

**Job Specification & Terms and Conditions**

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| **Job Title and Grade** | **Temporary Consultant Radiologist** |
| **Competition Reference** | UHWRAD0825 |
| **Closing Date** | Weds 3rd September @ 2pm |
| **Proposed Interview Date (s)** | Two weeks following closing date |
| **Taking up Appointment** | *Ideally, the successful candidate will take up duty no later than 2 months of being*  *interviewed* |
| **Location of Post** | This is an appointment to the Ireland East Hospitals Group on a POCC23 contract (as per standard text issued by the HSE) by the Health Service Executive. The initial commitment for this post will be to University Hospital Waterford for 37 hours per week. This post may be subject to restructuring in the future to facilitate the reorganization 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 national health policy, the HSE’s National Clinical Programmes including commitment to deliver the relevant performance outcomes. |
| **Details of the Service** | Care is delivered in a variety of settings. New approaches and models of care to follow the care demands of the Health Service are being advanced within the context of overall healthcare reform, to include Sláintecare.  University Hospital Waterford (UHW) is part of the Ireland East Hospital  Group of the HSE. The Radiology Department of UHW provides a comprehensive  general and specialised Diagnostic Imaging Service in a digital environment, for the  Waterford catchment area and a specialised Regional Radiology Service for the  South Eastern (SE) population of over 520,000 covering the counties of Waterford,  Wexford, South Tipperary, Kilkenny and Carlow. . It provides a Model 4 hospital  service as a hub and spokes to the model 3 hospitals of St. Lukes, Kilkenny, South  Tipperary Hospital and Wexford General Hospital. Radiology Specialty services  include Ultrasound, Mammography, CT, MRI, Dexa-scanning, Fluoroscopy,  Interventional Radiology, Cardiac Catheterisation Lab, Radio-isotope Imaging.  There are currently 13 consultant Radiologist Posts in UHW and 13 SpR posts  Adult and Paediatric imaging is provided across a wide range of specialties. The  Radiology department provides a 24hr, seven day week service.  Along with general radiology and 24/7 emergency medicine service (over 57,000  ED attendances in 2019), All Vascular Interventional Radiology, all complex interventional, MRI, all nuclear medicine, all breast and prostate imaging for the SE  region occurs in UHW.  UHW is one of the eight cancer centres designated by the National Cancer Control  Plan (NCCP) providing rapid access assessment for Breast, Lung, Prostate,  colorectal and skin Cancers. All breast, prostate, colorectal, lung, head & neck and  skin cancer work for the South East region occurs in UHW. The regional renal  dialysis service is in UHW. A satellite plain film imaging service is also provided  in Dungarvan. NIMIS PACS/RIS with VR reporting was installed in October 2011.  Kilcreene Orthopaedic Hospital which provides elective orthopaedic surgery and a  plain film service is also part of the service group.  The radiology team also provides a regional trauma service including a 24/7 regional  trauma orthopaedic service, to the largest orthopaedic service in the country. |
| **Purpose of the Post** | This is a temporary post to cover maternity leave of the substantive post holder. The consultant Radiologist will work with the existing consultant body to provide  and develop the full range of diagnostic radiology care to patients of UHW/ KROH  and catchment area of the South East.  Collaborate with the existing Consultant body to provide clinical advice on the  management of patients of both scheduled and unscheduled care of all specialities  associated with the hospital.  The Post holder will provide leadership in the ongoing development of the Radiology response within UHW to support trauma bypass with the proposed national reconfiguration of trauma management in Ireland in conjunction with the Accident and Emergency, Orthopaedic, General Surgical services and under guidance of the Diagnostic Directorate. |
| **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.   **Please outline reporting relationships associated with the post:**  Mr Ben O’Sullivan, General Manager, University Hospital Waterford & Kilcreene Regional Orthopaedic Hospital  Dr Anthony Cullen, Clinical Director, Diagnostic Services. |
| **Key Working Relationships** | The key working relationships for this post are with the General Manager, Operations Managers, Director of Nursing, Medical Manpower Manager, medical, surgical staff and Nursing staff of the hospital in all matters appertaining to the general efficiency of the hospital. Report to Clinical Director and Operations Manager for operational issues. Given that UHW is a Teaching hospital there are also required working relationships with the CD for Education & Training and the Education and training Faculties.  The post holder may also be required to work with the CEO of the IEHG on specific issues. |
| **Principal Duties and Responsibilities** | To practice as a Consultant Radiologist under the Health Service Executive  Ireland East Hospital Group and in particular:   * Attend at University Hospital Waterford at such times as may be determined by the Clinical Director/Hospital Manager/Chief Officer, or other designated officer, and in emergencies as required and to remain in attendance as long as his/her services are required. * Provide a Radiology service as required including out-patient and inpatient care, ward rounds, consults etc. * Attend as required at any clinic or hospital maintained by the Health Service Executive South Area and to provide either there at or in the appropriate hospital, a diagnosis, or consultant service as may be appropriate for or in respect of eligible patients. * To supervise and be responsible for the clinical work and the record keeping of all junior medical staff and auxiliary staff attached to his/her department in the hospital * To undertake teaching and research duties in his/her specialty including NCHD’s, nursing staff and other health care professionals. * Participate in the Radiology Department On-call rota * To alternate with the other Consultants in the Department and to act for them as required during short-term absences including weekend and off duty leave. * To furnish on request, to a registered medical practitioner authorised by the Health Services Executive or the Minister, the clinical details regarding any person who is or has been under his/her care in the hospital or clinic, on production of the written consent of the person (or the written consent of the person's representative or next-of-kin). * Whenever the Minister is of the opinion, however, that it would not be in the interests of the common good to seek such consent and he/she certifies accordingly, the officer shall furnish the required information to a registered medical practitioner authorised by the Minister. Where, however, the officer is of the opinion that the nature of the case is such that he/she should inform the patient of the requirement of the Minister, he/she shall be at liberty to do so. * To reside within such distance convenient to University Hospital Waterford, or at such place as may be approved by the Chief Officer. * To notify the appropriate officer of any case of infectious or suspected infectious diseases in his/her department and to furnish him/her with such particulars as he/she may require in regard to each such case and in conjunction with said officer to carry out preventative measures as may be necessary. * The person appointed will hold office under the terms and conditions of the revised consultant’s contract which will determine that he/she will participate actively in the management of the hospital, take cognisance of resource constraints and retain clinical autonomy while practicing. * To be responsible for the maintenance of appropriate liaison arrangements between his/her department in the hospital and the patient’s normal medical attendants * Plan and deliver trauma bypass in line with National Trauma Strategy * Oversee/supervise/pursue Radiology Quality and Quality Improvement in the course of their work * To assess in-patient and emergency referrals from consultant colleagues, GPs and A&E and external hospitals as required * Development of clinical governance including audit * Leadership role in the future development of the department   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. 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. 14. Support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service. 15. Act as spokesperson for the Organisation as required. 16. Demonstrate pro-active commitment to all communications with internal and external stakeholders.   **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 radiology.  **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.  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.  **Section 62 Post**  It is noted that this post of **CONSULTANT RADIOLOGIST** is considered to carry with it duties involving the teaching of clinical medicine and/or the conduct of medical research under the direction of the University College Cork. Therefore this post is considered a Section 62 post under the Health Act 1953 as amended by the Health Act 2004.  **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. |
| **Post Specific Requirements** | **Teaching** Teaching of UHW departmental Radiology trainees on an ongoing  basis throughout their attachment to UHW is required. Experience of teaching  trainees is required.’  **Research** Participation in self-directed research or departmental research or  supervision of trainee research is required. Experience in doing research is required |
| **Other requirements specific to the post** | Flexibility and adaptability to respond readily to clinical and service needs at UHW.  Access to own transport as will be required for on Call purposed. |
| **Skills, competencies and/or knowledge** | **Clinical Competence – Delivering Clinical Expertise**   * 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 respond 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**   * 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**   * 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**   * 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. |
| **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. | |

**UHWRAD0825**

**Temp Consultant Radiologist**

**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 vacancies for Consultant Radiologist at University Hospital Waterford for 37 hours per week may be filled. |
| **Remuneration** | The annual salary will be as set out in the Public Only Consultant Contract (POCC23) (as per standard text issued by the HSE) for **POCC23:**  Medical Consultants Salary Scales: 01/0//25   |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | €**233527,** | **€246,150,** | **€259,475,** | **€266,489,** | **€273,501,** | **€280,516** | |   Note:  \* 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** | 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 Persons Reporting Child Abuse Act 1998** | As this post is one of those designated under the Protection of Persons Reporting Child Abuse Act 1998, appointment to this post appoints one as a designated officer in accordance with Section 2 of the Act.  You will remain a designated officer for the duration of your appointment to your current post or for the duration of your appointment to such other post as is included in the categories specified in the Ministerial Direction. You will receive full information on your responsibilities under the Act on appointment. |
| **Mandated Person Children First Act 2015** | As a mandated person under the Children First Act 2015 you will have a legal obligation:   * To report child protection concerns at or above a defined threshold to TUSLA. * To assist Tusla, if requested, in assessing a concern which has been the subject of a mandated report.   You will remain a mandated person for the duration of your appointment to your current post or for the duration of your appointment to such other post as is included in the categories specified in the Ministerial Direction. You will receive full information on your responsibilities under the Act on appointment. |
| **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**  **(€70,373 as at 01.10.21)**  **Positions remunerated at or above €178,199 at 1 February 2022.** | 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 **€178,199** as at 1st February 2022 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:   1. 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 2. and either 3. a Tax Clearance Certificate issued by the Collector-General not more than 9 months before or after the date of the appointment or 4. 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)