



SLRON/06-2026/851

Trainee Physicist

Job Specification & Terms and Conditions

Job Title and Grade	Trainee Physicist (National Radiation Oncology Physics Residency Programme) Fixed Term Appointment for 2 years (Grade Code 3043)
Remuneration	The salary scale for the post as of 01/06/2026 is: Year 1 : €34,513 Year 2 : €35,878
Campaign Reference	SLRON/06-2026/851
Closing Date	12:00pm on Monday 27 th July 2026
Proposed Interview Date (s)	To be confirmed
Taking up Appointment	A start date will be indicated at job offer stage
Organisational Area	HSE: Dublin & Midlands
Location of Post	- Radiation Therapy Medical Physics Department – Candidates will be expected to rotate through at least two of the following locations: Cork University Hospital, Galway University Hospital or St. Luke's Radiation Oncology Network, Dublin. - Location of posts will be determined based on workforce priorities as determined by the National Plan for Radiation Oncology (NPRO)
Informal Enquiries	<u>Informal Enquiries can be made to:</u> Cathy Fleming - NROPRP Programme Director. Email: Cathy.Fleming@slh.ie
HR Point of Contact	SLRON is committed to providing information and services which are accessible to all, if you require accessibility assistance throughout any stage of the recruitment process, please contact: Name: Ruairi Fortune Position: Acting Deputy HR Manager Email: recruitment@slh.ie Tel: 01- 4065209
Details of Service	To provide medical physics services to support the delivery of high quality radiation therapy to cancer patients.
Reporting Relationship	- Trainees will report to the Chief Physicist or designate in the medical physics department to which they will be assigned for the purpose of completing their operations based training. - Trainees will report to their local training supervisor in relation to the training aspects of their placements. Assessment of trainee's performance will be determined by the National Radiation Oncology Physics Residency Committee.

Purpose of the Post	To complete a two year clinically based training programme in radiation therapy medical physics.
Principal Duties and Responsibilities	• The trainee employed shall receive practical training in all aspects of radiation therapy medical physics consistent with the curriculum required by CAMPEP (the training programme accrediting body). • During the training period the qualities normally associated with a professional physicist will be tested. These will include: – demonstrable problem solving skills; – ability to define a problem and formulate strategies for solving it; – ability to interpret novel or non-standard data; – ability to make value judgements in unfamiliar situations; – ability to communicate scientific advice clearly and accurately to others; and – ability to recognise fault situations and take appropriate action. • The competency level that will be expected after two years will include: – an adequate span of theoretical knowledge to current state of the art; – ability to apply this knowledge with reasonable skill, under supervision; – ability to explain problems to other specialists and discuss their response, with adequate vocabulary; and – ability to cooperate closely with members of the physics department and other specialist disciplines • The trainee will be assessed on a continuous basis during their 2 year training period in line with the procedures and processes laid down by the National Radiation Oncology Physics Residency Committee. • The trainee will, from time to time, be required to attend training in medical physics departments in other locations to ensure that trainees have the opportunity to gain the appropriate training required to meet the requirements of a CAMPEP accredited training programme. • During the 2 year training period trainees will be required to work under supervision in some or all of the following areas: – provision of medical physics support for all external beam and brachytherapy services; – measurement and analysis of data as part of Quality Assurance programme for all Radiotherapy equipment; – commissioning of new equipment in the radiotherapy and medical physics departments; – calibration of all radiotherapy treatment units and maintenance of all systems or devices used for dosimetry; – checks of treatment plan calculations; – development and clinical implementation of new equipment and procedures in radiotherapy; – radiation safety programme and appropriate licensing procedures related to radiotherapy equipment and radioisotopes; – participate in development programmes designed to improve the understanding and application of ionizing radiation to the treatment of disease;

	– keep abreast of current developments in the field; – to participate in committees and other activities within the hospital as may from time to time be requested e.g. work on in-services committees, project teams; – to be fully familiar with the terms of the Safety Health and Welfare at Work Act, and all relevant policy documents of the HSE i.e. Employee Handbook, Hospital Safety Statement; – to ensure that all departmental reports and hospital records are confidential to the service and to maintain confidentiality in respect of matters which come to your knowledge in the course of your official duties. • The job description will be subject to review in light of experience and/or changing circumstances and will include other duties as appropriate to the post as may be determined by the Chief Physicist, the National Radiation Oncology Physics Residency Committee or their designated nominees.
Eligibility Criteria Qualifications and/ or experience	<u>Professional Qualifications/Experience, etc.</u> Each candidate must, on the latest date for receiving completed application forms for the office, possess or expect to possess by the end of October 2026: ○ a recognised first or second class honours Degree in which Physics was taken as a major subject and honours obtained in that subject. And ○ a CAMPEP accredited MSc in Medical Physics Or a CAMPEP accredited PhD in Medical Physics Or a PhD plus a CAMPEP accredited certificate in Medical Physics. Health A candidate for, and any person holding, the office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service. Character Each candidate for, and any person holding, the office must be of good character. Age Age restrictions shall only apply to a candidate where he/she is not classified as a new entrant (within the meaning of the Public Service Superannuation Act, 2004). A candidate who is not classified as a new entrant must be under 65 years of age on the first day of the month in which the latest date for receiving completed application forms for the office occurs.
Post Specific Requirements	• Demonstrate interest in and/ or experience of Medical Physics
Other requirements specific to the post	Each candidate is expected to rotate through two or more locations for training purposes.
Skills, competencies and/or knowledge	• Demonstrate commitment and responsibility with respect to learning and clinical training • Demonstrate ability to acquire knowledge in an efficient and effective manner • Demonstrate effective interpersonal and communication skills • Demonstrate planning and organising skills including time management • Demonstrate the ability to treat patients, relatives and colleagues with dignity and respect • Demonstrate a commitment to providing a quality service

	• Demonstrate ability to be quality and patient focussed, including the ability to work against set standards • Demonstrate ability to work on his/her own initiative and within a multidisciplinary team • Demonstrate flexibility in response to a changing clinical and technical environment • Demonstrate problem solving skills. Professional Skills/ Competencies and/ or Knowledge: • Demonstrate reflective skills and ability • Demonstrate an interest in and attainment of a relevant postgraduate qualification in physics or medical physics • Demonstrate library and IT skills • Demonstrate presentation skills • Demonstrate basic knowledge of the use of radiation in the treatment of disease • Demonstrate basic knowledge of radiotherapy delivery systems including calibration and calibration protocols. • Demonstrate knowledge and understanding of radiotherapy dosimetry physics • Demonstrate basic knowledge of anatomy and physiology • Have knowledge of quality assurance techniques, methods and systems in radiotherapy • Have considerable computer skills including knowledge of operating systems and MS Office • Demonstrate ability in Research and Development • Demonstrate basic competency in programming
Campaign 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. <u>Failure to include information regarding these requirements may result in you not being called forward to the next stage of the selection process.</u> Those successful at the ranking stage of this process (where applied) will be placed in order of merit and will be called to interview in 'bands' depending on the service needs of the organisation.
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 Code of Practice sets out how the core principles of probity, merit, equity and fairness might be applied on a principle basis. The Code also specifies the responsibilities placed on candidates, facilities for feedback to applicants on matters relating to their application when requested, and outlines procedures in relation to requests for a review of the recruitment and selection process and review in relation to allegations of a breach of the Code of Practice. Additional information on the HSE's review process is available in the document posted with each vacancy entitled "Code of Practice, information for candidates". Codes of practice are published by the CPSA and are available on www.hse.ie/eng/staff/jobs in the document posted with each vacancy entitled "Code of Practice, information for candidates" or on 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.	

Trainee Physicist Terms and Conditions of Employment

Tenure	The appointment is a whole-time, 2 year fixed term appointment 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.
Working Week	The standard weekly working hours of attendance for your grade are 35 hours per week. Your normal weekly working hours are 35 hours. Contracted hours that are less than the standard weekly working hours for your grade will be paid pro rata to the full time equivalent. You are required to work agreed roster/on-call arrangements advised by your Reporting Manager. Your contracted hours are liable to change between the hours of 8.00am and 8.00pm over seven days to meet the requirements for extended day services in accordance with the terms of collective agreements and HSE Circulars.
Annual Leave	The annual leave associated with the post will be confirmed at Contracting stage.
Superannuation	This is a pensionable position with the HSE. The successful candidate will upon appointment become a member of the appropriate pension scheme. Pension scheme membership will be notified within the contract of employment. Members of pre-existing pension schemes who transferred to the HSE on the 01st January 2005 pursuant to Section 60 of the Health Act 2004 are entitled to superannuation benefit terms under the HSE Scheme which are no less favourable to those which they were entitled to at 31st December 2004
Age	The Public Service Superannuation (Age of Retirement) Act, 2018* set 70 years as the compulsory retirement age for public servants. <u>* Public Servants not affected by this legislation:</u> Public servants joining the public service or re-joining the public service with a 26 week break in service, between 1 April 2004 and 31 December 2012 (new entrants) have no compulsory retirement age. Public servants, joining the public service or re-joining the public service after a 26 week break, after 1 January 2013 are members of the Single Pension Scheme and have a compulsory retirement age of 70.
Probation	Every appointment of a person who is not already a permanent officer of the Health Service Executive or of a Local Authority shall be subject to a probationary period of 12 months as stipulated in the Department of Health Circular No.10/71.
Protection of Children Guidance and Legislation	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. Visit HSE Children First for further information, guidance and resources.

Infection Control	Have a working knowledge of Health Information and Quality Authority (HIQA) Standards as they apply to the role for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc. and comply with associated HSE protocols for implementing and maintaining these standards as appropriate to the role.
Health & Safety	It is the responsibility of line managers to ensure that the management of safety, health and welfare is successfully integrated into all activities undertaken within their area of responsibility, so far as is reasonably practicable. Line managers are named and roles and responsibilities detailed in the relevant Site Specific Safety Statement (SSSS). Key responsibilities include: • Developing a SSSS for the department/service¹, as applicable, based on the identification of hazards and the assessment of risks, and reviewing/updating same on a regular basis (at least annually) and in the event of any significant change in the work activity or place of work. • Ensuring that Occupational Safety and Health (OSH) is integrated into day-to-day business, providing Systems Of Work (SOW) that are planned, organised, performed, maintained, and revised as appropriate, and ensuring that all safety related records are maintained and available for inspection. • Consulting and communicating with staff and safety representatives on OSH matters. • Ensuring a training needs assessment (TNA) is undertaken for employees, facilitating their attendance at statutory OSH training, and ensuring records are maintained for each employee. • Ensuring that all incidents occurring within the relevant department/service are appropriately managed and investigated in accordance with HSE procedures². • Seeking advice from health and safety professionals through the National Health and Safety Function Helpdesk as appropriate. • Reviewing the health and safety performance of the ward/department/service and staff through, respectively, local audit and performance achievement meetings for example. Note: Detailed roles and responsibilities of Line Managers are outlined in local SSSS.