



**Cardiac, Physiologist Chief II
Job Specification & Terms and Conditions**

Job Title, Grade Code	Cardiac, Physiologist Chief II /Fiseolaí Cairdiach, Príomh-Fhiseolaí II (3002)
Remuneration	<p>The salary scale for the post is: 01/08/2025</p> <p>€60,499 €63,442 €66,311 €69,193 €72,123 €75,900 €80,175 €83,009 LSIs</p> <p>New appointees to any grade start at the minimum point of the scale. Incremental credit will be applied for recognised relevant service in Ireland and abroad (Department of Health Circular 2/2011). Incremental credit is normally granted on appointment, in respect of previous experience in the Civil Service, Local Authorities, Health Service and other Public Service Bodies and Statutory Agencies.</p>
Campaign Reference	75MUH2025
Link to Application Form	https://www.rezoo.com/job/84985/
Closing Date	12 Noon Friday 19 th September 2025
ECC Reference	M3566
Proposed Interview Date (s)	Candidates will normally be given at least two weeks' notice of interview. The timescale may be reduced in exceptional circumstances.
Taking up Appointment	A start date will be indicated at job offer stage.
Location of Post	<p>Mayo University Hospital</p> <p>There is currently one permanent whole-time vacancy available.</p> <p>A panel may be formed as a result of this campaign from which current and future, permanent and specified purpose vacancies of full or part-time duration may be filled.</p>
Informal Enquiries	<p>We welcome enquiries about the role.</p> <p>Contact Mr Eddie Conran, Deputy Hospital Manager Email: eddie.conran@hse.ie Tel: 0949042330</p>
Details of Service	<p>HSE West and North West region</p> <p>The new healthcare structure in the western region of Ireland replacing HSE West & North West region is part of the Health Service Executive's (HSE) reorganization into six new health regions. This new structure aims to provide more integrated and locally planned healthcare services¹. The HSE West and North West region will be led by a Regional Executive Officer (REO) who will be responsible for the operational service delivery in the region.</p> <p>The HSE West and North West region provides health and social care services to a population of almost 800,000 people across counties Donegal, Leitrim, Sligo, West Cavan Mayo, Galway, and Roscommon. This region is divided into four healthcare areas: HSE Donegal, HSE Sligo Leitrim, HSE Mayo, and HSE Galway Roscommon¹.</p> <p>The region aims to deliver integrated healthcare services through collaboration between acute hospitals, primary care centres, community services, social care services, public and private providers, health and social care professionals, voluntary sector services, and national ambulance services.</p>

	<p>The Regional Executive Officer (REO) of the HSE West and North West region is Tony Canavan, who has extensive experience in various health services within the region</p> <p>The West and North West region provides acute and specialist hospital and community services to the West and North West of Ireland – counties Galway, Mayo, Roscommon, Sligo, Leitrim, Donegal and adjoining counties.</p> <p>The region comprises of 7 hospitals across 8 sites:</p> <ul style="list-style-type: none"> • Letterkenny University Hospital (LUH) • Mayo University Hospital (MUH) • Portlincula University Hospital (PUH) • Roscommon University Hospital (RUH) • Sligo University Hospital (SUH) incorporating Our Lady's Hospital Manorhamilton (OLHM) • Galway University Hospitals (GUH) incorporating University Hospital Galway (UHG) and Merlin Park University Hospital <p>The region's Academic Partner is University of Galway.</p> <p>The region covers one third of the land mass of Ireland, it provides health care to a population of 830,000, employs over 20,000 staff</p> <p>Vision Our vision is to be a leading academic Hospital providing excellent integrated patient-centred care delivered by skilled caring staff.</p> <p>Guiding Principles Care - Compassion - Trust – Learning</p> <p>Our guiding principles are to work in partnership with patients and other healthcare providers across the continuum of care to:</p> <ul style="list-style-type: none"> • Deliver high quality, safe, timely and equitable patient care by developing and ensuring sustainable clinical services to meet the needs of our population. • Deliver integrated services across the Hospitals and communities, with clear lines of responsibility, accountability and authority, whilst maintaining individual hospital site integrity. • Continue to develop and improve our clinical services supported by education, research and innovation, in partnership with University of Galway and other academic partners. • Recruit, retain and develop highly skilled multidisciplinary teams through support, engagement and empowerment.
Reporting Relationship	Reporting to the Hospital Manager or designate
Purpose of the Post	The primary purpose of this post is to be responsible for managing a high quality, patient-focussed echocardiography, ECG, exercise stress testing, pacemaker follow-up and Blood pressure monitoring service for patients in Mayo University hospital Cardiac Investigations Department and/or Mayo specialist ambulatory care hub in the community, under the clinical and governance framework of the Mayo University Hospital.
Principal Duties and Responsibilities	<p><i>The Cardiac Physiologist, Chief II will:</i></p> <p><u>Clinical / Professional</u></p> <ul style="list-style-type: none"> • Operate within the scope of practice of the Irish Institute of Clinical Measurement Science (IICMS) and in accordance with local guidelines.

- Be responsible for the maintenance of standards of practice of self and staff appointed to clinical / designated area(s).
- Be responsible for adhering to implementing policies and protocols and for the development and maintenance of standards/strategies for quality improvement and outcome measurement.
- Be familiar with the techniques and range of equipment used in current medical practice for the diagnosis, treatment and care of cardiac patients including resuscitation equipment.
- Be responsible for managing own caseload and for assessment, planning, implementation and evaluation of cardiac diagnostic services for service users according to service standards and best practice.
- Carry out history taking and interpretation of request forms.
- Ensure full utilisation of the CVIS, NIMIS, RIS/PACS management system and PAS patient administration system for management of clinical studies, appointments and waiting lists.
- Supervise and conduct the clinical/technical aspects of a full range of cardiac diagnostic procedures in the Cardiology Department including measurements, analysis and reporting.
 - Conduct a full range of cardiac testing and procedures including: ECG performance, interpretation and analysis.
 - Physiologist Managed Exercise Stress Testing (as per British Society protocols): performance, interpretation and analysis for reporting.
 - Fit and analysis of ambulatory ECG and BP recordings.
 - Event recorder monitoring and analysis.
 - Perform trans-thoracic echocardiography and report on same.
 - Transoesophageal echocardiography.
 - Adult echocardiography and reporting.
 - Pacemaker follow-up to high standards to include AV optimisation etc.
- Perform procedures, report and highlight abnormal recordings.
- Demonstrate skill at interpreting complex clinical information, anticipating potential problems and responding to changes promptly and effectively and developing specialised plans of care.
- Provide immediate life support to patients including defibrillation as required.
- Act as a clinical/technical specialist within the cardiac investigations unit and provide clinical/technical advice as required to cardiac physiologists and medical colleagues.
- Liaise with the Consultant Cardiologists on all clinical issues.
- Provide first line maintenance, electrical safety checking and calibration of equipment. Sterilisation of equipment where necessary.
- Remain abreast of clinical/technical developments across a broad range of manufacturers, acting as a point of contact for company representatives in conjunction with the Clinical Engineering and Medical Physics Department.
- Provide clinical/technical support for interrogation and resetting of functional assessment of implantable devices.
- Be aware and take appropriate consideration of Medical Device Alerts for Pacemakers/ICD, Leads and other applicable devices.
- Conduct audits according to best practice and ensure that the highest standards are being achieved within the team.
- Supervise staff, prioritising and allocating work and promoting positive staff morale within the team.
- Foster and maintain professional working relationships with colleagues, front line managers, and other healthcare personnel in the team.
- Participate in research projects where necessary.
- Ensure that professional standards are maintained in relation to confidentiality, ethics and legislation.

Education and Training

- Participate in mandatory training programmes.
- Be responsible for supervision orientation, training and performance achievement of staff with the aim of maintaining good staff relations, improving staff development and the retention of staff.
- Encourage and promote the on-going professional development of all staff within their area(s) of responsibility. Demonstrate a commitment to and maintain Continuous Professional Development (CPD) continuing to develop specialist knowledge and experience sufficient to maintain professional registration such as BSE, EACVI, NASPE/IBHRE.
- Maintain and enhance expertise through on-going education, training and attendance at relevant courses and conferences.
- Develop patient educational materials and to continually review these with reference to changes in clinical practice and technological advances.
- Be responsible, in partnership with local General Management for the practice education of students.
- Engage in the HSE performance achievement process in conjunction with your Line Manager and staff as appropriate.

Quality, Risk Management, Health & Safety

- Implement policies, procedures and safe professional practice by adhering to relevant legislation, regulations and standards.
- Actively participate in risk management issues, adequately identifies, assesses, manages and monitors risk within their area of responsibility. Report any risks, incidents or near misses within the Cardiac investigations and remedial action.
- Ensure the safety of self and others and the maintenance of the environment and equipment used in the workplace in accordance with the Health and Safety and Welfare at work Act 2005 and local policies and procedures.
- Adhere at all times to Fire Safety Regulations and assist with fire tests, checking access to fire escapes etc.
- Be familiar with Hospital and Department Disaster plans and their implementation.
- Be responsible for the safe and competent use of all equipment and appliances both by clients and staff under their supervision.
- Ensure that heightened protective care is taken in any patient case with communicable disease.
- Have a working knowledge of the Health Information and Quality Authority (HIQA) Standards as they apply to the role for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc. and comply with associated HSE protocols for implementing and maintaining these standards as appropriate to the role.
- Maintain and work to set standards of care and promote the team to adhere with all the policies, procedures etc.
- Support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service.

Management

- Provide leadership and support to ensure that the corporate & service objectives of the hospital are understood by all cardiac diagnostic staff.
- Develop cardiac diagnostic investigations / services and policies in conjunction with the Operations Manager, Clinical Director and Consultant Cardiologist.
- Promote and facilitate the preparation and implementation of service plans, operational plans, practices and procedures which are quality driven, patient focused and which help to improve efficiency and effectiveness of services, raise standards and reduce costs.
- Manage and control department spending in conjunction with the hospital's Finance Manager.

	<ul style="list-style-type: none"> • Manage The Department within agreed objectives. Collect and evaluate data about the service and demonstrate the achievement of the service. • Review and evaluate the cardiac diagnostic service regularly, identifying changing needs and opportunities to improve services. • Manage, co-ordinate and supervise Cardiac Physiologists within their area(s) of responsibility ensuring that tasks are allocated based on priority and utilising delegation as appropriate. • Promote positive staff morale and team working in conjunction with hospital management; motivate team members on a day-to-day basis by agreeing goals and objectives. • Oversee the efficient deployment of available resources, identifying opportunities to improve services and continuously reviewing service performance. • Ensure that the highest possible standards of treatment and care are provided to the patient and that the quality of patient service is the prime concern of all staff members. • Demonstrate the use of highly advanced communications skills and maintain a high level of professionalism when potentially distressing or upsetting situations arise, manage any issues of conflict promptly and effectively to support and promote effective working. • Promote the hospital's commitment to continuous quality improvement. • Implement HR processes and procedures in accordance with national policies. • Participate in selection and interviewing for departmental staff when the time arises. • Ensure accurate patients records available as required. • Work in collaboration with the clinical engineering department, procurement, maintenance department to facilitate and monitor the purchase, loan and maintenance of new and existing equipment through appropriate channels. • Represent the department/team at meetings and conferences as appropriate. • Act as spokesperson for the Organisation as required. • Demonstrate pro-active commitment to all communications with internal and external stakeholders. • Oversee the upkeep of accurate records in line with best clinical governance, organisational requirements, GDPR and the Freedom of Information Act, and render reports and other information/statistics as required. • Engage in IT developments as they apply to service users and service administration. • Keep up to date with developments within the organisation and the Irish Health Service. <p>The above Job Specification is not intended to be a comprehensive list of all duties involved and consequently, the post holder may be required to perform other duties as appropriate to the post which may be assigned to them from time to time and to contribute to the development of the post while in office.</p>
Eligibility Criteria Qualifications and/ or experience	<p>1. <u>Statutory Registration, Professional Qualification, Experience etc.</u></p> <p>a. Eligible applicants will be those who on the closing date for the competition:</p> <ul style="list-style-type: none"> i. Possess the BSc in Clinical Measurement from Dublin Institute of Technology <li style="text-align: center;">Or ii. Possess the BSc in Clinical Measurement from Technological University Dublin (TU Dublin) <li style="text-align: center;">Or iii. Possess an equivalent relevant scientific qualification (Level 8) as confirmed by the Irish Institute of Clinical Measurement Science (IICMS) <li style="text-align: center;">Or iv. (a) Possess the Certificate in Medical Physics and Physiological Measurement (MPPM) from Dublin Institute of Technology

	<p>Or</p> <p>iv. (b) An equivalent scientific qualification as confirmed by the Irish Institute of Clinical Measurement Science (IICMS) awarded in or before 2005 (see Note 1*)</p> <p>And</p> <p>v. All candidates must have a minimum of 5 years fulltime (or an aggregate of 5 years fulltime) relevant post qualification experience.</p> <p>Note 1*</p> <p>In exceptional cases., the Clinical Measurement Physiologists experts on the eligibility/ selection board may, at their discretion, deem as eligible:</p> <p>HSE applicants who are currently employed as Clinical Measurement Physiologists, and who were employed in or before 2005, on the presentation of proof of their qualification(s) that was acceptable on the commencement of their employment.</p> <p>And</p> <p>b. Candidates must have the clinical, leadership, managerial and administrative knowledge and ability for the proper discharge of the duties of the office.</p> <p>Health</p> <p>A candidate for and any person holding the office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.</p> <p>Character</p> <p>Each candidate for and any person holding the office must be of good character.</p>
Post Specific Requirements	<ul style="list-style-type: none"> Demonstrate depth and breadth of post qualification experience in the area of cardiac diagnostics as relevant to the role
Other requirements specific to the post	<ul style="list-style-type: none"> A flexible approach to working hours is required in order to ensure deadlines are met
Additional eligibility requirements:	<p>Citizenship Requirements</p> <p>Eligible candidates must be:</p> <p>(i) EEA, Swiss, or British citizens</p> <p>OR</p> <p>(ii) Non-European Economic Area citizens with permission to reside and work in the State</p> <p>Read Appendix 2 of the Additional Campaign Information for further information on accepted Stamps for Non-EEA citizens resident in the State, including those with refugee status.</p> <p>To qualify candidates must be eligible by the closing date of the campaign.</p>
Skills, competencies and/or knowledge	<p><i>Candidates must demonstrate:</i></p> <p>Professional Knowledge & Experience</p> <ul style="list-style-type: none"> Sufficient theoretical, practical and clinical knowledge to carry out the duties and responsibilities of the role and to develop, maintain, monitor and evaluate new and emerging trends. The necessary experience and knowledge to carry out the post in a competent and safe manner.

- Up-to-date knowledge of best practice in delivering a quality service in accordance with relevant legislation and standards.
- Evidence of computer skills and a willingness to develop IT skills relevant to the role.
- A commitment to continuous professional development.

Planning & Managing Resources

- Effective planning and organising skills including the ability to meet deadlines, work on own initiative and multi-task.
- Organisational and time management skills, including an ability to deliver objectives within an agreed timeframe.
- Flexibility including an ability to adapt and respond positively in a rapidly changing environment.
- Effective planning skills including awareness of resource management and importance of value for money.
- Evidence of apply a fair, consistent and objective approach to their work practices.

Managing and Developing (Self and Others)

- Leadership ability particularly in the context of a changing clinical and technical environment.
- Effective team management skills including the ability to work with multi-disciplinary team members.
- The ability to create and support an atmosphere of cohesiveness and cooperation within the department, encouraging teamwork and open communication between all levels of staff.
- A commitment to sharing knowledge and/or new ideas with staff and colleagues.

Commitment to providing a Quality Service

- A commitment to providing a quality service in an effective and resourceful manner; has a quality focus and approach to all activities and work practices.
- A commitment to innovation including a willingness to challenge existing practices and procedures in developing and improving services to patients.
- An awareness of the primary of the patient in relation to all hospital activity and the importance of providing a high quality, person-centred service.
- An openness to change; the ability to plan, introduce and adapt to change, supporting others through the change process.
- A proactive approach to quality control, risk management and making improvements in efficiency and effectiveness of service.

Evaluating Information and Judging Situations

- Evidence of gathering, analysing and interpreting information from a variety of different sources, and of evaluating benefits and consequences, in making informed decisions.
- Evidence-based clinical knowledge in making decisions regarding client care.
- The ability to make decisions and solve problems in a timely manner.
- Good problem solving and decision making skills and the ability to develop solutions to complex situations.

Communication / Interpersonal Skills

- Effective communication skills, verbal and written, including the ability to; present information in a clear and concise manner; facilitate and manage groups through the learning process and give constructive feedback to encourage learning.
 - An ability to empathise with and treat patients, relatives and colleagues with dignity and respect.
 - The ability to deal confidently and professionally with all patients groups and their families.
- Is assertive as appropriate to the situation at hand.

<p>Campaign Specific Selection Process</p> <p>Ranking/Shortlisting / Interview</p>	<p>A ranking and or shortlisting exercise may be carried out on the basis of information supplied in your application form. The criteria for ranking and or shortlisting are based on the requirements of the post as outlined in the eligibility criteria and skills, competencies and/or knowledge section of this job specification. Therefore it is very important that you think about your experience in light of those requirements.</p> <p>Failure to include information regarding these requirements may result in you not progressing to the next stage of the selection process.</p> <p>Those successful at the ranking stage of this process, where applied, will be placed on an order of merit and will be called to interview in 'bands' depending on the service needs of the organisation.</p>
<p>Diversity, Equality and Inclusion</p>	<p>The HSE is an equal opportunities employer.</p> <p>Employees of the HSE bring a range of skills, talents, diverse thinking and experience to the organisation. The HSE believes passionately that employing a diverse workforce is central to its success – we aim to develop the workforce of the HSE so that it reflects the diversity of HSE service users and to strengthen it through accommodating and valuing different perspectives. Ultimately this will result in improved service user and employee experience.</p> <p>The HSE is committed to creating a positive working environment whereby all employees inclusive of age, civil status, disability, ethnicity and race, family status, gender, membership of the Traveller community, religion and sexual orientation are respected, valued and can reach their full potential. The HSE aims to achieve this through development of an organisational culture where injustice, bias and discrimination are not tolerated.</p> <p>The HSE welcomes people with diverse backgrounds and offers a range of supports and resources to staff, such as those who require a reasonable accommodation at work because of a disability or long-term health condition.</p> <p>Read more about the HSE's commitment to Diversity, Equality and Inclusion</p>
<p>Code of Practice</p>	<p>The Health Service Executive will run this campaign in compliance with the Code of Practice prepared by the Commission for Public Service Appointments (CPSA).</p> <p>The CPSA is responsible for establishing the principles to be followed when making an appointment. These are set out in the CPSA Code of Practice. The Code outlines the standards to be adhered to at each stage of the selection process and sets out the review and appeal mechanisms open to candidates should they be unhappy with a selection process.</p> <p>Read the CPSA Code of Practice.</p>
<p>The reform programme outlined for the health services may impact on this role, and as structures change the Job Specification may be reviewed.</p> <p>This Job Specification is a guide to the general range of duties assigned to the post holder. It is intended to be neither definitive nor restrictive and is subject to periodic review with the employee concerned.</p>	

Cardiac, Physiologist Chief II
Terms and Conditions of Employment

Tenure	<p>The current vacancy available is permanent and whole time.</p> <p>The post is pensionable. A panel may be created from which permanent and specified purpose vacancies of full or part time duration may be filled. The tenure of these posts will be indicated at “expression of interest” stage.</p> <p>Appointment as an employee of the Health Service Executive is governed by the Health Act 2004 and the Public Service Management (Recruitment and Appointments) Act 2004 and Public Service Management (Recruitment and Appointments) Amendment Act 2013.</p>
Working Week	<p>The standard weekly working hours of attendance for your grade are 35 hours per week. Your normal weekly working hours are 35 hours. Contracted hours that are less than the standard weekly working hours for your grade will be paid pro rata to the full time equivalent.</p> <p>You are required to work agreed roster/on-call arrangements advised by your Reporting Manager. Your contracted hours are liable to change between the hours of 8.00am and 8.00pm over seven days to meet the requirements for extended day services in accordance with the terms of collective agreements and HSE Circulars.</p>
Annual Leave	The annual leave associated with the post will be confirmed at Contracting stage.
Superannuation	<p>This is a pensionable position with the HSE. The successful candidate will upon appointment become a member of the appropriate pension scheme. Pension scheme membership will be notified within the contract of employment. Members of pre-existing pension schemes who transferred to the HSE on the 01st January 2005 pursuant to Section 60 of the Health Act 2004 are entitled to superannuation benefit terms under the HSE Scheme which are no less favourable to those which they were entitled to at 31st December 2004</p>
Age	<p>The Public Service Superannuation (Age of Retirement) Act, 2018* set 70 years as the compulsory retirement age for public servants.</p> <p><u>* Public Servants not affected by this legislation:</u></p> <p>Public servants joining the public service or re-joining the public service with a 26 week break in service, between 1 April 2004 and 31 December 2012 (new entrants) have no compulsory retirement age.</p> <p>Public servants, joining the public service or re-joining the public service after a 26 week break, after 1 January 2013 are members of the Single Pension Scheme and have a compulsory retirement age of 70.</p>
Probation	Every appointment of a person who is not already a permanent officer of the Health Service Executive or of a Local Authority shall be subject to a probationary period of 12 months as stipulated in the Department of Health Circular No.10/71.
Protection of Children Guidance and Legislation	<p>The welfare and protection of children is the responsibility of all HSE staff. You must be aware of and understand your specific responsibilities under the Children First Act 2015, the Protections for Persons Reporting Child Abuse Act 1998 in accordance with Section 2, Children First National Guidance and other relevant child safeguarding legislation and policies.</p> <p>Some staff have additional responsibilities such as Line Managers, Designated Officers and Mandated Persons. You should check if you are a Designated Officer and / or a Mandated Person and be familiar with the related roles and legal responsibilities.</p> <p>Visit HSE Children First for further information, guidance and resources.</p>

Infection Control	Have a working knowledge of Health Information and Quality Authority (HIQA) Standards as they apply to the role for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc. and comply with associated HSE protocols for implementing and maintaining these standards as appropriate to the role.
Health & Safety	<p>It is the responsibility of line managers to ensure that the management of safety, health and welfare is successfully integrated into all activities undertaken within their area of responsibility, so far as is reasonably practicable. Line managers are named and roles and responsibilities detailed in the relevant Site Specific Safety Statement (SSSS).</p> <p>Key responsibilities include:</p> <ul style="list-style-type: none"> • Developing a SSSS for the department/service¹, as applicable, based on the identification of hazards and the assessment of risks, and reviewing/updating same on a regular basis (at least annually) and in the event of any significant change in the work activity or place of work. • Ensuring that Occupational Safety and Health (OSH) is integrated into day-to-day business, providing Systems Of Work (SOW) that are planned, organised, performed, maintained, and revised as appropriate, and ensuring that all safety related records are maintained and available for inspection. • Consulting and communicating with staff and safety representatives on OSH matters. • Ensuring a training needs assessment (TNA) is undertaken for employees, facilitating their attendance at statutory OSH training, and ensuring records are maintained for each employee. • Ensuring that all incidents occurring within the relevant department/service are appropriately managed and investigated in accordance with HSE procedures². • Seeking advice from health and safety professionals through the National Health and Safety Function Helpdesk as appropriate. • Reviewing the health and safety performance of the ward/department/service and staff through, respectively, local audit and performance achievement meetings for example. <p>Note: Detailed roles and responsibilities of Line Managers are outlined in local SSSS.</p>

¹A template SSSS and guidelines are available on [writing your site or service safety statement](#).

²Structures and processes for effective [incident management](#) and review of incidents.