

4 SEICIATREG YN Y GYFARWYDDIAETH PLANT A THEULUOEDD

4.1 Staff Meddygol

Sefydliad Ymgynghori yng Ngogledd Cymru

Mae cyfanswm o 15.4 o swyddi Seiciatrydd Ymgynghorol Plant a Phobl Ifanc llawn amser yng Ngogledd Cymru (gan gynnwys y swydd hon) fel a ganlyn:

- 3.0 swydd cyfwerth ag amser cyflawn (WTE) yn CAMHS Bangor,
- 4.0 WTE yng Nghonwy a Sir Ddinbych - Ardal y Canol
- 1.0 WTE CAMHS Haen 4 (y swydd hon) a 1 WTE Seicolegydd Ymgynghorol Clinigol (Arweinydd Clinigol ar gyfer cleifion mewnol)
- 5.4 WTE yn Wrecsam a Sir y Fflint
- 1.0 WTE mewn CAMHS Anableddau Dysgu (Gorllewin ac Ardal y Canol)

Mae'r Seiciatrydd Plant a Phobl Ifanc Fforensig Cymru Gyfan 1.0 WTE yn darparu mewnbwn i dîm FACTS Gogledd Cymru.

4.2 Adrannau Cysylltiol

a) Adran Seicoleg

Mae Adran Seicoleg sydd wedi ei datblygu'n dda ac wedi integreiddio'n llawn yn rhan o'r Gwasanaeth CAMHS. Mae gan yr Adran Seicoleg hon gysylltiad agos gyda'r Adran Seicoleg ym Mhrifysgol Cymru, Bangor.

b) Adran Academaidd

Yn gyfredol, maent yn ymchwilio cysylltiadau a sefydlwyd rhwng gwasanaethau CAMHS Gogledd Cymru a'r Adran Seicoleg ym Mhrifysgol Bangor. Mae rhaglen ymchwil wedi ei datblygu ac mae ar waith yng Ngwasanaeth Pobl Ifanc Gogledd Cymru sy'n ymgorffori Canolfan Astudio Glasoed Gogledd Cymru - canolfan ymchwil ategol sydd ynghlwm â Phrifysgol Cymru, Bangor. Mae'r cyfrifoldeb cyffredinol am Strategaeth Ymchwil y Gwasanaeth Pobl Ifanc yn perthyn i Dr Michaela Swales, Seicolegydd Ymgynghorol Clinigol, sy'n Gyfarwyddwr y ganolfan ymchwil.

Mae Ysgol Glinigol Gogledd Cymru (NWCS) yn bartneriaeth rhwng yr Ysgol Meddygaeth, Prifysgol Caerdydd a phartneriaid y GIG/SAU yng Ngogledd Cymru. Mae NWCS wedi derbyn refeniw (HEFCW a SITT) a chyfalaf (GIG a SAU) ac mae'n darparu 15-20% i'r holl leoliadau clinigol meddygol yng Nghymru.

Bu rhaglen gyfalaf gwerth £14.5 miliwn sydd wedi darparu ystod o gyfleusterau addysgu, llyfrgell a phreswyl ychwanegol ar draws yr ardal. Mae hyn yn cynnwys darpariaeth breswyl o ansawdd uchel yn Ysbyty Glan Clwyd ac yn Wrecsam a gwelliannau mawr o ran cyfleusterau addysgu a llyfrgell ar bob un o'r tri safle, gan gynnwys adnoddau hunanastudio gwell o lawer.

Mae cymuned academiaidd feddygol weithgar ar draws Gogledd Cymru. Nifer o benodiadau academiaidd - Yr Athro Rob Poole, Yr Athro Sharmi Bhattacharya a'r Athro Peter Lepping. Mae adran fawr o Seicoleg Academaidd a Chlinigol ym

Mhrifysgol Bangor a'r Adran Arfer Cyffredinol, gyda dau Uwch Ddarlithydd, yn Wrecsam.

Mae gan Adran Seiciatreg Oedolion fyfyrwyr meddygol ar leoliad o fewn Bwrdd Iechyd Prifysgol Betsi Cadwaladr o Ysgol Feddygaeth Prifysgol Cymru (Caerdydd).

Mae gan yr Adran Seiciatreg fyfyrwyr meddygol ar leoliad o fewn Bwrdd Iechyd Prifysgol Betsi Cadwaladr o Ysgol Feddygaeth Prifysgol Cymru (Caerdydd).

Mae Hyfforddeion Craidd ar y cynllun cylchdro hyfforddiant proffesiynol sylfaenol (Cynllun Hyfforddiant Cylchdro Gogledd Cymru) yn mynychu'r Cwrs MRCPsych yn Lerpwl (Manceinion o bryd i'w gilydd). Mae hyfforddeion arbenigol mewn Seiciatreg Plant a Phobl Ifanc yng Ngogledd Cymru yn mynychu Uwch Raglen Hyfforddi Seiciatreg Plant a Phobl Ifanc sef cynllun hyfforddi Gogledd Orllewin (Glannau Mersi a Manceinion) yn ogystal â Chynllun Hyfforddi De Cymru yn ôl yr angen. Yn ychwanegol, mae mynediad i ddigwyddiad hyfforddiant Seiciatreg Plant a Phobl Ifanc Cymru Gyfan.

5 GWYBODAETH GYFFREDINOL

5.1 Amodau a Thelerau Cyffredinol

Ystod Cyflog

Mae'r ystod cyflog yn unol ag amodau'r GIG ar gyfer penodiadau meddygol Gradd Meddyg Ymgynghorol yng Nghymru.

Cynlluniau'r Swydd

Bydd Cynlluniau Swyddi yn cael eu cytuno, a'u hadolygu'n flynyddol. Mae yna rota ar-alwad y tu allan i oriau 1:13 fel y disgrifir uchod. Mae hyn yn cynnwys darpar gyflenwi ar gyfer gwyliau cydweithwyr.

Gwyliau blynyddol

Yr hawl i wyliau blynyddol yw chwe wythnos ynghyd â 3 gwyliau Banc y GIG i'w cymryd yn hyblyg, ac eithrio gwyliau cyhoeddus. Bydd cyflenwi'n cael ei ddarparu gan staff mewnol fel rhan o waith clinigol wedi'i drefnu.

Absenoldeb Astudio

Dylid cyflwyno ceisiadau ar gyfer Absenoldeb Astudio ar y ffurflenni priodol i'r Arweinydd Gwasanaeth yn unol â Pholisi'r Bwrdd Iechyd.

Deddf Adsefydlu Troseddwyr

Oherwydd natur y gwaith, mae'r swydd wedi'i heithrio o ddarpariaethau Adran 4 (2) y Ddeddf Adsefydlu Troseddwyr 1974 (Eithriadau) Gorchymyn 1975. Felly, nid oes gan ymgeiswyr hawl i gelu gwybodaeth am gollfarnau, gan gynnwys y rhai sydd, at ddibenion eraill, yn cael eu 'gwario' o dan ddarpariaeth y Ddeddf. Os cyflogir, gallai unrhyw fethiant i ddatgelu euogfarnau o'r fath arwain at ddiswyddo neu gamau disgyblu gan yr Bwrdd Iechyd.

Mae penodiad meddygol yn amodol ar ddatgeliad boddhaol gyda'r CRB.

Gofynion Arbennig

Nid yw'n hanfodol bod deilydd y swydd yn ddwyieithog ond mi fyddai'n fanteisiol. Rhoddir cefnogaeth i ddysgu'r Gymraeg petai deilydd y swydd yn dewis gwneud.

Bydd disgwyl fod gan ddeilydd y swydd drwydded yrru ddilys gan ei fod yn wasanaeth seiciatrig yn y gymuned, a dylai fod yn barod i yrru ei hun yn unol â gofynion y dyletswyddau.

5.2 Gwybodaeth Ychwanegol

Polisiau a Gweithdrefnau

Bydd gofyn i ddeilyd y swydd gydymffurfio â Pholisiau a Gweithdrefnau'r Bwrdd Iechyd, sydd ar gael ar gais.

Safonau

Nod y Bwrdd Iechyd hwn yw cynnal ewyllys da a hyder ei staff ei hun a'r cyhoedd. Er mwyn cynorthwyo i gyflawni'r amcan hwn, mae'n hanfodol bod gweithwyr yn cynnal eu dyletswyddau yn gwrtais a gyda chydymdeimlad bob amser.

Gwerthusiad

Mae'r Bwrdd Iechyd wedi sefydlu system gwerthuso ar gyfer bob meddyg ymgynghorol. Dyrennir gwerthuswr i'r deilydd y swydd a bydd gofyn iddo gymryd rhan mewn gwerthusiad bob blwyddyn.

Cyfrinachedd

Mae pob mater sy'n ymwneud ag unrhyw gleient i'r Bwrdd Iechyd yn gyfrinachol ac, ni ellir, ar unrhyw gyfrif, dorri'r cyfrinachedd hwn, hyd yn oed i berthnasau agos. Bydd unrhyw dor cyfrinachedd ac eithrio'r rhai at ddibenion clinigol / statudol, yn golygu bod yr aelodau staff yn agored i gael eu diswyddo ar unwaith.

Yn yr un modd, mae gwybodaeth sy'n ymwneud ag aelodau staff, ee rhifau ffôn cartref, cyfeiriad preifat, cofnod gwaith, yn ddarostyngedig i'r un amodau.

Dylid gweithredu polisi'r Bwrdd Iechyd ar Rhannu Gwybodaeth a Chyfrinachedd.

Cyfleoedd Cyfartal

Mae gan y Bwrdd Iechyd Bolisi Cyfle Cyfartal. Y nod yw sicrhau nad oes unrhyw unigolyn yn cael triniaeth lai ffafriol ar sail rhyw, statws priodasol, anabledd, crefydd, credo, lliw, hil, cenedligrwydd, tarddiad ethnig neu genedlaethol. Er bod y Bwrdd Iechyd yn cydnabod bod Rheolwyr yn ysgwyddo cyfrifoldebau penodol, mae hefyd yn ddyletswydd ar bob gweithiwr i dderbyn cyfrifoldeb personol am gymhwyso'r polisi yn ymarferol.

Polisi Dim Ysmygu

Mae'r Bwrdd Iechyd yn sefydliad di-fwg. Mae'r polisi'n dangos ffyrdd y bydd yr amgylchedd di-fwg yn datblygu ac yn cael ei reoli o fewn y sefydliad. Prif amcanion y polisi hwn yw cynyddu ymwybyddiaeth ymysg staff o ganlyniadau ysmygu a dileu'r risg o ddod i gysylltiad â mwg tybaco amgylcheddol i holl weithwyr

y Bwrdd Iechyd, cleifion, ymwelwyr, contractwyr, gwirfoddolwyr, myfyrwyr ac unrhyw bartion eraill yn ein hadeiladau.

Alcohol/Cyffuriau

Ni chaniateir yfed alcohol a / neu ddefnyddio cyffuriau anghyfreithlon yn ystod oriau gwaith.

5.3 Sut i wneud cais

Mae pecyn gwybodaeth a ffurflen gais ar gael gan Staffio Meddygol, Adran Adnoddau Dynol, Ysbyty Glan Clwyd, Bodelwyddan, Gogledd Cymru, LL18 5UJ (Ffôn: 01745 583910 Ext 4734) .

Croesawir ymholiadau pellach ac ymweliadau gan y rhai sydd â diddordeb. Cysylltwch gydag un o'r sawl a nodir isod:

Dr Helen Fitzpatrick, Seiciatrydd Ymgynghorol Plant a Phobl Ifanc
a Chyfarwyddwr Clinigol ar gyfer CAMHS a NWAS Ardal y Canol
(Conwy)
Tel: 03000 851949

Dr Prashant Bhat, Seicolegydd Ymgynghorol Plant a Phobl Ifanc, CAMHS (Sir Ddinbych)
Tel: 03000 856023

Ms Sue Wynne, Rheolwr Gwasanaeth Clinigol CAMHS
Tel: 01745 448700

5.4 Manyleb yr Unigolyn

SWYDD: MEDDYG YMGYNHOROL MEWN SEICIATREG PLANT A PHOBL IFANC

FFACTORAU	HANFODOL	DYMUNOL
<u>Cymwysterau</u>	• Cofrestru ar y Gofrestr Arbenigedd GMC neu • Cofrestrydd Arbenigol yn gallu ei gyflawni o fewn 3 mis o gyflawni CCST • MRCPsych.	
<u>Sgiliau/Galluedd</u>	Diagnosis a thriniaeth iechyd meddwl mewn plant a phobl ifanc mewn lleoliad tîm amlddisgyblaethol. Dangos y gallu i reoli ei amser ei hun yn effeithiol	Sgiliau mewn therapïau ymddygiad a seicolegol
<u>Profiad</u>	Profiad o weithio mewn lleoliad CAMHS cymunedol	
<u>Gwybodaeth/Ymchwil</u>	Gwybodaeth am y Ddeddf Plant (1989) Gwybodaeth am y Ddeddf Iechyd Meddwl (1983) Gwybodaeth am y Ddeddf Galluedd Iechyd Meddwl (2005)	
<u>Rhinweddau Personol</u>	Sgiliau cyfathrebu ardderchog Arweinyddiaeth effeithiol Gallu gweithio mewn tîm amlddisgyblaethol	Sgiliau TG Sylfaenol
<u>Gofynion Eraill</u>	Statws hyfforddi wedi ei gymeradwyo Cymeradwyaeth Adran 12(2) a pharodwydd i ymgymryd â hyfforddiant i fod yn Glinigydd Wedi'i Gymeradwyo. Gallu teithio'n lleol	Trwydded yrru DU



Bwrdd Iechyd Prifysgol
Betsi Cadwaladr
University Health Board

Children and Young People's Directorate

Consultant Child and Adolescent Psychiatrist

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1 **INTRODUCTION**

**Children and Families Directorate
Betsi Cadwaladr University Health Board in North Wales**

**Consultant Child and Adolescent Psychiatrist
Conwy and Denbighshire CAMHS (Central Area)**

JOB TITLE:	Consultant Child and Adolescent Psychiatrist
COMMITMENT:	This post is for a full time (10 sessions) Consultant Child and Adolescent Psychiatrist. (Applications for part time working will be considered positively). Clinicians with appropriate specialist registration or impending registration on the Specialist Register may apply.
EMPLOYING AUTHORITY:	Betsi Cadwaladr University Health Board (BCUHB)
CLINICAL BASE:	Llandudno or Rhyl
RESPONSIBLE TO:	CAMHS Clinical Director / CAMHS Clinical Service Manager.

INTRODUCTION

Due to the reconfiguration of our CAMHS teams and new funding from the Welsh Government, applications are invited for the post of Consultant Child and Adolescent Psychiatry to assist in providing comprehensive child and adolescent mental health services across the rural and urban area of Conwy and Denbighshire. The successful candidate will join Conwy and Denbighshire CAMHS which comprises a team of 3 WTE Consultant Psychiatrists in addition to Psychologists, Nurses, Therapists and Support Workers. Across the North Wales region, there are 14 Consultant Psychiatrists who support the delivery of CAMHS.

The contract is a standard full-time 10 PA contract with 7 clinical and 3 SPA sessions. The post also involves teaching and supervision of specialty doctors and the wider multi disciplinary team, which is shared amongst senior medical staff. Involvement in clinical governance, strategic work, and management roles is expected. Study leave, and attendance at the regular departmental meetings will be part of your job plan which will be reviewed annually.

This is an opportunity to work with dynamic and innovative colleagues who are committed to developing and delivering clinically excellent services for the population of Conwy and Denbighshire.

1.3 Betsi Cadwaladr University Health Board Overview

BCUHB 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 676,000 people across the six counties of North Wales (Anglesey, Gwynedd, Conwy, Denbighshire, Flintshire and Wrexham) as well as some parts of mid Wales, Cheshire and Shropshire. The aim of BCUHB is to provide the highest quality care for the population of North Wales. We aim to achieve this through three key values: Dignity, placing a high value on respecting the patient as an individual; Valuing Staff, valuing staff as individuals and developing their skills appropriately; Efficiency, pursuing efficiency and effectiveness in delivering services.

The Health Board employs around 18,000 staff and has a budget of around £1.1 billion. It is responsible for the operation of three district general hospitals (Ysbyty Gwynedd in Bangor, Ysbyty Glan Clwyd near Rhyl, and Wrexham Maelor Hospital) as well as 22 other acute and community hospitals, and a network of over 90 health centres, clinics, community health team bases and mental health units. It also coordinates the work of 121 GP practices and the NHS services provided in North Wales by dentists, opticians and pharmacies.

The Health Board functions in an Area structure (West, Centre, East) with secondary care and adult mental health managed regionally. CAMHS sits within an integrated Children's Service in the Area structure, ensuring seamless care between acute and Community Paediatrics, CAMHS, Disabilities, Health Visiting and School Nursing. In addition to Children's Services, each Area is also responsible for Primary Care, Community Care, Therapies, Medicines Management, working in partnership with the coterminous Local Authorities.

1.4 General Locality

One of the chief attractions of working in North Wales is the opportunity to live in one of the most beautiful areas of the British Isles. Conwy and Denbighshire is an area of outstanding natural beauty. It has Snowdonia National Park on its doorstep, as well as the beautiful beaches and coastline. Living here provides many opportunities to enjoy the landscape, participate in outdoor activities, and take full advantage of the many benefits of rural living. North Wales has a good housing stock - the housing market in the area is cheaper than the national average - good schools in both the public and private sectors, and good recreational facilities. Golf, fishing, horse riding, walking, water sports and climbing are easily pursued in this area and local theatres, notably the Pontio Theatre in Bangor, Theatre Cymru in Llandudno and Theatre Clwyd in Mold offer a wide range of drama, music and other entertainment.

The county town of Conwy is a medieval walled town with a world famous castle. Conwy hosts an annual international food festival and other cultural events.

The Conwy CAMHS base is situated in the charming Victorian seaside town of Llandudno. There are also modern amenities such as retail parks and a cinema. In both Conwy and Denbighshire counties there is easy access to stunning countryside, mountains and coastline.

There are strong links with the Psychology Department, University of Bangor, where we work closely with them on a variety of subjects e.g. CAMHS module, DBT, Incredible Years Parenting Programme and Mindfulness.

The A55 gives rapid access to the national M53/M56/M6 motorway network. The major shopping centre of Chester is around an hour away and Liverpool and Manchester can be reached within 90 minutes. There are good rail links, with a direct service to London within 3 hours and two hours to Cardiff. The A55 link provides a dual carriageway to Holyhead Seaport and easy access to Ireland by ferry. In general, car travel around the health board area is unhindered. Traffic jams are a rarity.

1.3 Current Post

Applications are invited for the post of Consultant Child and Adolescent Psychiatrist in the Community CAMHS teams of Conwy and Denbighshire. These posts have been created due to the reconfiguration of the service and additional new funding for Specialist CAMHS through the Together for Children and Young people national work programme.

We are seeking a Consultant Child and Adolescent Psychiatrist to assist in providing comprehensive child and adolescent mental health services to complement the expertise of the other Community Consultants and their teams. There will be opportunities to lead the development of services for children with complex mental health conditions including eating disorders, psychosis, neurodevelopmental disorders and self-harm. There is flexibility to develop specific areas of interest and the aim is to develop a service that provides 7 days a week care to children, young people and their families.

1.4 Current Services – Central area, BCUHB

The Central area Specialist CAMHS is delivered by the Children & Families Directorate Central area Division. The Central Area of BCUHB comprises the Local Authority boroughs of Conwy and Denbighshire.

Conwy has a total population of approximately 116,000 and Denbighshire 95,000. Ysbyty Glan Clwyd (YGC), situated at Bodelwyddan, is the main District General Hospital for the Central area of North Wales. YGC has paediatric wards, a regional neonatal intensive care unit and accident and emergency departments. There are

a number of other local hospitals and community clinics where meetings and clinical space is available in order to see families and young people within their localities.

Central Area CAMHS also has a Crisis Assessment team that provides assessments for young people admitted to the Paediatric ward at YGC seven days a week.

1.5 Children's Services

Children's Services are operationally managed within the Area structure, along with Primary Care, community nursing and therapies under an Assistant Area Director. Central Area has responsibility for providing a regional strategic steer for Children's services including the North Wales delivered services – Tier 4 CAMHS inpatient care (NWAS) and Neonatal care.

Relevant Strategic and operational meetings include:

- Children's Service Group (Regional)
- Clinical Advisory Group (CAMHS Regional)
- CAMHS Performance Improvement Group (Regional)
- Central Emotional Health Programme Team (Central)
- Regional Child and Adolescent Consultant Psychiatrists' Meeting (Regional)
- Tier 4 Programme Team Meeting (Regional)

There are also a number of Multi-agency meetings that ensure joined-up strategic planning and facilitate good partnership working with Social Services, Education and the Third Sector.

Children's Services in the Central Area include:

- Specialist CAMHS (including Early Intervention and Prevention and Child Health Psychology) and GP Cluster Family Practitioner posts.
- Crisis Assessment Team working from YGC Paediatric wards

- Tier 4 inpatients and Intensive Community Support Team (KITE) at the North Wales Adolescent Unit at Abergele Hospital in the Central area.
- Community Paediatric Teams
- Acute inpatient and day case provision at YGC, Bodelwyddan.
- Disability services including Neuro-development
- Health Visiting services.
- School Nursing services.
- Looked after Nurses
- Child Safeguarding services.
- Sexual Assault Referral Centre (SARC) facility in Colwyn Bay.
- Specialist Community Nurses.
- Neonatal Service with Sub Regional Neonatal Intensive Care Unit at YGC.
- Outpatient service from a dedicated children's outpatient department at YGC and from the community hospital clinics.
- Medical Genetics service. This is part of an All Wales service with the North Wales Genetic Centre established at YGC.

2. THE POST AND PRINCIPAL DUTIES OF THE POSTHOLDER

2.1 Summary

CAMH Services within Conwy and Denbighshire

The work of the CAMH service operates within the framework of the Mental Health (Wales) Measure 2010. Within the Central Area of the Health Board there are two multi-disciplinary CAMHS Teams. Whilst each team provides a service to a separate Unitary Authority area, they have close working relationships with some clinicians having responsibilities across the two teams. Co-working is actively encouraged and the teams are managed jointly.

The post will be based across Conwy and Denbighshire and the post holder will be supported by 3 WTE Consultant Psychiatrists and an experienced multi disciplinary CAMHS Team in each area. There are close working relationships with the Acute Paediatric Services and Adult Mental Health Services.

The North Wales Adolescent Service provides in-patient adolescent facilities for the whole of North Wales at its purpose built provision in Abergele. In addition,, there is an Intensive Community Support Team (Kite Team) which supports step-down and step-up community services and can provide an alternative to hospital admission. The teams across North Wales have good links through the CAMHS Clinical Advisory Group and this provides strategic direction and governance and facilitates discussion on common issues and works toward the development of common care pathways, protocols and policies for North Wales under the remit of the Children's Service Group.

The CAMH service has a range of highly skilled Clinical Psychologists, CAMHS Nurses, Child Therapists (trained in CBT, DBT, EMDR, IPT etc), Systemic and Family Psychotherapists and CAMHS Practitioners (who comprise professionals from a range of other eligible disciplines such as social work and occupational therapy). The CAMHS has integrated Early Intervention and Prevention and Child Health Psychology functions as well as Family Wellbeing Practitioners who support GP Clusters in the area.

Close links also exist with Acute and Community Paediatrics, the Youth Justice Service, the Child Learning Disability Service, many associated health professionals and partner agencies including Social Services, Education and Police.

The CAMHS in Conwy and Denbighshire operates Monday to Friday service for routine outpatient work and a 7 day a week emergency and crisis assessment service.

Comprehensive, multi-disciplinary services are provided to children and young people with significant mental health disorders, and their families (aged 0 -18 years). Accepted referrals to the two services, 960 per year, come from any professional source (GP's, Paediatricians, Community Medical Officers, Educational Psychologists, Social Services and other agencies).

This consultant post offers an exciting opportunity to join the North Wales group of Child and Adolescent Psychiatrists in shaping the development of Child and Adolescent Mental Health Services. The post will be supported and managed by Dr Helen Fitzpatrick, Clinical Director and Ms Susan Wynne, Clinical Service Manager.

The post will be joining the three consultant psychiatrists who currently provide sessions into the Central CAMHS and Child and Adolescent Learning Disability Service (CALDS) teams, Dr Prashant Bhat in Denbighshire , Dr Helen Fitzpatrick in Conwy and Dr Peter Gore-Rees in CALDS. The clinical teams are supported by dedicated administration teams and this post will have specific secretarial support.

The Conwy team have newly refurbished suite of therapy and office rooms at Llandudno General Hospital.

As CAMHS Consultant, the post holder will be based in Rhyl or in Llandudno. The consultant will have access to a full range of IT supports and the team operate an e-cal system for managing diaries and clinical and non- clinical duties. The consultant will have access to a single office/clinical consultation room for their use.

2.2 Clinical Responsibilities

The Post

- 1 Assessment, formulation and management of significant developmental, behavioural and mental health disorders occurring in children and adolescents 0-18 years
- 2 To offer supervision to colleagues in the teams.
- 3 To offer consultation and training to a range of professionals involved in CAMHS work on a mutually arranged basis.

- 4 To continue to develop further partnership working with Social Services, and Education, to provide professional advice, support and assessments as necessary.
- 5 To join the existing out of hours 1 in 13 on call rota to provide psychiatric cover, consultation and advice to the North Wales Adolescent Service Tier 4 CAMHS unit, and to the paediatric wards and adult mental health colleagues at the three main hospital sites in North Wales. The on-call rota also includes some direct emergency and crisis work at weekends and bank holidays (for example reviewing young people detained under Section 136 of the Mental Health Act). The post holder would also be expected to contribute to providing psychiatric cover for the community during working hours, together with other consultant colleagues
- 6 To develop in conjunction with other colleagues best practice guidelines and where appropriate clinical pathways and protocols to aid the work of the team and ensure high standards of evidence –based practice.
- 7 There are no dedicated mental health in-patient facilities for younger children in North Wales. If a residential assessment or treatment is required, this may be arranged by liaison with the Consultant Child and Adolescent Psychiatrists at Alder Hey Hospital's, Dewi Jones Unit.
- 8 Due to considerable recent investment in Tier 4 CAMHS in North Wales, the Regional North Wales Adolescent Inpatient Service at Abergele now offers a comprehensive facility for both informal patients and those detained under the Mental Health Act. Referrals of young people from 13 years to 18 years with severe mental disorder are accepted from specialist CAMHS services primarily in North and Mid Wales but also from South Wales. The purpose built premises also accommodate a base for the All Wales Tier 4 Forensic Adolescent Consultation and Treatment Service (FACTS).

- 9 Joint care arrangements between the paediatric department and CAMHS can be used to admit a young person, who is considered seriously undernourished by virtue of an eating disorder, to an acute paediatric bed at YGC.

There is a Regional Specialist Eating Disorder team (SPEED) with dedicated sessions from a Family and Systemic Therapist, Consultant Paediatrician and Dietician.

- 10 The post holder is to be approved under the Section 12 of the amended Mental Health Act 1983, to maintain Approval and be available for Section 12 (2) work and to undertake assessment of S136 in dedicated places of safety. If not already approved then he or she must be willing to apply for such approval once in post. The Post Holder is also to be eligible to act as a Responsible clinician for patients admitted under the Mental Health Act.
- 11 The post holder will participate in relevant strategic and operational meetings and contribute to team management processes of the Community CAMHS teams, including clinical governance and quality improvement initiatives.
- 12 It is desirable for the post holder to be approved as a trainer for the Royal College of Psychiatrists as both the Community CAMHS teams and the North Wales Inpatient Service are approved as suitable placements for Child and Adolescent Psychiatrists in training.
- 13 **Teaching and Training**
Participation in local multi-disciplinary in-service and inter-agency training is expected.
- 14 **Research and Audit**
All staff are expected to take part in research and audit is a requirement. The Department has close links with the Academic Department of Child Psychiatry in Liverpool and the Academic Department of Clinical Psychology

at the University College North Wales Bangor where there will be support and encouragement in any research project that staff wish to undertake

15 **Supervision, PDP and support mechanisms**

Two well established groups exist in Wales for peer contact and support.

- a) Faculty of Child and Adolescent Psychiatry of Royal College of Psychiatrists in Wales, an all Wales group which meets twice a year.
- b) North Wales Child and Adolescent Psychiatrists', including Child LD psychiatry, Group which meets every month and takes the function of a peer review group to support the Royal College of Psychiatrists CPD programme. This also has a specific case review component which contributes to approved CPD. There is a range of wider opportunities for CPD within central area including joint grand rounds with Community Paediatrics. Hospital based clinical presentations and a specific children's CAMHs prescribers group.

16 **Appraisal and revalidation**

The health board has a well-established process for allocating appraisers. Consultants are able to select from a wide range of appraisers There are appraisal support officers in each area of the health board who are available to support individual consultants with the revalidation process and appraisal.

There is a regional Psychopharmacology forum for child and adolescent psychiatrists which meet every three months. Within this group issues surrounding safe and evidence based prescribing of medications for children and young people are discussed.

It is anticipated that the post holder become a member of these groups on appointment.

The following is an example job plan only; a detailed job plan for the new consultant will be agreed with the Clinical Director and CAMHS team once the consultant is in post. There will be a maximum of seven fixed clinical sessions and there will be 3 SPA sessions.

	Monday	Tuesday	Wednesday	Thursday	Friday
Morning	SPA	(MDT followed by Clinic (DCC)	MDT followed by Clinic (DCC)	Meetings/consultation Supervision staff grade/nurse prescriber, team meetings) (DCC)	Clinic (DCC)
Afternoon	Clinic (DCC)	SPA	Supervision of staff Multi agency clinical meetings (DCC)	SPA Consultant Meetings Abergele (once a month) 1-4pm	Clinical admin (DCC)

Annual leave 33 days per year (30 + 3 NHS additional days)

Study leave 10 days per year counted on a rolling 3 year basis

3 MANAGEMENT AND PROFESSIONAL RESPONSIBILITIES

The post holder:-

- 1 Will be expected to comply with the health Board's agreed policies and procedures and to practice in line with the Royal College of Psychiatrist's and the General Medical Council's good practice guidelines
- 2 Participate in clinical governance and audit. Clinical governance is a high priority in the Health board.
- 3 Maintain competence in the use of the Mental Health Act

- 4 Provide supervision and support to junior doctors and medical students
- 5 Participate in teaching, administration and research opportunities
- 6 Participate in the continuing medical education program provided locally
- 7 Deputise from time to time for absent colleagues so far as is consistent with the above duties
- 8 Perform additional duties in the case of infrequent emergencies. This would be monitored for annual job planning meetings.
- 9 Be available for such irregular commitments outside normally rostered duties as are essential for continuity of patient care. This would be monitored for annual job planning meetings.
- 10 Be responsible for his/her Continuing Professional Development, including registering with the Royal College of Psychiatrist's CPD programme

4 PSYCHIATRY IN THE CHILDREN AND FAMILIES DIRECTORATE

4.1 Medical Staff

Consultant Establishment in North Wales

There is a total of 15.4 whole time Consultant Child and Adolescent Psychiatry posts in North Wales (including this post) as follows:

- 3.0 WTE consultants in Bangor CAMHS – West Area
- 4.0 WTE in Conwy and Denbighshire – Central Area
- 1.0 WTE at Tier 4 CAMHS (this post) plus 1WTE Consultant Clinical Psychologist (Clinical lead for inpatients)
- 5.4 WTE in Wrexham and Flintshire – East Area
- 1.0 WTE in Learning Disability CAMHS (West and Central area)

The 1.0 WTE All Wales Forensic Child and Adolescent Psychiatrist provides input to North Wales FACTS team.

4.2 Associated Departments

a) Psychology Department

There is a well-developed Psychology Department fully integrated as part of the CAMHS Service. The Psychology Department has close liaison with the Psychology Department in the University of Wales, Bangor.

b) Academic Department

There are currently research links established between North Wales CAMHS services and the Psychology Department of Bangor University. A research programme has been developed and is in progress at the North Wales Adolescent Service which incorporates the North Wales Centre for the Study of Adolescence - a satellite research centre attached to the University of Wales Bangor. The overall responsibility for the Adolescent Service's Research Strategy lies with Dr Michaela Swales, Consultant Clinical Psychologist, who is the Director of the research centre.

The North Wales Clinical School (NWCS) is a partnership between the School of Medicine, Cardiff University and NHS/HEI partners in North Wales. The NWCS has received both revenue (HEFCW and SIFT) and capital (NHS and HEI) funding and provides 15-20% of all medical clinical placements in Wales.

There has been a £14.5 million capital programme which has provided a range of additional teaching, library and residential facilities across the area. This includes high-quality residential accommodation at Glan Clwyd and Wrexham, and major improvements in teaching and library facilities at all 3 sites, including much improved self-study resources.

There is an active medical academic community across North Wales. A number of academic appointments – Professor Rob Poole, Professor Sharmi Bhattacharya and Professor Peter Lepping. There is a large department of Academic and Clinical Psychology at Bangor University and a Department of General Practice, with 2 Senior Lecturers, in Wrexham.

The Department of Adult Psychiatry has medical students on placements with the Betsi Cadwaladr University Health Board from the University of Wales College of Medicine (Cardiff).

The Department of Psychiatry has medical students on placements with the Betsi Cadwaladr University Health Board from the University of Wales College of Medicine (Cardiff).

Core Trainees on the basic professional training rotational scheme (The North Wales Rotational Training Scheme) attend the MRCPsych Course in Liverpool (occasionally Manchester). Specialist trainees in Child and Adolescent Psychiatry in North Wales attend the higher Child and Adolescent Psychiatry Training Programme of the North West (Merseyside and Manchester) training scheme as well as the South Wales Training Scheme as needed. In addition, there is access to the All Wales Child and Adolescent Psychiatry training events.

5 GENERAL INFORMATION

5.1 General Terms and Conditions

Salary Range

The salary range is in accordance with the NHS terms for Consultant Grade medical appointments in Wales.

Job Plans

Job Plans will be agreed, and reviewed annually. There is a 1:13 out of hours on call rota as described above. This includes prospective cover for colleagues leave.

Annual Leave

Annual leave entitlement is six weeks plus 3 NHS Bank holidays to be taken flexibly, excluding public holidays. Cover will be provided by internal cover as part of planned clinical work.

Study Leave

Applications for Study Leave should be submitted on the appropriate forms to the Service Lead in accordance with Health Board Policy.

Rehabilitation of Offenders Act

Because of the nature of the work of this post, it is exempt from the provisions of Section 4(2) by virtue of the Rehabilitation of Offenders Act 1974 (Exemption) Order 1975. Applicants are, therefore, not entitled to withhold information about convictions, including those which, for other purposes, are 'spent' under the provision of the Act. In the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by the Trust.

All medical appointments are subject to an enhanced satisfactory disclosure with the Criminal Records Bureau.

Special Requirements

It is not essential for the post holder to be bilingual but it may be advantageous. Support would be given in learning Welsh should the post holder choose to do so.

The post holder will be expected to hold a valid driving licence, as it is a community orientated psychiatric service, and must be prepared to drive him/herself as duties demand.

5.2 Additional information***Policies and Procedures***

The post holder will be expected to comply with Health Board Policies and Procedures, available on request.

Standards

This Health Board aims towards maintaining the goodwill and confidence of its own staff and of the general public. To assist in achieving this objective it is essential that, at all times, employees carry out their duties in a courteous and sympathetic manner.

Appraisal

The health board has established an appraisal system for all consultants. The post holder will be allocated an appraiser and expected to participate in appraisal on an annual basis.

Confidentiality

All matters relating to any client of the Health Board are confidential and, on no account, may this confidence be betrayed, even to close relatives. Any breach of confidence, other than those for clinical/statutory purposes, renders the members of staff liable to instant dismissal.

Similarly, information concerning members of staff, eg home telephone numbers, private address, work record, is subject to the same conditions.

The Health Board policy on Information Sharing and Confidentiality should be applied.

Equal Opportunities

The Health Board has an Equal Opportunities Policy. The aim is to ensure that no individual receives less favourable treatment on the grounds of sex, marital status, disability, religion, creed, colour, race, nationality, ethnic or national origin. Whilst the Health Board recognises specific responsibilities fall upon Management, it is also the duty of all employees to accept personal responsibility for the practical application of the policy.

No Smoking Policy

The Health Board is a smoke-free organisation. The policy illustrates ways in which the smoke-free environment will develop and be managed within the organisation. The main objectives of this policy are to increase awareness amongst staff of the consequences of smoking and eliminate the risk of exposure to environmental tobacco smoke for all Health Board employees, patients, visitors, contractors, volunteers, students and any other parties on our premises.

Alcohol/Drugs

The consumption of alcohol and/or the use of illicit drugs during working hours is not permitted.

5.3 How to Apply

An information pack and application form are available from Medical Staffing, Human Resources Department, Glan Clwyd Hospital, Bodelwyddan, North Wales, LL18 5UJ (Telephone: 01745 583910 Ext 4734) .

Further enquiries from and visits by interested parties are most welcome. Please contact one of the following:

Dr Helen Fitzpatrick, Consultant Child and Adolescent Psychiatrist
and Clinical Director for Central Area CAMHS and NWAS
(Conwy)
Tel: 03000 851949

Dr Prashant Bhat Consultant Child and Adolescent Psychiatrist CAMHS
(Denbighshire)
Tel: 03000 856023

Ms Sue Wynne, CAMHS Clinical Service Manager
Tel: 01745 448700

5.4 Person Specification

POST: CONSULTANT IN CHILD and ADOLESCENT PSYCHIATRY

FACTORS	ESSENTIAL	DESIRABLE
<u>Qualifications</u>	- Registration on GMC Specialist Register or - Specialist Registrar able to take up post within 3 months of completing CCST - MRCPPsych.	
<u>Skills/Abilities</u>	Diagnosis and treatment of mental illness in children and adolescents in a multi-disciplinary team setting Demonstrate ability to manage time effectively	Skills in social psychological and behavioural therapies
<u>Experience</u>	Experience of working in community CAMHS settings	
<u>Knowledge/Research</u>	Knowledge of Children Act (1989) Knowledge of Mental Health Act (1983) Knowledge of Mental Capacity Act (2005)	
<u>Personal Skills</u>	Excellent communication skills Effective leadership Ability to work in a multi-disciplinary team	Basic IT skills (essential within 6 months)
<u>Other Requirements</u>	Approved training status. Section 12 (2) approval and a willingness to undertake training to become an Approved Clinician. Able to undertake local travel	UK driving licence