



Plumber Older Persons Services
HSE Mid West, Older Persons Services
HSEMW221-25
Job Specification & Terms and Conditions

Job Title, Grade Code	Plumber Pluiméir <i>(Grade Code: 5134)</i>
Remuneration	The Salary scale for the post is (as at 01/06/2026): €42,486; €43,654; €46,518; €46,805; €47,093; €47,380; €47,669; €47,957; €48,246; €48,534; €48,853 New appointees to any grade start at the minimum point of the scale. Incremental credit will be applied for recognised relevant service in Ireland and abroad (Department of Health Circular 2/2011). Incremental credit is normally granted on appointment, in respect of previous experience in the Civil Service, Local Authorities, Health Service and other Public Service Bodies and Statutory Agencies.
Campaign Reference	HSEMW221-26
Closing Date	Friday 31 st July 2026 @ 5pm
Proposed Interview Date (s)	Proposed interview dates will be indicated at a later stage. Please note you may be called forward to an in person interview at short notice.
Taking up Appointment	A start date will be indicated at job offer stage.
Location of Post	HSE Mid West, Older Persons Services There is currently one permanent, whole time vacancy available within the Older Persons Services. The post holder will be based in St Ita's Hospital, Newcastle West and will be required to travel to the other Older Persons Sites as required. A panel may be formed as a result of this campaign for HSE Mid West, Older Persons Services from which current and future, permanent and specified purpose vacancies of full or part-time duration may be filled.
Informal Enquiries	We welcome enquiries about the role. Name: Stephen Kelly Maintenance Manager, HSE Mid West Older Persons Email: stephen.kelly11@hse.ie Phone: 0873474802 Please email UHLRecruitment@hse.ie with any Recruitment queries
Reasonable Accommodation	Candidates who require a Reasonable Accommodation/s to support their participation, at any stage, in the recruitment and selection process, should email sarah.relihan@hse.ie
Details of Service	HSE Mid West The newly established HSE Mid West Health Region will manage and deliver all public health and social care services for Limerick, Clare and North Tipperary serving a population of over 413,059 people. The redesign of services will allow new pathways to be developed between acute hospitals, community services, primary care, health & wellbeing and voluntary sectors to develop more integrated, patient-centred care. HSE Mid-West includes all hospital, community healthcare and public health services in the region. This includes: HSE Mid West Older persons Services consisting of: Older Persons consisting of:



	• St Camillus, Limerick • St Ita's, Newcastlewest, Co Limerick • Community hospital of the assumption, Thurles, Co.Tipperary • Nenagh CNU, Co Tipperary • Mount Carmel CNU, Roscrea, Co Tipperary • Dean maxwell, Roscrea, Co Tipperary Residential Services within Mid-West Community Healthcare promotes and engages in a person-centred approach in caring for the older person. Services provided may include Long Term Care, Rehab Care, Short Term Care, including Respite Care, Palliative Care and Day Centre. The philosophy is to embrace a positive and empowering approach to later life. All services support and promote independence, health and wellbeing and aim to provide a safe and therapeutic environment where privacy, dignity and confidentiality are respected and actively promoted.
Reporting Relationship	The post holder will report to the Mechanical Foreman and/or other nominated Supervisor /Manager as directed by the Group Buildings and Maintenance Manager
Purpose of the Post	The person appointed will carry out plumbing service, maintenance and repair work as part of a multidisciplinary team comprising engineers, technicians, general operatives, support and specialist contractors to deliver a prompt, efficient cost effective customer focused service in a team environment.
Principal Duties and Responsibilities	Professional/Technical The Plumber will: • Work under the direction and control of HSE Mid West Older persons Buildings & Maintenance Manager, Maintenance Officer, Maintenance Foreman, or such other officers as the Health Service Executive may designate. • Perform reactive maintenance, proactive maintenance, and planned preventative maintenance of plant & equipment located on HSE Mid West Acute Sites, as per non exhaustive reference list below, and as directed by your Line Manager. ○ Building Management System ○ LPHW Generation and Distribution Systems ○ Domestic Hot & Cold Water Systems ○ HVAC Systems ○ Boiler and Chiller Plant ○ Air Conditioning & Refrigeration Systems ○ Sterilising & Decontamination Equipment ○ Hospital Sanitary Systems ○ Gas Distribution Systems – Medical, Natural, LPG ○ Steam Generation Systems ○ lifts ○ Fire Fighting Equipment ○ Specialist Hospital Systems • Carry out minor/major mechanical installation work as directed. • Operate and carry out planned preventative maintenance programmes as set out by the Buildings & Maintenance Manager, Maintenance Manager or Foreman or nominated Supervisor. • Update and record regularly, all alterations and additions to the existing mechanical pipework systems. • Carry out plumbing work necessary and incidental to the duties described herein.



- Complete weekly equipment checks/surveys/tests, routine and statutory, as directed by your Line Manager
- Manage and use the Building Management System for the control and monitoring of low-pressure hot water (LPHW) systems and hot and cold water services for the hospital.
- Support contractors with connections & isolations, as directed by your Line Manager.
- Work with outside contractors and service companies as required, and engage actively in gaining the knowledge that will be necessary for the future maintenance of new equipment and plants that come under the remit of HSE Mid West Acute Sites Maintenance Departments.
- Co-operate with new technology – Actively use electronic Maintenance Management Systems and other computerised systems. Provide and maintain such written and computerised records as required.
- Familiarise himself/herself with new technology and be prepared to participate and co-operate in all training courses considered appropriate.
- Liaise with all other members of the Maintenance Department as required, to develop good efficient working relationships to ensure issues are resolved in a timely manner, and to the best of your ability.
- Liaise with hospital departments to ensure issues are resolved in a timely manner.
- Be familiar and comply with the requirements of the Health and Safety Acts, Regulations, operating procedures, Lock-out/Tag-out procedures, and all other relevant statutory requirements and regulations.
- Be familiar with the National Guidelines for the Control of Legionellosis in Ireland, 2009.
- Ensure that installations and equipment are maintained in accordance with relevant codes of practice and regulations.
- Work reasonable overtime as directed.
- May be required to participate in a shift rota as the service needs.
- May be required to participate in the multi-site on-call out of hour's service, as per existing and future arrangements.
- Carry a bleep/pager/tablet/mobile phone or communication device, as deemed most appropriate by your Line Manager.
- Operate and adhere to all existing and future national and local productivity agreements.
- Give his/her full co-operation with ongoing developments and with change in work practice subject to consultation.
- He/she may be required from time-to-time to act in a supervisory capacity.
- Perform such duties as assigned to him/her by the Building & Maintenance Manager, or designated officer.
- Be accountable for all tools, stock or equipment under his/her control and to ensure that all such equipment is kept in the proper state of repair in accordance with safety standards.

Health & Safety

The Plumber will:



	• Use protective clothing and equipment as necessary, during the course of duty in accordance with the Health and Welfare at Work Act 1989 and 1985 and observe all other safety procedures currently in force. • Have a working knowledge of Health & Safety Legislation, including the Safety, Health & Welfare at Work Act (2005), Safety, Health & Welfare at Work (General Application) Regulations (2007), Safety Health and Welfare at Work (Construction) Regulations 2013 and a good level of knowledge regarding all other health and safety legislation. • 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. • Have a working knowledge of the National Guidelines for the Prevention of Nosocomial Invasive Aspergillosis during Construction/Renovation Activities Guidelines. • Support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service <i>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.</i>
Eligibility Criteria Qualifications and/ or experience	(a) Eligible applicants will be those who on the closing date for the competition 1. Professional Qualifications, Experience, etc. (i) Possess a Quality and Qualifications Ireland (QQI) Level 6 (or higher) Advanced Certificate Craft - Plumbing (or equivalent qualification). <u>Or</u> (ii) Possess the National Craft Certificate issued by FETAC <u>Or</u> (iii) Possess the Senior Trade Certificate issued by the Department of Education. <u>Or</u> (iv) Possess a Level 3 Technical/Trade qualification or equivalent issued by City & Guilds, London. <u>And</u> (b) Candidates must possess the requisite technical knowledge and ability, including a high standard of suitability for the proper discharge of the office. 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.
Post Specific Requirements	• Demonstrate depth and breadth of fault-finding ability of mechanical systems, as relevant to the role. • Demonstrate depth and breadth of experience of mechanical systems as applied to the hospital environment, and as relevant to the role of a Plumber.
Other Requirements Specific to the Post	• The post holder should live within a reasonable travel time of their base site, such that emergencies can be responded to within a reasonable period of time • Access to appropriate transport as the post holder will be required to travel to other HSE Mid West Older persons Sites as required to fulfil the duties of the post. • As this post may involve the driving of HSE-owned vehicles, the successful candidate is required to hold a full clean valid Driver's Licence (Category B). • A HSE mobile phone or pager may be required to be carried during working hours. • The post requires a high level of flexibility to ensure the delivery of an effective and efficient service, therefore the post holder will be required to demonstrate flexibility as and when required. • Have successfully undertaken or be willing to undertake the Solas Safe Pass Health & Safety Awareness Training Programme, or equivalent approved training programme in line with service needs. <i>(Please note if you have not undertaken this training, you will be required to successfully complete this training on taking up the post).</i>
Additional eligibility requirements:	Citizenship Requirements Eligible candidates must be: (i) EEA, Swiss, or British citizens OR (ii) Non-European Economic Area citizens with permission to reside and work in the State Read Appendix 2 of the Additional Campaign Information for further information on accepted Stamps for Non-EEA citizens resident in the State, including those with refugee status. To qualify, candidates must be eligible by the closing date of the campaign. Read more about Department of Enterprise, Trade & Employment Work Permits.
Skills, competencies and/or knowledge	The successful candidate must demonstrate the following: <u>Technical & Professional Knowledge</u> • Demonstrate sufficient technical knowledge to carry out the duties and responsibilities of the post. • Demonstrate sufficient and technical and working knowledge of the prevention of Legionella, and associated infections, in Healthcare premises. • Demonstrate a good working knowledge of mechanical systems outlined above, such as but not limited to Ventilation Systems, Air Handling Unit's, Air Conditioning Systems, etc. • Demonstrate knowledge of mechanical systems used in large scale and complex installations, such as found in the acute hospital environment. • Demonstrate knowledge of steam systems and experience in maintaining their components. • Demonstrate a good working knowledge of pipe, gas and air welding. • Demonstrate a working knowledge of Building Management Systems.



	• Demonstrate a working knowledge of domestic and industrial plumbing. • Demonstrate experience of fabrication, welding and machining, as relevant to the role. • Demonstrate experience of commissioning and servicing industrial and domestic oil burners. • Demonstrate a working knowledge of commercial / industrial potable water systems, and the associated standards for the installation and maintenance of same. • Demonstrate computer and data recording skills and in particular in relation to recording status of works. • Demonstrate an ability to read and interpret working drawings and schematics. <u>Planning & Managing Resources</u> • Demonstrate experience in the measurement of materials and organising tools and equipment to complete maintenance and project work. • Demonstrate experience in the implementation and management of work schedules. • Demonstrate experience in the interpretation of method safety statements. • Demonstrate evidence of effective planning and organising skills. • Demonstrate an understanding of the importance of value for money in the performance of work. • Demonstrate the ability to manage deadlines and handle multiple tasks effectively. • Demonstrate experience in working effectively under pressure. <u>Building and Maintaining Relationships including Teamwork Skills</u> • Demonstrate the ability to work within a multi-disciplinary team to resolve problems and implement solutions. • Demonstrate the ability to work on own initiative. • Demonstrate commitment to maintaining high work standards and delivering a quality service. <u>Evaluating Information, Problem Solving & Decision Making</u> • Demonstrate good problem solving skills to maximise first line repair capacity while avoiding compromise to certification requirements. • Demonstrate good judgement skills in relation to competency to complete & certify works. <u>Commitment to Providing a Quality Service</u> • Demonstrate a commitment to providing a quality service; including an awareness and appreciation of the service user such as patients, general public, medical and non-medical staff. • Demonstrate ability to contribute to the development of the service. • Demonstrate flexibility, adaptability and openness to change. <u>Communication / Interpersonal Skills</u> • Demonstrate effective communication skills including the ability to present information on the extent and status of works in a clear and concise manner, written and verbal. • Demonstrate an ability to receive and implement instructions in an effective and efficient manner.
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 progressing to the next stage of the selection process.</u>



	Those successful at the ranking stage of this process, where applied, will be placed on an order of merit and will be called to interview in 'bands' depending on the service needs of the organisation.
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. Read more about the HSE's commitment to Diversity, Equality and Inclusion
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 to be followed when making an appointment. These are set out in the CPSA Code of Practice. The Code outlines the standards to be adhered to at each stage of the selection process and sets out the review and appeal mechanisms open to candidates should they be unhappy with a selection process. Read the CPSA Code of Practice.
The reform programme outlined for the health services may impact on this role, and as structures change the Job Specification may be reviewed. This Job Specification is a guide to the general range of duties assigned to the post holder. It is intended to be neither definitive nor restrictive and is subject to periodic review with the employee concerned.	



Plumber Older Persons Services

HSEMW221-26

Terms and Conditions of Employment

Tenure	The current vacancy available is Permanent and full-time. The post is pensionable. A panel may be created from which permanent and specified purpose vacancies of full or part time duration may be filled. The tenure of these posts will be indicated at “expression of interest” stage. Appointment as an employee of the Health Service Executive is governed by the Health Act 2004 and the Public Service Management (Recruitment and Appointments) Act 2004 and Public Service Management (Recruitment and Appointments) Amendment Act 2013.
Working Week	The standard working week applying to the post is 39 hours per week. HSE Circular 003-2009 “Matching Working Patterns to Service Needs (Extended Working Day / Week Arrangements); Framework for Implementation of Clause 30.4 of Towards 2016” applies. Under the terms of this circular, all new entrants and staff appointed to promotional posts from Dec 16th 2008 will be required to work agreed roster / on call arrangements as advised by their line manager. Contracted hours of work are liable to change between the hours of 8am-8pm over seven days to meet the requirements for extended day services in accordance with the terms of the Framework Agreement (Implementation of Clause 30.4 of Towards 2016).
Annual Leave	The annual leave associated with the post is 23 days.
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. All Mandated Persons under the Children First Act 2015, within the HSE, are appointed as Designated Officers under the Protections for Persons Reporting Child Abuse Act, 1998.

	Mandated Persons such as line managers, doctors, nurses, physiotherapists, occupational therapists, speech and language therapists, social workers, social care workers, and emergency technicians have additional responsibilities. You should check if you are 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.

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

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