



**CHILD PSYCHOLOGY
SENIOR CLINICAL PSYCHOLOGIST
PERSON SPECIFICATION**

ATTRIBUTES	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Qualifications and/or Knowledge	Good honours Degree in Psychology. Eligibility for British Psychological Society Chartered status. Post-graduate Doctorate in Clinical Psychology (or its equivalent for those trained prior to 1996 or for those trained overseas), as accredited by the British Psychological Society. Registered with the Health and Care Professions Council as a Clinical Psychologist. Clinical supervision training for Doctoral Trainees. Doctoral level advanced knowledge of clinical psychology theory and practice, psychological therapies and their application, neuropsychological and psychometric assessment and interpretation. Doctoral level knowledge of research design and methodology, including multivariate data analysis as practised within clinical psychology. Knowledge of relevant legislation and its implications for both clinical practice and professional management.	Post-doctoral training courses in specific areas of clinical psychology. Knowledge of the theory and practice of specialised psychological therapies in specific difficult-to-treat groups (e.g. personality disorder, dual diagnoses and people with additional disabilities). Knowledge of the theory and practice of specialised psychological therapies.	Application/CV, Interview, CPD Log, Pre-employment checks.



	Evidence of Continuing Professional Development as recommended by the BPS and HCPC.		
Experience	Substantial assessed experience of working as a qualified clinical psychologist, normally including significant post-qualification experience within the designated speciality where the post is located, or relevant transferable skills. Demonstration of further specialist training / experience through having received extensive and demonstrable clinical supervision of working as a clinical psychologist or an alternative agreed by the Director of Psychology. Experience of specialised psychological assessment and treatment of a range of clients across a wide range of care settings. Experience of exercising full clinical responsibility for clients' psychological care, with experience of co-ordinating care within the context of multi-disciplinary care-planning.	Experience of teaching, training and/or supervision. Experience of the application of clinical psychology in different cultural contexts. Experience of representing psychology within the context of multi-disciplinary care.	Application/CV, Interview, CPD Log, Pre-employment checks.
Aptitude and Abilities	The ability to demonstrate a high level of competence to work within the designated speciality. Skills in the supervision of other staff including Trainee Clinical Psychologists. Skills in the supervision of Trainee Clinical Psychologists, through attending the University of Wales Clinical Psychology Programme 'Preparation for Placement' training.	Ability to speak Welsh. Advanced IT skills. Publications in peer reviewed or academic or professional journals and/or books.	Application/CV, Interview, CPD Log, Pre-employment checks.



	Well-developed skills in effectively communicating very complex, highly technical and clinically sensitive information, both orally and in writing, to clients, their families, carers and other professional colleagues both within and outside the NHS. Skills in providing consultation to other professional and non-professional groups. Capable of maintaining a high degree of professionalism and safe clinical practice in the face of regular exposure to highly emotive material and challenging behaviour. The ability to identify and provide appropriate means of support to line-managed staff who deal with highly distressing situations, severely challenging behaviours and other stressors. The ability to use a variety of complex multi-media materials for a range of purposes such as teaching and training. Capable of effective workload management when facing competing demands. The ability to work collaboratively with a range of multidisciplinary colleagues. Basic IT skills.		
Values	Ability to demonstrate a range of qualities essential to the role, eg compassion, competence,		Application/CV, Interview, CPD Log,



	communication, courage and commitment. Ability to work in accordance with the core organisational values. Demonstrates a commitment to working consistently in line with our organisational values, and enabling others within the workforce to do so too as evidenced in date to day work and through discussion at PADR. Commitment to maintain confidentiality of clinically sensitive materials and information and to handle personal information with sensitivity and discretion. Ability to demonstrate professional behaviours of the highest standard.		Pre-employment checks.
Other	Ability to travel within the geographical area. Ability to work hours flexibly. Good attendance record.		Application form/CV, Interview, Pre-employment checks.

GENERAL REQUIREMENTS

- **Values:** All employees of the Health Board are required to demonstrate and embed the Values and Behaviour Statements in order for them to become an integral part of the post holder's working life and to embed the principles into the culture of the organisation.
- **Registered Health Professional:** All employees who are required to register with a professional body, to enable them to practice within their profession, are required to comply with their code of conduct and requirements of their professional registration. The post holder will be registered with the Health and Care Professions Council (HCPC) as a Clinical Psychologist, be eligible for registration with the British Psychological Society as a Chartered Clinical Psychologist, and is required to comply with HCPC and British Psychological Society's codes of professional conduct.



- **Competence:** At no time should the post holder work outside their defined level of competence. If there are concerns regarding this, the post holder should immediately discuss them with their Manager/Supervisor. Employees have a responsibility to inform their Manager/Supervisor if they doubt their own competence to perform a duty. In common with all clinical psychologists the post holder must seek and receive regular clinical supervision in accordance with good practice guidelines.
- **Learning and Development:** All staff must undertake induction/orientation programmes at Corporate and Departmental level and must ensure that any statutory/mandatory training requirements are current and up to date. Where considered appropriate, staff are required to demonstrate evidence of continuing professional development. The post holder is responsible for updating their clinical knowledge by keeping abreast of new research, and undergoing additional skills training identified as part of their CPD/Personal Development Plan.
- **Performance Appraisal:** We are committed to developing our staff and you are responsible for participating in an Annual Performance Development Review of the post.
- **Health & Safety:** All employees of the organisation have a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions. The post holder is required to co-operate with management to enable the organisation to meet its own legal duties and to report any hazardous situations or defective equipment. The post holder must adhere to the organisation's Risk Management, Health and Safety and associate policies.
- **Risk Management:** It is a standard element of the role and responsibility of all staff of the organisation that they fulfil a proactive role towards the management of risk in all of their actions. This entails the risk assessment of all situations, the taking of appropriate actions and reporting of all incidents, near misses and hazards.
- **Welsh Language:** All employees must perform their duties in strict compliance with the requirements of their organisation's Welsh Language Scheme and take every opportunity to promote the Welsh language in their dealings with the public.
- **Information Governance:** The post holder must at all times be aware of the importance of maintaining confidentiality and security of information gained during the course of their duties. This will in many cases include access to personal information relating to service users.
- **Data Protection Act 1998:** The post holder must treat all information, whether corporate, staff or patient information, in a discreet and confidential manner in accordance with the provisions of the Data Protection Act 1998 and Organisational Policy. Any breach of such confidentiality is considered a serious disciplinary offence, which is liable to dismissal and / or prosecution under current statutory legislation (Data Protection Act) and the Health Board's Disciplinary Policy.
- **Records Management:** As an employee of this organisation, the post holder is legally responsible for all records that they gather, create or use as part of their work within the organisation



(including patient health, staff health or injury, financial, personal and administrative), whether paper based or on computer. All such records are considered public records and the post holder has a legal duty of confidence to service users (even after an employee has left the organisation). The post holder should consult their manager if they have any doubt as to the correct management of records with which they work.

- **Equality and Human Rights:** The Public Sector Equality Duty in Wales places a positive duty on the Health Board to promote equality for people with protected characteristics, both as an employer and as a provider of public services. There are nine protected characteristics: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex and sexual orientation. The Health Board is committed to ensuring that no job applicant or employee receives less favourable treatment on any of the above grounds. To this end, the organisation has an Equality Policy and it is for each employee to contribute to its success.
- **Dignity at Work:** The organisation condemns all forms of bullying and harassment and is actively seeking to promote a workplace where employees are treated fairly and with dignity and respect. All staff are requested to report any form of bullying and harassment to their Line Manager or to any Director of the organisation. Any inappropriate behaviour inside the workplace will not be tolerated and will be treated as a serious matter under the Health Board's Disciplinary Policy.
- **DBS Disclosure Check:** In this role you will have direct patients/service users/ children/vulnerable adults in the course of your normal duties. You will therefore be required to apply for a Criminal Record Bureau Enhanced Disclosure Check as part of the Health Board's pre-employment check procedure.
- **Safeguarding Children and Vulnerable Adults:** The organisation is committed to safeguarding children and vulnerable adults. All staff must therefore attend Safeguarding Children training and be aware of their responsibility under the Adult Protection Policy.
- **Infection Control:** The organisation is committed to meet its obligations to minimise infections. All staff are responsible for protecting and safeguarding patients, service users, visitors and employees against the risk of acquiring healthcare associated infections. This responsibility includes being aware of the content of and consistently observing Health Board Infection Prevention & Control Policies and Procedures.
- **No Smoking:** To give all patients, visitors and staff the best chance to be healthy, all Health Board sites, including buildings and grounds, are smoke free.

Flexibility Statement: the duties of the post are outlined in this Job Description and Person Specification and may be changed by mutual agreement from time to time.



SEICOLEG PLANT
UWCH SEICOLEGYDD CLINIGOL
MANYLEB YR UNIGOLYN

PERSONOL	HANFODOL	DYMUNOL	DULL ASESU
Cymwysterau a/neu wybodaeth	Gradd Anrhydedd dda mewn Seicoleg. Cymhwyster ar gyfer statws British Psychological Society Chartered Cymhwyster Doethur Ôl-raddedig mewn Seicoleg Glinigol (neu gyfwerth ar gyfer y rheiny a hyfforddodd cyn 1996 neu'r rheiny a hyfforddodd dramor), fel y'i hachredwyd gan Gymdeithas Seicolegol Prydain. Cofrestru gyda Chyngor Galwedigaeth Iechyd a Gofal fel Seicolegydd Clinigol. Hyfforddiant goruchwyliaeth glinigol ar gyfer Hyfforddeion Doethuriaeth. Gwybodaeth arbenigol uwch ar lefel doethur o theori ac arfer seicoleg glinigol, therapïau seicolegol a'u defnydd, asesiad ac ymyrraeth niwroseicolegol a seicometreg. Gwybodaeth lefel ddoethur mewn cynllunio ymchwil a methodoleg, gan gynnwys dadansoddi data aml-amrywedd cymhleth mewn seicoleg glinigol.	Cyrsiau hyfforddiant arbenigol ôl-doethurol mewn meysydd penodol o seicoleg glinigol Gwybodaeth am theori ac ymarfer therapïau seicolegol arbenigol mewn grwpiau penodol anodd eu trin (e.e. anhwylder personoliaeth, diagnosisu deuol a phobl ag anableddau ychwanegol). Gwybodaeth am theori ac ymarfer o leiaf dau therapi seicolegol arbenigol.	Ffurflen Gais/Cyfweliad Log CPD Gwiriadau cyn dechrau gweithio



	Gwybodaeth am ddeddfwriaeth berthnasol a goblygiadau o ran arfer glinigol a rheolaeth broffesiynol Tystiolaeth o Ddatblygiad Proffesiynol Parhaus fel yr argymhellir gan y BPS a HCPC.		
Profiad	Profiad wedi ei asesu o weithio fel seicolegydd clinigol cymwysedig, fel arfer yn cynnwys o brofiad ôl-gymhwyso sylweddol o fewn yr arbenigedd penodol lle lleolir y swydd, neu sgiliau trosglwyddadwy perthnasol. Arddangos hyfforddiant / profiad arbenigol pellach drwy fod wedi cael goruchwyliaeth glinigol eang ac amlwg o weithio fel Seicolegydd Clinigol arbenigol neu ddewis arall fel y cytunwyd gan y Cyfarwyddwr Seicoleg. Profiad o driniaeth ac asesiad seicolegol arbenigol yn achos amrywiaeth o gleientiaid ar draws amrywiaeth eang o leoliadau gofal Profiad o ymarfer cyfrifoldeb clinigol am ofal seicolegol cleientiaid, ynghyd â phrofiad o gydlyn gofal o fewn cyd-destun cynllunio gofal amlddisgyblaethol	Profiad o addysgu, hyfforddi a/neu oruchwyllo. Profiad o ddefnyddio seicoleg glinigol mewn gwahanol gyd-destunau diwylliannol. Profiad o gynrychioli seicoleg o fewn cyd-destun gofal amlddisgyblaethol	Ffurflen Gais/Cyfweliad Log CPD Gwiriadau cyn dechrau gweithio
Addasrwydd a Galluoedd	Gallu dangos lefel uchel o gymhwysedd i weithio o fewn yr arbenigedd dynodedig. Sgiliau mewn goruchwyllo staff eraill, gan gynnwys seicolegwyr clinigol dan hyfforddiant	Yn gallu siarad Cymraeg. Sgiliau TG datblygedig. Cyhoeddiadau mewn cyfnodolion a/neu lyfrau academaidd neu broffesiynol sy'n cael eu hadolygu gan gymheiriaid	Ffurflen Gais/Cyfweliad Log CPD Gwiriadau cyn dechrau gweithio



	Sgiliau wrth oruchwylio Seicolegwyr Clinigol dan Hyfforddiant, trwy fynychu hyfforddiant Rhaglen Seicoleg Glinigol Prifysgol Cymru 'Paratoi ar gyfer Lleoliadau' Sgiliau datblygedig iawn mewn cyfathrebu'n effeithiol o ran gwybodaeth gymhleth, dechnegol a sensitif sy'n glinigol iawn, ar lafar ac yn ysgrifenedig i gleientiaid, eu teuluoedd, gofalmwyr a chydweithwyr proffesiynol yn y GIG a'r tu allan iddo. Sgiliau cynnig ymgynghoriadau i grwpiau proffesiynol a grwpiau heb fod yn broffesiynol. Y gallu i gynnal proffesiynoldeb safon uchel ac arferion clinigol diogel wrth drin deunyddiau emosiynol ac ymddygiad heriol iawn Y gallu i nodi a darparu ffyrdd o gefnogi staff a reolir sy'n ymdrin â sefyllfaoedd gofidus iawn, ymddygiadau heriol iawn a materion eraill sy'n creu straen, yn briodol Y gallu i ddefnyddio amrywiaeth o ddeunyddiau aml-gyfryngol cymhleth at amrywiaeth o ddibenion fel addysgu a hyfforddi. Gall rheoli llwyth gwaith yn effeithiol wrth wynebu galw cystadleuol. Y gallu i gydweithio ag amrywiaeth o gydweithwyr amlddisgyblaethol Sgiliau TG sylfaenol.		
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Gwerthoedd	Gallu dangos ystod o rinweddau sy'n hanfodol i'r swydd, e.e tosturi, cymhwysedd, cyfathrebu, dewrder ac ymrwymiad. Gallu gweithio yn unol â gwerthoedd craidd y sefydliad. Yn dangos ymrwymiad i weithio'n gyson yn unol â'n Gwerthoedd Sefydliadol, a galluogi eraill yn y gweithlu i wneud yr un peth fel y dangosir gan waith o ddydd i ddydd a thrwy drafod yn ystod PADR. Ymrwymiad i gynnal cyfrinachedd deunyddiau a gwybodaeth glinigol sensitif a delio â gwybodaeth bersonol gyda sensitifrwydd a disgresiwn. Gallu dangos ymddygiad proffesiynol o'r radd flaenaf		Ffurflen Gais/Cyfweliad Log CPD Gwiriadau cyn dechrau gweithio
Arall	Yn gallu teithio o fewn yr ardal ddaearyddol. Gallu gweithio oriau yn hyblyg. Cofnod presenoldeb da.		Ffurflen Gais/CV/Cyfweliad Gwiriadau cyn dechrau gweithio

GOFYNION CYFFREDINOL

- **Gwerthoedd:** Mae'n ofynnol bod bob gweithiwr y Bwrdd Iechyd yn dangos a chynnwys y Gwerthoedd a Datganiadau Ymddygiad er mwyn iddynt fod yn rhan integredig o fywyd gweithio deilydd y swydd ac i gynnwys yr egwyddorion yn niwylliant y sefydliad.
- **Gweithiwr Proffesiynol Iechyd Cofrestredig:** Gofynnir i holl weithwyr y Bwrdd Iechyd y mae gofyn iddynt gofrestru â chorff proffesiynol, er mwyn iddynt allu gweithio o fewn eu proffesiwn, gydymffurfio â'u côd ymddygiad a gofynion eu cofrestriad proffesiynol.



Bydd deilydd y swydd wedi cofrestru fel Seicolegydd Clinigol â'r Cyngor Proffesiynau Iechyd a Gofal, a bydd yn gymwys i gofrestru â Chymdeithas Seicoleg Prydain fel Seicolegydd Clinigol Siartredig, ac mae gofyn iddo gydymffurfio â chodau ymddygiad proffesiynol HCPC a Chymdeithas Seicoleg Prydain

- **Gallu:** Ni ddylai deilydd y swydd weithio y tu allan i'w lefel gallu diffiniedig ar unrhyw adeg. Os oes pryderon ynghylch hyn, dylai deilydd y swydd eu trafod gyda'i reolwr/goruchwyliwr ar unwaith. Mae gan weithwyr gyfrifoldeb i roi gwybod i'w Goruchwyliwr/Rheolwr os oes ganddynt amheuaeth ynghylch eu gallu i wneud eu dyletswyddau. Yn yr un modd â phob seicolegydd clinigol, mae'n rhaid i ddeilydd y swydd dderbyn goruchwyliaeth glinigol reolaidd yn unol â chanllawiau ymarfer da.
- **Dysgu a datblygiad:** Mae'n rhaid i bob aelod staff ymgymryd â rhaglenni ymsefydlu/ymgynefino ar lefel Gorfforaethol ac Adranol a rhaid sicrhau bod unrhyw ofynion hyfforddiant statudol/gorfodol yn gyfredol. Os yw'n briodol, gofynnir i staff ddangos tystiolaeth o ddatblygiad proffesiynol parhaus. Mae deilydd y swydd yn gyfrifol am ddiweddarau ei wybodaeth glinigol trwy fod yn gyson ymwybodol o ymchwil newydd, ac ymgymryd â hyfforddiant sgiliau ychwanegol a nodwyd fel rhan o'i DPP/Cynllun Datblygu Personol.
- **Gwerthuso Perfformiad:** Rydym yn ymroddedig i ddatblygu ein staff ac rydych yn gyfrifol am gymryd rhan mewn Adolygiad Datblygiad Perfformiad Blynyddol o'r swydd.
- **Iechyd a Diogelwch:** Mae gan holl weithwyr y sefydliad ddyletswydd gofal statudol am eu diogelwch personol eu hunain ac eraill a allai gael eu heffeithio gan eu gweithredoedd neu eu diffyg gweithredoedd. Mae gofyn i ddeilydd y swydd gydweithredu â rheolwyr i alluogi'r sefydliad i fodloni ei ddyletswyddau cyfreithiol ei hun ac i roi gwybod am unrhyw sefyllfaoedd peryglus neu offer diffygiol. Rhaid i'r deilydd swydd lynu wrth bolisiau rheoli risg, iechyd a diogelwch a pholisiau cysylltiol y sefydliad.
- **Rheoli Risg:** Un o elfennau safonol y rôl a chyfrifoldeb holl staff y sefydliad yw eu bod yn cyflawni rôl ragweithiol o ran rheoli risg yn eu holl waith. Mae hyn yn cynnwys asesu risg pob sefyllfa, cymryd camau perthnasol ac adrodd ar bob digwyddiad, pethau y bu ond y dim iddynt ddigwydd a pheryglon.
- **Y Gymraeg:** Rhaid i'r holl weithwyr berfformio eu dyletswyddau gan gadw'n gaeth at ofynion Cynllun Iaith y sefydliad ac achub ar bob cyfle i hyrwyddo'r Gymraeg wrth ymdrin â'r cyhoedd.
- **Llywodraethu Gwybodaeth:** Rhaid i ddeilydd y swydd fod yn ymwybodol bob amser o bwysigrwydd cadw gwybodaeth sy'n codi yn ystod ei ddyletswyddau yn gyfrinachol ac yn ddiogel. Bydd hyn yn cynnwys mewn sawl achos, mynediad at wybodaeth bersonol yn ymwneud â defnyddwyr gwasanaeth.



- **Deddf Diogelu Data 1998:** Rhaid i ddeilydd y swydd drin pob darn o wybodaeth, boed yn wybodaeth gorfforaethol, am staff neu gleifion yn synhwyrol ac yn gyfrinachol yn unol â darpariaethau Deddf Diogelu Data 1998 a Pholisi Sefydliadol. Ystyrir mynd yn groes i gyfrinachedd yn drosedd disgyblu difrifol, a allai arwain at ddiswyddo a/neu erllyn yn unol â'r ddeddfwriaeth statudol ddiweddaraf (y Ddeddf Diogelu Data) a Pholisi Disgyblu'r Bwrdd Iechyd.
- **Rheoli Cofnodion:** Fel gweithiwr i'r sefydliad hwn, mae deilydd y swydd yn gyfrifol yn gyfreithiol am yr holl gofnodion a gesglir, grëir neu a ddefnyddir fel rhan o'u gwaith o fewn y sefydliad (gan gynnwys iechyd cleifion, iechyd neu anaf staff, cyllid, personol a gweinyddol), pa un ai ar bapur neu gyfrifiadur. Ystyrir pob cofnod o'r fath yn gofnodion cyhoeddus, ac mae gan ddeilydd y swydd ddyletswydd cyfrinachedd cyfreithiol tuag at ddefnyddwyr gwasanaethau (hyd yn oed ar ôl i weithiwr adael y sefydliad). Dylai deilydd y swydd ymgynghori â'i reolwyr os oes ganddo unrhyw amheuaeth am y ffordd gywir o reoli unrhyw gofnodion y mae'n gweithio gyda nhw.
- **Cydraddoldeb a Hawliau Dynol:** Mae'r Ddyletswydd Cydraddoldeb Sector Cyhoeddus yng Nghymru yn gosod dyletswydd gadarnhaol ar y Bwrdd Iechyd i hyrwyddo cydraddoldeb i bobl â nodweddion gwarchodedig fel cyflogwr ac fel darparwyr gwasanaethau cyhoeddus. Ceir naw nodwedd a warchodir: oed; anabledd; ailbennu rhywedd, partneriaeth sifil neu briodas, beichiogrwydd a mamolaeth; tras, crefydd neu gredo, rhyw a thueddfryd rhywiol. Mae'r Bwrdd Iechyd yn ymroddedig i sicrhau nad yw unrhyw ymgeisydd am swydd neu weithiwr yn derbyn triniaeth lai ffafriol ar sail unrhyw un o'r uchod. I'r perwyl hwn, mae gan y sefydliad Bolisi Cydraddoldeb, ac mae angen i bob gweithiwr gyfrannu at ei lwyddiant.
- **Urddas yn y Gwaith:** Mae'r sefydliad yn gwrthwynebu pob math o aflonyddu a bwlio ac mae'n ceisio hyrwyddo gweithle lle mae gweithwyr yn cael eu trin yn deg a chydag urddas a pharch. Gofynnir i'r holl staff adrodd am unrhyw ffurf o aflonyddu a bwlian i'w rheolwr llinell neu unrhyw gyfarwyddwr y sefydliad. Ni fydd unrhyw ymddygiad amhriodol yn y gweithle'n cael ei oddef a bydd yn cael ei drin fel mater difrifol dan Bolisi Disgyblu'r Bwrdd Iechyd.
- **Gwriad Datgelu DBS:** Bydd gennych gysylltiad uniongyrchol â chleifion/defnyddwyr gwasanaeth/plant/oedolion bregus fel rhan o'ch dyletswyddau arferol. Felly, bydd raid i chi wneud cais am Wriad Datgelu Swyddfa Cofnodion Troseddol Estynedig fel rhan o weithdrefn wirio cyn cyflogi'r Bwrdd Iechyd
- **Diogelu Plant ac Oedolion sy'n Agored i Niwed:** Mae'r sefydliad yn ymrwymedig i ddiogelu plant ac oedolion bregus. Felly rhaid i'r holl staff felly fynychu hyfforddiant Diogelu Plant a bod yn ymwybodol o'u cyfrifoldeb dan y Polisi Amddiffyn Oedolion.
- **Rheoli Heintiau:** Mae'r sefydliad wedi ymrwymo i fodloni ei rwymedigaethau o ran lleihau heintiau.



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Betsi Cadwaladr
University Health Board

Mae'r holl staff yn gyfrifol am warchod a diogelu cleifion, defnyddwyr gwasanaeth, ymwelwyr a gweithwyr yn erbyn y risg o gaffael heintiau'n gysylltiedig â gofal iechyd. Mae'r cyfrifoldeb yn cynnwys bod yn ymwybodol o gynnwys Polisiâu a Gweithdrefnau Atal a Rheoli Haint y Bwrdd Iechyd a chadw atynt yn gyson.

- **Dim Ysmygu:** Er mwyn rhoi'r cyfle gorau i'n holl gleifion, ymwelwyr a staff i fod yn iach, mae holl safleoedd y Bwrdd Iechyd, gan gynnwys adeiladau a thiroedd, yn ddi-fwg.

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