 **Consultant in Emergency Medicine Temporary/Specified Purpose Contract (Maternity Leave Cover)**

**Job Specification, Terms and Conditions**

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| **Job Title and Grade** | **Consultant In Emergency Medicine – Temporary/Specified Purpose Contract (Maternity Leave cover)** |
| **Competition Reference** | MRHTMP2514 |
| **Closing Date** | 30th May, 2025 @ 12 pm |
| **Proposed Interview Date (s)** | Due to the urgency to fill this temporary/specified purpose position, the interviews will take place as soon as possible after the closing date |
| **Taking up Appointment** | As soon as possible after accepting the offer of temporary/specified purpose employment |
| **Location of Post** | This is a Temporary/Specified Purpose Contract appointment to the HSE Dublin & Midlands Region on a Public Only Consultants’ Contract 2023 by the Health Service Executive.  This post may be subject to restructuring in the future to facilitate the reorganisation of acute services in line with new clinical models of acute and community services. It is noted that the post must be congruent with the requirements of, and facilitate implementation of, the HSE’s National Clinical Programmes including commitment to deliver the relevant performance outcomes. |
| **Informal Enquiries** | Dr. Anna Moore, Consultant in Emergency Medicine  **E:Mail**: [anna.moore1@hse.ie](mailto:anna.moore1@hse.ie) |
| **Details of the Service** | The Midland Regional Hospital Tullamore (MRHT) is a modern Model 3 Hospital - the new hospital was opened in 2008. MRHT provides regional services in Orthopaedics, ENT, Haematology, Oncology and Renal Medicine including renal dialysis. Services are also provided in cardiology, gastroenterology, rheumatology, gerontology, general medicine and general surgery.  The Hospital also provides diagnostic Radiological and Pathology services as well as Nutrition and Dietetics, Physiotherapy, Occupational Therapy, Speech & Language Therapy, Cardiac Diagnostic and Rehabilitation Services, Pulmonary Function Laboratory and Respiratory Services.  This specified purpose post will function within the Emergency Department, providing the full range of services for presenting patients. The post-holder will contribute fully to the functioning of the Emergency Department in all matters including patient care, governance, resource management and other issues.  The post-holder will be responsible for the quality of the delivery of the service in the Hospital to which (s)he is assigned. The post-holder will also be responsible for ensuring the highest quality response from the service. The post-holder will function as an integral part of a team in clinical and administrative matters, including clinical audit.  The post-holder will participate in meetings for audit, morbidity/mortality, education and departmental meetings. |
| **Purpose of the Post** | To act as a Consultant in Emergency Medicine at the Midland Regional Hospital Tullamore, within a team based model of care, sharing infrastructures, NCHD and support staff but retaining named Consultants’ responsibility for individual patients. |
| **Reporting Relationship** | The Consultant’s reporting relationship and accountability for the discharge of his/her contract is:   1. to the Chief Executive Officer / General Manager / Master of the hospital (or other employing institution) through his / her Clinical Director[[1]](#footnote-1) (where such is in place). The Hospital Group Chief Executive Officer or Chief Officer, Community Health Organisation may require the Consultant to report to him / her from time to time. 2. The primary reporting relationships associated with the post: Clinical Director of the Medical Directorate |
| **Key Working Relationships** | To work with the existing Consultants and all Departments involved to provide a comprehensive Emergency Department Service to the patient population served by the Midland Regional Hospital Tullamore (MRHT).  The post holder will engage with a wide variety of staff that are involved in the delivery of the Emergency Medicine service. This includes, but is not limited to:   * All NCHDs employed for the specific provision of Emergency Medicine service in MRHT report to the Consultants in Emergency Medicine. In addition, the Consultant in Emergency Medicine will have clinical responsibility for the service provided by the Advanced Nurse Practitioners in the Department. * Consultants and NCHDs in other specialties that provide on-call services to the Emergency Department. * Clerical and Administrative staff primarily in the Emergency Department but also elsewhere in the Hospital. * Nursing staff within the Emergency Department that are a core component of the team delivering care to patients. * Multitask Attendants and Healthcare Assistants allocated to the Emergency Department. * Prehospital ambulance staff involved in the care of patients prior to arrival in Emergency Department. * Hospital Management including the General Manager, Operations Manager, Director of Nursing, Directorate Managers, Medical Manpower Manager and the staff of these respective offices. * Nursing staff in other areas particularly those involved in nursing administration and bed management. * On occasion, the post holder can expect to engage with a wide variety of staff members across the whole hospital. |
| **Principal Duties and Responsibilities** | ***Operational, strategic, developmental, clinical, administrative and other duties that will apply to the post:***  The person appointed on a specified purpose basis shall perform the following duties appropriate to the office.   1. To act as Consultant in Emergency Medicine under the Health Service Executive and in particular to attend at the Midland Regional Hospital Tullamore and in emergencies as required and to remain in attendance thereafter as long as his/her services are required.   **Clinical Responsibilities**   * To provide clinical leadership in the resuscitation of seriously ill or injured patients presenting to the Emergency Department. * To provide “frontline” clinical care for patients attending the Emergency Department. * To assess and manage patients attending the review clinic. * To develop best practice Clinical Care Guidelines. * To use Evidence Based Medicine to support the introduction or withdrawal of medical therapies, medications, interventions or practices for patients attending the Emergency Department. * To provide “shop-floor” support for junior doctors, other clinicians and nurses caring for patients presenting to the Emergency Department. * To work with colleagues within the Hospital and Emergency Care Networks to provide high quality clinical care in a timely manner.   **Operational Responsibilities**   * To optimise the Patient Experience Time for all patients attending the Emergency Department, including patients who are referred for specialist opinion and those discharged from the Emergency Department. This includes optimising waiting times, patient assessment and investigations, the decision making processes and the referral process. * To liaise with Hospital Senior Management to ensure prompt patient flow through the Emergency Department. * To ensure that the EMP’s Key Performance Indicators are met. * To engage with patient safety initiatives (eg “left before completion of treatment” guideline, x-ray reporting processes) in a timely manner. * To monitor performance within the Department and identify obstacles/build on strengths to ensure the optimum performance of the department.   **Strategic Responsibilities**   * To take a pro-active role in the development of the Emergency Department and the Hospital. * To participate in Clinical Operational Group meetings at Departmental level and Emergency Department performance meetings with the Hospital’s Senior Management Team. * To engage with the recommendations of the Emergency Medicine Programme and to assume responsibilities for key areas, in collaboration with the other Emergency Medicine Consultants in the Department. * To work with other stakeholders in the Hospital Region and Emergency Care Networks to ensure that the strategies are developed to ensure that high quality care is provided to patients attending Emergency Departments within the Region. * To engage with the Hospital’s Clinical Governance Framework, Risk Management and Patient Services Department to provide safe, quality patient care in a timely manner. * To seek greater efficiencies within the system whilst improving patient care. * To promote a culture whereby all staff feel empowered to engage with change management processes within the department and take responsibility for the implementation of change.   **Educational/Training Responsibilities**   * To support the educational and training needs of Medical Trainees and Non-Trainees, Medical Students, Nursing staff/students and Allied Health Professionals, including pre-hospital practitioners. * To develop an “educational ethos” within the department that optimises educational opportunities. * To mentor staff and students, that is, to conduct regular performance assessments and provide structured guidance. * To promote the specialty of Emergency Medicine as an attractive and sustainable career choice. * To provide assistance with career development, including, but not limited to CV development, progression onto training schemes, exam preparation, provide Audit and Research opportunities and develop presentation and leadership skills. * To develop a culture of respect for all healthcare workers and promote teamwork and interdisciplinary work. * To participate in Trainee Education, Appraisal and Interviewing   **Administrative Responsibilities**   * To engage with the processes required to ensure a safe level of clinical staffing within the Department at all times. * To participate in Departmental and Hospital meetings and activities * To respond to patient feedback and engage in Systems Analysis Reviews * To participate in the collection, analysis and the reporting of data necessary for quality assurance activities in the Emergency Department and for other Hospital and ECN services. * Engage in clinical audit activity and provide leadership in multidisciplinary clinical audit in the Emergency Department. * To ensure optimal communication with all Medical, Management and Support Services in the Hospital, with General Practitioners, Community Care Services and with external agencies relevant to emergency care. * To support any local or national IT infrastructural projects relevant to the Emergency Department.   **Other Responsibilities**   * Undertake Child Protection duties associated with the role of Consultant in Emergency Medicine and services provided at the hospital. * Ongoing participation in Major Incident Planning for the Emergency Department and the Hospital. * Participate in Major Incident and Pre-Hospital responses outside the Hospital as appropriate to one’s professional competency and skills in this area, if requested to do so on behalf of the Hospital and within the governance of the HSE. * Actively engage in Continuing Professional Development and comply with Professional Competence Assurance requirements.   **Standard Duties and Responsibilities**   1. To participate in development of and undertake all duties and functions pertinent to the Consultant’s area of competence, as set out within the Clinical Directorate Service Plan and in line with policies as specified by the Employer. 2. To ensure that duties and functions are undertaken in a manner that minimises delays for patients and possible disruption of services. 3. To work within the framework of the hospital / agency’s service plan and / or levels of service (volume, types etc.) as determined by the Employer. Service planning for individual clinical services will be progressed through the Clinical Directorate structure or other arrangements as apply. 4. To co-operate with the expeditious implementation of the Disciplinary Procedure. 5. To formally review the execution of the Clinical Directorate Service Plan with the Clinical Director / Employer periodically. The Clinical Directorate Service Plan shall be reviewed periodically at the request of the Consultant or Clinical Director / Employer. The Consultant may initially seek internal review of the determinations of the Clinical Director regarding the Service Plan. 6. To participate in the development and operation of the Clinical Directorate structure and in such management or representative structures as are in place or being developed. The Consultant shall receive training and support to enable him / her to participate fully in such structures. 7. To provide, as appropriate, consultation in the Consultant’s area of designated expertise in respect of patients of other Consultants at their request. 8. To ensure, in consultation with the Clinical Director, that appropriate medical cover is available at all times having due regard to the implementation of the European Working Time Directive as it relates to doctors in training. 9. To supervise and be responsible for diagnosis, treatment and care provided by non-Consultant Hospital Doctors (NCHDs) treating patients under the Consultant’s care. 10. To participate as a right and obligation in selection processes for non-Consultant Hospital Doctors and other staff as appropriate. The Employer will provide training as required. The Employer shall ensure that a Consultant representative of the relevant specialty / sub-specialty is involved in the selection process. 11. To participate in clinical audit and proactive risk management and facilitate production of all data / information required for same in accordance with regulatory, statutory and corporate policies and procedures. 12. To participate in and facilitate production of all data / information required to validate delivery of duties and functions and inform planning and management of service delivery. 13. To carry out teaching as appropriate. 14. 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. 15. Support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service. 16. Act as spokesperson for the Organisation as required. 17. Demonstrate pro-active commitment to all communications with internal and external stakeholders. 18. Staff will work in accordance with the principles and values of recovery as described in the National Framework for Recovery for Irish Mental Health Services 2024-2028.   **The above Job Description 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 him/her from time to time and to contribute to the development of the post while in office.** |
| **Eligibility Criteria**  **Qualifications and/ or experience** | **Professional Qualifications**  Registration as a specialist in the Specialist Division of the Register of Medical Practitioners maintained by the Medical Council in Ireland in the specialty of emergency medicine.  **Entry to competition / recruitment process and subsequent appointment**  No candidate will be appointed as a Medical Consultant unless (s)he is registered as a Specialist in the Specialist Division of the Register of Medical Practitioners maintained by the Medical Council of Ireland.  The successful interviewee must be registered as a Specialist in the relevant specialty on the Specialist Division of the Register of Medical Practitioners maintained by the Medical Council of Ireland before taking up appointment. The candidate will be allowed a max of 180 calendar days from date of interview to secure this registration and produce evidence of special interest training where relevant.  Should the successful candidate not be registered as a Specialist at that time, the post may be offered to the next suitable candidate. Should no suitable candidate exist, a further recruitment process may be initiated.  Please note that appointment to and continuation in posts that require statutory registration is dependent upon the post holder maintaining annual registration in the relevant division of the register maintained by The Medical Council of Ireland.  **Health**  A candidate for and any person holding the post must be fully competent and capable of undertaking the duties attached to the post and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.  **Character**  A candidate for and any person holding the post must be of good character. |
| **Other requirements specific to the post** | The post holder must be available to respond readily to clinical and service needs at the Midland Regional Hospital Tullamore and thus there is a requirement that the Consultant to reside convenient to the Hospital. |
| **Skills, competencies and/or knowledge** | **Clinical Competence – Delivering Clinical Expertise**  *(incorporating clinical knowledge & skills, clinical experience, Continuous Practitioner Development)*   * Possesses a detailed knowledge and understanding of the relevant specialist domain * Has a clear understanding of the clinical challenges facing relevant population groups * Demonstrates leadership skills to enhance patient care and safety * Applies knowledge effectively to make clear and proactive decisions * Anticipates rather than reacts; maintains knowledge of current research and practice * Recognises and responds to the complexity, uncertainty and ambiguity inherent in medical practice * Has track record of doing things thoroughly in challenging cases / complex referrals * Adopts a patient-centred approach to understanding patient needs and delivering their care * Makes a clear and decisive contribution within the multi-disciplinary team * Regularly engages in further education to develop self and practice   **Organisational Competence – Leading & Governance**  *(Incorporating clinical leadership & accountability, clinical service planning)*   * Sees self as accountable for relevant issues related to clinical outcomes, patient safety, risk, quality, stewardship of resources and change management * Manages people by providing direction, reviewing performance, motivating others and promoting equality and diversity * Recognises respective areas of accountability of the CEO, General Manger / Service lead and others * Efficient and organised; employs effective processes to manage and prioritise workload * Open and honest; willing to admit mistakes and learns from experiences * Is aware of resources available and manages these appropriately to ensure the delivery of safe and efficient services * Contributes to the development of business and service plans to achieve service goals * Reviews and monitors service provision * Adequately identifies, assesses, manages and monitors risk within their area of responsibility   **Interpersonal Competence – Engaging Staff, Patients & Family**  *(Incorporating communication & listening skills, dealing with emotional situations, teamwork & collaboration, motivating and supporting others)*   * Listens attentively and accurately to others and tailors his/her communication to suit the individual and the situation (oral and written) * Encourages people to collaborate towards a common goal or vision * Helps people to identify and develop their strengths, supports people when things go wrong * Demonstrates self-awareness; understands own limitations * Manages own emotions and is resilient, remains calm under pressure * Adopts an inclusive, collaborative approach / understands and respects others’ roles within the wider multi-disciplinary team / treats people with respect at all times * Sees self as a team member; is willing to take as well as give direction / works within teams to deliver and improve services * Effectively influences and persuades others   **Future Focused Competence – Improving Future Care**  *(Improving healthcare quality, Teaching & Research)*   * Identifies the contexts for change, demonstrating awareness of the political, social, technical, economic, organisational and professional environment * Encourages improvement and innovation, creating a climate of continuous service improvement. * Applies knowledge and evidence, gathering information to produce an evidence-based challenge to systems and processes in order to identify opportunities for service improvement * Makes sound evidence based decisions consistent with the values and priorities of the organisation and profession * Measures and evaluates outcomes taking corrective action where necessary and is accountable for decisions * Contributes to an ongoing process to improve health in the community / population s/he serves, with a strong appreciation of the service user * Shares learning with colleagues via formal and informal methods (thinking aloud) * Makes time to coach and support others; shows empathy for the concerns of learners, promotes a safe learning environment |
| **Competition Specific Selection Process**  **Ranking/Shortlisting / Interview** | 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.  Failure to include information regarding these requirements may result in you not being called forward to the next stage of the selection process.  The HSE is an equal opportunities employer. |
| **Diversity, Equality and Inclusion** | The HSE is an equal opportunities employer.  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.  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.  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.  For further information on the HSE commitment to Diversity, Equality and Inclusion, please visit the Diversity, Equality and Inclusion web page at <https://www.hse.ie/eng/staff/resources/diversity/> |
| **Code of Practice** | The Health Service Executive will run this campaign in compliance with the Code of Practice prepared by the Commission for Public Service Appointments (CPSA).  The CPSA is responsible for establishing the principles that should be followed when making an appointment. These are set out in the CPSA Code of Practice. The Code outlines the standards that should 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.  The CPSA Code of Practice can be accessed via <https://www.cpsa.ie/>. |
| The reform programme outlined for the Health Services may impact on this role and as structures change the job description may be reviewed.  This job description 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. | |

**Consultant in Emergency Medicine – Specified Purpose Contract (Maternity Leave Cover)**

**Terms and Conditions of Employment**

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| **Tenure** | The appointment is whole-time, temporary and pensionable  Appointment as an employee of the Health Service Executive is governed by the Health Act 2004 and the Public Service Management (Recruitment and Appointment) Act 2004.  A panel may be formed from which other temporary/specified purpose vacancies for Consultant In Emergency Medicine at the Midland Regional Hospital, Tullamore may be filled. |
| **Remuneration** | The annual salary will be as set out in the Public Only Consultants’ Contract 2023. Medical Consultants Salary Scales from 1st March 2025:  **€231,215 €243,713 €256,906 €263,850 €270,793 €277,736**  Incremental credit is awarded in respect of previous experience at Consultant level |
| **Working Week** | The standard working week applying to the post is: 37 hours per week |
| **Annual Leave** | The annual leave associated with the post is: 30 Working Days per annum and as determined by the Organisation of Working Time Act 1997 |
| **Superannuation** | This is a pensionable position within the HSE. The successful candidate will upon appointment become a member of the appropriate pension scheme. Please be advised that pension scheme membership will be notified within the contract of employment.  Members of pre-existing pension schemes who transferred to the HSE on 1st 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 to which they were entitled at 31st December 2004. |
| **Age** | The Public Service Superannuation (Age of Retirement) Act, 2018\* set 70 years as the compulsory retirement age for public servants.  ***\* Public Servants not affected by this legislation:***  Public servants recruited between 1 April 2004 and 31 December 2012 (new entrants) have no compulsory retirement age.  Public servants recruited since 1 January 2013 are members of the Single Pension Scheme and have a compulsory retirement age of 70. |
| **Probation** | Appointment to this post is dependent upon the Employee satisfactorily completing a probationary period of 6 months. The probationary period may be extended at the discretion of the Employer for a further period of up to 6 months. In such an event the reasons for the extension will be furnished in writing to the Employee.  A probationary period will not apply in the following instances:   * Where the Employee currently holds a permanent consultant appointment with the Employer or another public health service provider and the Employer is satisfied that the Employee has satisfactorily completed probation in their current role. * Where the Employee previously held a permanent consultant appointment with the Employer or another public health service provider and the Employer is satisfied that the Employee (a) satisfactorily completed probation in that previous appointment and (b) the duration of the period of time between the termination of that previous appointment and the Commencement Date is not more than 26 weeks (or such longer period, if any, as the Employee was on a pre-approved career break for the duration of that longer period). * Where the Employee has, for a period of not less than 12 months, held this post (i.e. the post to which this contract relates) on a temporary basis pending the filling of this post on a permanent basis and the Commencement Date is not more than 26 weeks after the termination of the temporary contract under which the Employee held this post (or a longer period, if any, as the Employee was on a pre-approved career break for the duration of that longer period). |
| **Protection of Children Guidance and Legislation** | 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.  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.  For further information, guidance and resources please visit: [HSE Children First webpage](https://www.hse.ie/eng/services/list/2/primarycare/childrenfirst/resources/). |
| **Infection Control** | All HSE Employees must have a working knowledge of 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. |
| **Ethics in Public Office 1995 and 2001**  **Positions remunerated at or above the minimum point of the Grade VIII salary scale**  **(€81,444 as at 1March 2025)**  **Positions remunerated at or above €204,190 at 1st March 2025** | Positions remunerated at or above the minimum point of the Grade VIII salary scale are designated positions under Section 18 of the Ethics in Public Office Act 1995. Any person appointed to a designated position must comply with the requirements of the Ethics in Public Office Acts 1995 and 2001 as outlined below;  A) In accordance with Section 18 of the Ethics in Public Office Act 1995, a person holding such a post is required to prepare and furnish an annual statement of any interests which could materially influence the performance of the official functions of the post. This annual statement of interest should be submitted to the Chief Executive Officer not later than 31st January in the following year.  B) In addition to the annual statement, a person holding such a post is required, whenever they are performing a function as an employee of the HSE and have actual knowledge, or a connected person, has a material interest in a matter to which the function relates, provide at the time a statement of the facts of that interest. A person holding such a post should provide such statement to the Chief Executive Officer. The function in question cannot be performed unless there are compelling reasons to do so and, if this is the case, those compelling reasons must be stated in writing and must be provided to the Chief Executive Officer.  C) A person holding such a post is required under the Ethics in Public Office Acts 1995 and 2001 to act in accordance with any guidelines or advice published or given by the Standards in Public Office Commission. Guidelines for public servants on compliance with the provisions of the Ethics in Public Office Acts 1995 and 2001 are available on the Standards Commission’s website <http://www.sipo.ie/>  Positions remunerated at or above **€204,290** as at 1st March 2025 are designated positions under the Ethics in Public Office Acts 1995 and 2001.  In accordance with Section 18 of the Ethics in Public Office Act 1995, a person holding such a post is required to prepare and furnish an annual statement of any interests which could materially influence the performance of the official functions of the post. This annual statement of interest should be submitted to the Chief Executive Officer not later than 31st January in the following year.  In addition to the annual statement, a person holding such a post is required, whenever they are performing a function as an employee of the HSE and have actual knowledge, or a connected person, has a material interest in a matter to which the function relates, provide at the time a statement of the facts of that interest. A person holding such a post should provide such statement to the Chief Executive Officer. The function in question cannot be performed unless there are compelling reasons to do so and, if this is the case, those compelling reasons must be stated in writing and must be provided to the Chief Executive Officer.  The Standards in Public Office Commission oversees compliance with the tax clearance provisions. We will provide details of your appointment and contact details to the Commission. Non-compliance will be investigated by the Commission. A report will be furnished to the HSE and laid before each House of the Oireachtas, at which point it will be made public. Any continuing non-compliance will also be noted in the Commission’s Annual Report  Under the Standards in Public Office Act 2001, the post holder must within nine months of the date of appointment provide the following documents to the Standards in Public Office Commission at 18 Lower Lesson Street, Dublin 2:   * A Statutory Declaration, which has been made by the post holder not more than one month before or after the date of the appointment, attesting to compliance with the tax obligations set out in section 25(1) of the Standards in Public Office Act and declaring that nothing in section 25(2) prevents the issue to the post holder of a tax clearance certificate * and either  1. a Tax Clearance Certificate issued by the Collector-General not more than 9 months before or after the date of the appointment or 2. an Application Statement issued by the Collector-General not more than 9 months before or after the date of the appointment.   A person holding such a post is required under the Ethics in Public Office Acts 1995 and 2001 to act in accordance with any guidelines or advice published or given by the Standards in Public Office Commission. Guidelines for public servants on compliance with the provisions of the Ethics in Public Office Acts 1995 and 2001 are available on the Standards Commission’s website <http://www.sipo.ie/> |

1. [↑](#footnote-ref-1)