**SPC Consultant Child and Adolescent Psychiatrist**

**Job Specification & Terms and Conditions**

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| **Job Title and Grade** | | Consultant Child & Adolescent Psychiatrist (specific purpose contract) |
| **Competition Reference** | | DNCCAMHS0725 |
| **Closing Date** | |  |
| **Proposed Interview Date (s)** | |  |
| **Taking up Appointment** | | As soon as possible after accepting offer |
| **Location of Post** | | This is a specific purpose (temporary) appointment to the HSE Dublin & North East Region. The initial commitment for this post will be to Dublin North City & County CAMHS. 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 national health policy, the HSE’s National Clinical Programmes including commitment to deliver the relevant performance outcomes. |
| **Informal Enquiries** | | Dr. Aisling Mulligan, CD DNCC CAMHS  [aisling.mulligan1@hse.ie](mailto:aisling.mulligan1@hse.ie)  Dr. Angela Noonan, ECD Dublin North City Mental Health Services Tel: 01-7958900  [angela.noonan3@hse.ie](mailto:angela.noonan3@hse.ie) |
| **Details of the Service** | | CAMHS Dublin North City serves a total population of approximately 675,462, of which 153,190 (CSO2022) are under 18 years of age. There is a growing young population.  There are 8 community CAMHS teams:  Balbriggan  Ballymun and Finglas  Blakestown  Blanchardstown  Cabra  Coolock and Kilbarrack  North Inner City and Clontarf  Swords  There is a specialist eating disorder team, an ADHD team, a day hospital (central responsive hub) team and a Suicide Crisis Assessment Nurse service.  The adolescent inpatient unit is located in St. Vincent’s Hospital, Fairview, where a section 38 level agreement exists between the hospital and the HSE.  The paediatric liaison psychiatry service is under the governance of Children’s Health Ireland and consultants from CHI (currently located in Temple Street Hospital), the adolescent inpatient unit and Dublin North City and County participate in the same on call rota as Temple Street and the Adolescent Inpatient Unit. (There are 17.5 WTE consultant psychiatrists in the service, in addition to the three consultants in CHI and the adolescent inpatient unit consultant.)  There is an addiction service for young people, SASSY, under the governance of HSE Social Inclusion, led by a consultant child and adolescent psychiatrist.  DNCC CAMHS aims to ensure that all children and young people from birth to 18th birthday who have moderate to severe mental illness have access to timely, integrated, and high quality multidisciplinary mental health services to ensure effective assessment, treatment and support for them and their families.  This will be achieved by:   * Providing evidence based interventions for specific groups of children and adolescents; * Reducing waiting time to first appointment; * Providing a timely response for psychiatric intervention for children in care   with complex and challenging problems and;   * Providing an accessible and responsive service for children and adolescents with moderate to severe mental illness, up to 18 years.   The initial posting is as follows: CAMHS Dublin North City and County |
| **Purpose of the Post** | | The Consultant will be clinical lead for the community multidisciplinary team, which will comprise psychiatry, psychology, social work, nursing, occupational therapy, and speech and language therapy. The consultant will have ultimate clinical responsibility and will liaise with health and social care professional and nursing line managers in the service in relation to management of non-psychiatry team members.  The Consultant will oversee the completion of data required by the relevant statutory bodies (e.g.Mental Health Commission, Health Research Board)*,* and as required bythe Health Service Executive. |
| **Reporting Relationship** | | The Consultant’s reporting relationship and accountability for the discharge of his/her contract is:   1. in the case of Consultant Psychiatrists, to the Clinical Director and the Area Manager, Community Health Organisation (where the Consultant is employed by the HSE) / Chief Executive Officer (where the Consultant is not employed by the HSE) 2. The consultant will report, via the CAMHS Clinical Director, to Dublin North City Mental Health Service’s Executive Clinical Director. |
| **Key Working Relationships** | | The consultant will work with another consultant colleague and will lead a multidisciplinary team consisting of NCHDs, Clinical Nurse Specialists, Clinical Psychologist, Social Worker, Occupational Therapist, Speech & language Therapist and administrative support. The consultant will work with the Clinical Director and Service Manager to provide data on caseload, waiting times, and diagnoses.  The Consultant will work closely with:   * The other consultant psychiatrist; * MDT colleagues in safe and efficient delivery of mental health service to all service users; * Health and social care professional and nursing line manager colleagues in ensuring clear communication, shared goals and quality delivery of service; * Local CAMHS Management team, contributing to delivery of a quality service and future service planning; * The Clinical Director, ensuring timely delivery of service in line with Service plan, KPIs and HSE CAMHS Operational Guidelines (2019); * Service Manager, providing relevant information in a timely manner and; * Local services, including Adult Mental Health, Primary Care, Disability, counselling services, addiction services, Jigsaw, Tusla, etc., to ensure appropriate and safe delivery of care to young people attending CAMHS. |
| **Principal Duties and Responsibilities** | | * Diagnose and treat moderate to severe mental illness in children and young people. * Prioritise referrals. * Assess emergency, urgent and routine referrals. * Provide clinical and educational supervision to NCHDs. * Participate in the on call rota. * Work closely with Adult Mental health Services in the planning of service provision for the 18 year old age group. * Provide ongoing assessment and treatment of children and adolescents accepted to the service. * Discharge children and young people whose interventions have been completed and transfer the care of those who would be more appropriately treated elsewhere. * Work jointly with other services when children and young people with complex needs require more than one service. * Collaborate with medical, nursing and health and social care professional colleagues to deliver high quality care. * Participate in consultant and management team meetings to enhance the operation of the service, delivery of care and to improve and develop the service. * Chair team meetings and other meetings as necessary for the effective and safe functioning of the team.   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**   1. 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 child and adolescent psychiatry   **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** | | Access to transport |
| **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. | | |
| **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 Child and Adolescent Psychiatrists, 37 hoursin CAMHS Dublin North City and County, 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 (ie 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 1 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 **€204,190** 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:   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/ | |