



Cardiac Physiologist, Staff Grade
HSE Mid West, Acute Services
HSEMW218-26
Job Specification & Terms and Conditions

Job Title, Grade Code	Cardiac Physiologist, Staff Grade Fiseolaí Cairdiach Cardiac Physiologist, Staff Grade (Grade Code: 3867)
Remuneration	The salary scale for the post is (as at 01/02/2026): €44,776; €47,031; €49,070; €49,996; €51,025; €53,785; €55,512; €57,280; €61,689 €66,048 LSIs 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	HSEMW218-26
Closing Date	Tuesday 04 th August 2026 @ 5 PM
Proposed Interview Date (s)	Candidates will normally be given at least two weeks' notice of interview. The timescale may be reduced in exceptional circumstances.
Taking up Appointment	A start date will be indicated at job offer stage.
Location of Post	HSE Mid-West FSS An Íarthar Láir Acute Services, HSE Mid-West - University Hospital Limerick There is currently one permanent full-time vacancy available in University Hospital Limerick. The post will be located in University Hospital Limerick. A panel may be formed as a result of this campaign from which current and future, permanent and specified purpose vacancies of full or part-time duration may be filled for the HSE Mid-West.
Informal Enquiries	We welcome enquiries about the role. Name: Ms Michelle Rafferty, Chief II Cardiac Physiologist, HSE Mid-West, Acute Services Telephone: 061-482306 Email: michelle.rafferty@hse.ie Please contact 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 uhlrecruitment@hse.ie
Details of Service	HSE Mid-West FSS An Íarthar Láir 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 Acute Services consisting of: • University Hospital Limerick • University Maternity Hospital Limerick • Ennis Hospital • Nenagh Hospital • Croom Hospital • St John's Hospital (voluntary)
Reporting Relationship	The post holder will report to the Chief II Cardiac Physiologist or designated other person.
Purpose of the Post	The post holder will be part of a team providing quality care in cardiac diagnostics. Performance of all non-invasive cardiac investigations and assistance with invasive cardiac investigations or other duties deemed appropriate to your position.
Principal Duties and Responsibilities	The post holder required to support the principle that the care of the patient comes first at all times and will approach their work with the flexibility and enthusiasm necessary to make this principle a reality for every patient to the greatest possible degree. Carry out his/her duties to the appropriate level and under the appropriate supervision of the Chief II Cardiac Physiologist, Senior Physiologists and in cooperation with the consultant cardiologists or other persons designated by the Health Service Executive. Maintain throughout the hospital awareness of the primacy of the patient in relation to all hospital activities. Performance management systems are part of role and you will be required to participate in the Group's performance management programme. The Cardiac Physiologist should be familiar with the techniques and range of equipment used in current medical practice for the diagnosis, treatment and care of cardiac patients including resuscitation equipment. Provide first line maintenance, electrical safety checking and calibration of equipment. This busy Cardiac Department carries out a comprehensive range of non-invasive cardiac investigations as outlined below. The successful candidate will be expected to demonstrate an appropriate level of knowledge and competence and be suitably qualified to perform/train in all of these areas. The Cardiac Physiologist will: • ECGs Performance, interpretation and analysis • Physiologist Managed Exercise Stress Testing (as per British Society protocols): Performance, interpretation and analysis for reporting • Fit and analysis of ambulatory ECG and BP recordings. • Perform pacemaker, ICD, Bi-Vent and loop follow-up • Manage Device Home monitoring. • Perform trans-thoracic echocardiography and report on same • Assist with Transoesophageal echocardiography



- Perform angiography laboratory duties, EP studies, FFR, OCT, Impella, Balloon pump, Lucas, Angiojet, IVUS, Rotablation, Shockwave pericardiocentesis and any other new procedures.
- The post holder must be willing to participate in on-call duties associated with 24hr STEMI service.
- Assist with pacemaker, ICD, BI-Vent and Loop recorder implant.
- Assist Chief 11 and Senior Cardiac Physiologist in the administrative needs of the department.
- Any other duties, assigned by the Chief 11 Cardiac Physiologist, which are deemed appropriate.

Professional/ Clinical

- Carry out his/her duties to the appropriate level and under the appropriate supervision of the Chief II Cardiac Physiologist and in cooperation with the Consultant Cardiologist or other persons designated by the Health Service Executive.
- Calibrate and maintain all equipment which includes sterilisation where necessary.
- Perform the procedure, report and highlight abnormal recordings.
- Carry out portable testing in some cases.
- Participate in in-patient care, preparation and reassurance of patient.
- Initiate and participate in dealing with medical emergencies including cardiac resuscitation.
- Be responsible for history-taking and interpretation of request forms.
- Keep such records appropriate to his/her office as he/she may be required by the Health Service Executive.
- Be involved in the development of new procedures which may be introduced.
- Participate in the development of operational policy and best practice.
- Provide first line maintenance, electrical safety checking and calibration of equipment.
- Support nursing, medical and technical staff in the implementation of patient care involving technology.
- Have a clear appreciation of electrical safety requirements, and a clear understanding of potential sources of Macroshock and Microshock.
- Follow instruction and directions given by Chief or Senior Physicist in relation to radiation protection.
- Take responsibility for the care and cleanliness of all equipment and accessories used.
- Act for other staff in their absence as required.
- Adhere to departmental patient policies at all times.

Education and Training

- Update his/her knowledge and training accordingly as medical procedures change and developments are introduced.
- Contribute as required to the development of training program for established staff and external groups.



	• Attend staff training programmes. • Participate in the development of the continuous professional education program including the performance of national and /or international accreditation examinations provided by British Society of echocardiography, EACVI, NASPE, IBHRE or other programs as per departmental requirements. • Be willing to mentor junior staff as and when required. • Maintain a personal record of professional development. <u>Health and Safety</u> • Provide a high standard of safe practice for patient care. • Ensure adherence to established policies and procedures to ensure safe patient care. • Ensure adherence to department policies in relation to the care and safety of any equipment supplied for the fulfilment of duty. • Report accidents and incidents; participate in the investigation and remedial action. • Be familiar with Hospital & Department Disaster Plans and implementation. • Have a working knowledge of HIQA standards as they apply to the role, for example Standards for Health Care, National Standards for the Prevention and Control of Health Care Associated Infections, Hygiene Standards etc • Support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service. The above Job Specification 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	<u>1. Statutory Registration, Professional Qualifications, Experience, etc.</u> (a) Eligible applicants will be those who on the closing date for the competition: (i) Hold a Level 8 qualification in Clinical Measurement Physiology on the National Framework of Qualifications, awarded by Quality and Qualifications Ireland (QQI) from Technological University Dublin (TUD) (formerly Dublin Institute of Technology). OR (ii) Hold a Level 9 qualification in Clinical Measurement Physiology on the National Framework of Qualifications, awarded by Quality and Qualifications Ireland (QQI) from Atlantic Technological University (ATU). OR (iii) Hold a Certificate in Medical Physics and Physiological Measurement (MPPM) from Dublin Institute of Technology (Formerly Dublin Institute of Technology). OR (iv) Hold an equivalent relevant scientific qualification at minimum Level 8 on the National Framework of Qualifications maintained by Quality and Qualifications Ireland (QQI) as confirmed by the HSE Clinical Measurement Physiology Governance Group (CMPGG) See Note1.

	OR (v) Hold an equivalent relevant scientific qualification at minimum Level 8 on the National Framework of Qualifications maintained by Quality and Qualifications Ireland (QQI) as confirmed by the Irish Institute of Clinical Measurement Physiology (IICMP) Formally Irish Institute of Clinical Measurement Science (IICMS). OR (vi) Hold an equivalent scientific qualification as confirmed by the Irish Institute of Clinical Measurement Science awarded in or before 2005 (See Note 2) AND (b) Candidates must have the requisite knowledge and ability (including a high standard of suitability and professional ability) for the proper discharge of the duties 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. Note 1* If you completed your Clinical Measurement Physiology qualifications outside of Ireland you can apply to the HSE to have your qualification assess for recognition for entry to the Clinical Measurement profession in Ireland. (Adhering to the Standards of Proficiency for entry in the profession). http://careerhub.hse.ie/clinical-measurement-recognition -of-qualificaion/ Note 2* In exceptional cases where the IICMP are note in a position to validate pre 2005 qualifications the Clinical Measurement Physiologists experts on the eligibility / selection board may, at their discretion, deem as eligible. HSE applicants who are currently employed as Clinical Measurement Physiologists and who were employed in or before 2005, on the presentation of proof of their qualifications that was acceptable on the commencement of their employment.
Post Specific Requirements	Demonstrate depth and breadth of experience in cardiac diagnostics as relevant to the role.
Other requirements specific to the post	Partake in the 24/7 STEMI on call rota for the Cath. Lab, with a response time of less than 30mins.
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	Candidates must: • Demonstrate the necessary experience and knowledge to carry out the post in a competent and safe manner. • Demonstrate evidence of effective planning and organising skills including awareness of importance of value for money. • Demonstrate ability to manage deadlines and effectively handle multiple tasks. • Demonstrate commitment to providing a quality service. • Demonstrate awareness and appreciation of the service user including evidence of ability to empathise with and treat patients, relatives and colleagues with dignity and respect. • Demonstrate effective communication and interpersonal skills. • Demonstrate leadership potential and team skills including the ability to work with multi-disciplinary team members. • Demonstrate problem solving and decision making skills. • Demonstrate evidence of computer skills relevant to the role. • Demonstrate evidence of effective planning and organising skills including awareness of importance of value for money. • Demonstrate ability to manage deadlines and effectively handle multiple tasks. • Demonstrate commitment to providing a quality service. • Demonstrate awareness and appreciation of the service user including evidence of ability to empathise with and treat patients, relatives and colleagues with dignity and respect. • Demonstrate evidence of continuous professional development. • Demonstrate effective communication and interpersonal skills. • Demonstrate leadership potential and team skills including the ability to work with multi-disciplinary team members. • Demonstrate problem solving and decision making skills. • Demonstrate evidence of computer skills including use of Microsoft Word, Excel and email.
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. Failure to include information regarding these requirements may result in you not progressing to the next stage of the selection process.



	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.	



Cardiac Physiologist, Staff Grade

Terms and Conditions of Employment

Tenure	The current vacancy available is permanent and whole 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 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. 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.