

Children's Health Ireland

Job Specification and Terms & Conditions

Job Title	Consultant Paediatrician with a special interest in Inherited Metabolic Disorders
Campaign Reference	101730
Closing Date	Sunday August 30 th at 11:45pm
Hours	Children's Health Ireland are seeking to fill this position with a Consultant Paediatrician with a special interest in Inherited Metabolic Disorders. This is a 1.0 WTE Consultant position.
Location of Post	Children's Health Ireland (CHI) operates across CHI at Temple Street, Crumlin and Tallaght, as well as the CHI Paediatric Outpatients and Urgent Care Centre at Connolly Hospital. The post holder will join the department of Paediatric Metabolic Medicine at the National Centre for Inherited Metabolic Disorders (NCIMD) based in CHI at Temple Street to support the delivery of care at the current children's hospitals and moving to the new NCHI on opening.
Context/ Background	Children's Health Ireland (CHI) operates as a single service across the existing Dublin children's hospitals, Crumlin, Temple Street and Tallaght. Also, the paediatric outpatients and urgent care centres, Connolly, which opened in July 2019, and Tallaght, which opened in November 2021. CHI governs and operates local paediatric services for the Greater Dublin Area and all national paediatric specialist services, some of which are on an all-island basis. • Just under 25% of our population are children under 18 years of age. It was estimated in 2016 that 16% of our children have a chronic disease, such as, diabetes, allergies and asthma and this was increasing. 2% are acutely ill or have complex and multiple care needs requiring national services • CHI currently has a staff of 4,150 delivering care annually to 334,500 children, young people and their families through 39 clinical specialties and 442 in-patient & day care beds • 2019 activity: In-patients 24,500; Day cases 33,500; Outpatients 147,500; ED 129,000

	Ireland will have an excellent new children's hospital that is purpose built to deliver the best care and treatments that are available for future generations to come. The new children's hospital, which will open in 2026, will bring together the three children's hospitals into a world class building on a campus shared with St James's Hospital. This will be a leading campus in healthcare and research in Ireland, a leading adult teaching hospital, a children's hospital and in time, a new maternity hospital, when the Coombe Women and Infants University Hospital is relocated on the campus. CHI is leading on the clinical and operational transformation on how children's healthcare will be delivered in the future to deliver better, safer and more sustainable healthcare in the future. The new hospital is planned as the first 'Digital Hospital' in the system with the implementation of an Electronic Healthcare Record, as well as, other evidence-based standards, such as, 100% single rooms. Children's Hospital Programme is a major programme of work led by CHI, focused on transformative service change to enhance services for children, young people and their families, to integrate the three existing hospitals, while maintaining existing and new services, ensuring patient safety and quality until transition is complete. A National Model of Care for Paediatric Healthcare Services in Ireland (2016) was approved by the HSE and sets out a vision for high quality, accessible healthcare services for children in Ireland, from birth to adulthood. It spans a range of care settings from community services to tertiary and quaternary care. This Model of Care endorses the development of the new children's hospital as central to a clinical network for paediatrics across Ireland, with strengthened roles for local and regional paediatric units. It describes a 'hub and spoke' model for paediatrics in Ireland whereby the new children's hospital will be the hub, reaching out to regional and local units (the spokes).
Reporting Arrangements	Public Only Consultant Contract 2023 states that the Consultant's reporting relationship and accountability for the discharge of his/her contract is: The Chief Executive Officer/General Manager/Master of the hospital (or other employing institution) through his/her Clinical Director.

	The Metabolic Department is in CDB. The post holder will also be professionally accountable to the Chief Medical Officer of CHI.
Key Working Relationships	• The metabolic multidisciplinary team • Clinical Director of CDB • Clinical Directors across the three Children's hospitals and new Paediatric OPD and Urgent Care Centres • Operations Lead and Director of Nursing in CDB • Other Operations Leads and Directors of Nursing in CHI • Clinical colleagues within the Paediatric Metabolic department and the Adult Metabolic service in MMUH • Clinical colleagues in Chemical Pathology and both clinical and scientist colleagues in the metabolic and newborn screening laboratories • Clinical Specialty Leads for the Paediatric Metabolic Service and Clinical Specialty Leads for the other Paediatric medical and surgical specialties within the hospital • Inter-Disciplinary Teams within the hospitals and in the community • Chief Academic Officer of CHI • Academic Partners in Dublin, Ireland and internationally • Children's Health Foundation • Department of Health
Scope of the Role	The National Centre for Inherited Metabolic Disorders (NCIMD) at CHI provides a highly specialised service for the management and care of paediatric metabolic patients throughout Ireland with inpatient and outpatient services based in CHI. We provide outreach outpatient clinics to three regional hospitals in Limerick, Cork and Portlincora. We are available 24/7 for telephone support regarding any metabolic questions to all paediatric and neonatal units throughout the country. The successful candidate would have the opportunity to provide outreach care and will be expected to participate fully in the 24/7 on-call roster. The NCIMD comprises a multidisciplinary team including consultants, NCHDs, specialist metabolic dietitians, Clinical Nurse Specialists, ward staff nurses, Clinical Psychologists and Medical Social Workers. Inpatient services are currently delivered on a 7 bedded high dependency specialist metabolic ward with highly trained nursing staff. In the NCHI, the metabolic service will be co-located with Respiratory, Endocrine, Diabetes and Dermatology on ward 64A. There are approximately 250 admissions per year. We work closely with our scientific and laboratory colleagues in the Metabolic laboratory and the Newborn Screening laboratory to provide a comprehensive diagnostic and monitoring service.

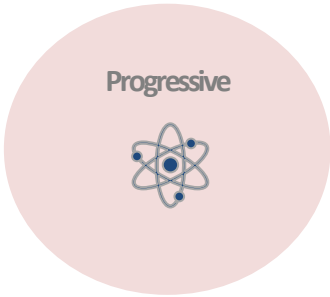
	We run daily outpatient clinics, with a combination of face-to-face and virtual consultations. We offer specialist nurse/dietetic led clinics. We also run joint clinics with other consultant colleagues for children with lysosomal disorders and metabolic liver disorders. We plan to expand on these in the new NCHI with proposed joint clinics with our neurology and neuro-developmental colleagues and a joint family dyslipidaemia clinic with the adult lipid service in St James. We collaborate closely with our colleagues in the adult metabolic service based at MMUH with whom we are actively developing our transition programme. We have a structured departmental teaching programme and play an integral role in the wider hospital teaching curriculum. The NCIMD is active in a number of international clinical trials and has a robust research programme. We are in discussion with our colleagues in Northern Ireland along with both Departments of Health concerning the development of a Shared Island Paediatric Metabolic Network. This will ensure patients receive equitable care from robust services as close to home as clinically suitable.
Purpose of the Role	The post holder will join the current team of Consultants and will play a full role in the provision of inpatient and outpatient services within the Metabolic Service. The post holder will participate fully in the on-call roster to provide 24/7 comprehensive and seamless cover for metabolic patients at local, regional and national levels. The post holder will work in close co-operation with the existing staff members to ensure seamless cover for patients allocated to their care. In addition, the post holder will work flexibly to support, further develop, and progress existing clinical, administrative, and teaching and research duties currently undertaken by the team. The post holder will work with existing colleagues to further develop the Paediatric Metabolic service to include: 1. The establishment of a Shared Island Metabolic Network 2. The expansion of Newborn Screening (currently under review with HIQA) and expected to increase the number of conditions screened considerably in the next few years. 3. Further expansion of outreach services to areas not currently covered, e.g. Wexford/Waterford and Donegal/Sligo.

	4. Collaboration with our colleagues in the adult metabolic service in ensuring the transition service continues to develop with the establishment of a transition clinic in MMUH 5. Establishment of shared clinics in NCHI with neuromuscular and neurology colleagues. 6. Establishment of a specialist paediatric dyslipidaemia clinic, to work closely with our colleagues in the lipid service in St James to provide family clinics. The development of our service, as outlined, aligns with CHI's network objectives and the vision of the National Model of Care for Paediatric Healthcare Services (2016), for the delivery of safe and appropriate care to paediatric patients as close to home as possible so that children and young people with urgent care needs get the right advice at the right place.
	The successful applicant, as an appropriately trained Consultant Paediatrician with a special interest in inherited Metabolic Disorders will assume a full clinical role in the stabilisation, investigation and clinical management of patients suspected or known to have an Inherited Metabolic Disorder. The responsibilities will include: • To be responsible for the care and treatment of metabolic patients at NCIMD at NCHI, including the delivery of outpatient clinics and ward rounds • To lead the development and delivery of an outreach metabolic clinic to either the southeast or the northwest of the country • To work with CHI network team and other paediatric units in clinical network development • To work with colleagues in Northern Ireland to develop a Shared Island Metabolic Network • To work with colleagues in MMUH to further develop the Transition service by attending outpatient clinics in MMUH • To work with and support CHI in relation to transition to the NCHI • Provide consultation/metabolic opinion on patients as required including in person consults at CHI Temple Street and CHI Crumlin prior to moving to NCHI • To be easily accessible to clinical staff in person and by phone during normal working hours to advise on the treatment of paediatric metabolic patients or patients suspected to have an IMD, and to work collaboratively with the metabolic MDT • To fully participate in the on-call service on the metabolic rota and provide cover for colleagues when on leave • To be responsible for management duties assigned within NCIMD

- To supervise, teach and be responsible for the clinical work and record keeping of NCHDs at NCIMD
- Participate in paediatric medical and nursing undergraduate and postgraduate teaching in the hospital.
- Liaise with the Chief Executive, Chief Medical officer, Clinical Director, Director of Nursing and consultant colleagues and others in all matters pertaining to the efficient management of the hospital services.
- To participate in a system of professional practice review to support the maintenance of service quality and standards and improvement of the national service at NCIMD, including a documented commitment to a wide range of clinical research and audits
- To work within the Hospitals' Clinical Management structures and to attend and participate in meetings relevant to the post in all matters pertaining to the general efficiencies and effectiveness of NCIMD
- To actively participate in research including international collaborations and networks
- To contribute in a positive way to the clinical, academic and research profile of NCIMD at CHI Temple Street.
- Contribute to audit, QI, development of guidelines and standards

The above 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 them from time to time and to contribute to the development of the post and service while in office.

Professionalism at CHI		<i>“Professionalism” at CHI involves forming values and developing behaviours and attitudes, which foster professional relationships, promote public trust and enhance patient safety.</i> <i>Medicine is a profession in which a doctor’s knowledge, clinical skills and judgement are put in service for the benefit of human health. This purpose is realised through a partnership between patient and doctor, one based on mutual respect, individual responsibility and appropriate accountability.</i> <i>Medical students and doctors should be committed to compassion, effective communication, integrity and honesty, working in partnership with the wider healthcare team/s, advocacy, ethical practice, altruism/selflessness, reflective practice that promotes continuous improvement, evidence based practice, cultural sensitivity and self-care, all culminating in improved child/patient centred service.</i> <i>These commitments aspire to excellence, professional identity formation and leadership.</i>
Our Values	Our values reflect what we all believe will make the most positive difference to the care we offer and to the way we work with one another. By ‘living our values’ we will develop our organisation, our people, and continue to improve the quality of the patient experience in everything we do. The post holder will be expected to embody these values and enable them across the organisation  Child-Centred The children and families in our care are at the centre of everything we do. We are... ○ Accountable for our patients’ safety	

	○ Great team members ○ Passionate about our purpose  We care about our patients, their families and our colleagues. We are... ○ Always kind ○ Aware of our impact ○ Leaders in care  We provide access to the latest knowledge, innovation and technology for the best patient outcomes. We are... ○ Focused on developing our self and others ○ Always seeking to improve ○ Always looking for innovative solutions
Skills, competencies and/or knowledge	Eligibility Criteria Professional Qualifications and Experience Mandatory: a) 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 paediatrics <u>And</u> b) Two years postgraduate training and experience, to include participation in an out of hours on-call roster, in paediatric metabolic medicine. “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, within 180 days of the day of interview and before taking up appointment. In exceptional circumstances, proleptic appointments may be considered for candidates engaged in relevant training programmes.

The Consultant must, at all times while continuing to hold office, continue to be registered with the Medical Council of Ireland. Documentary evidence of Medical Council Registration is required and must be produced annually to the Medical Administration Department within the Children's Health Ireland.

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".

Desirable Criteria:

Clinical fellowship in paediatric metabolic medicine, national or international

Essential:

Skills / Competencies / Knowledge:

- Significant experience in clinical practice in delivery of acute unscheduled care at both local and national levels
- Experienced clinician with credibility and the ability to command the respect of all clinical and non-clinical professionals
- Experience of developing, applying and reviewing an evidence-based approach to decision making
- Excellent inter-personal skills, including experience and familiarity with public, professional, media and political communications and stakeholder relations
- Demonstrate commitment to fostering partnerships, multi-professional and multi-disciplinary relationships
- Demonstrate a knowledge and undertaking of the current governance structures and anticipated changes with the establishment of the new children's hospital
- Experience in reconfiguring acute services across organisations and regions
- Demonstrate leadership and team management skills including the ability to manage his/her staff and service and work with multi-disciplinary team members
- Experience of operating in complex and challenging environments
- Knowledge of the Irish health sector, national health programmes and health reform agendas
- Strong negotiation and influencing skills
- Effective change management skills
- Excellent communication skills, both verbal and written
- Risk and issue management skills
- Ability to recognise and respect the expertise of others and the contribution of team members and harness good teamwork and open contributions to enable the achievement of programme aims
- Demonstrate evidence of effective planning and organising skills including awareness of resource management

	Have excellent computer skills, competencies and knowledge of hospital data/information systems 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.
Health & Safety	These duties must be performed in accordance with the hospital health and safety policy. In carrying out these duties, the employee must ensure that effective safety procedures are in place to comply with the Health, Safety and Welfare at Work Act. Staff must carry out their duties in a safe and responsible manner in line with the Hospital Policy as set out in the appropriate department's safety statement, which must be read and understood.
Quality, Risk & Safety Responsibilities	<i>It is the responsibility of all staff to:</i> - Participate and cooperate with legislative and regulatory requirements with regard to Quality, Risk and Safety. - Participate and cooperate with the Children's Health Ireland; Quality, Risk and Safety initiatives as required. - Participate and cooperate with internal and external evaluations of hospital structures, services and processes as required, including but not limited to: - National Standards for Safer Better Healthcare - National Standards for the Prevention and Control of Healthcare Associated Infections - HSE Standards and Recommended Practices for Healthcare Records Management - HSE Standards and Recommended practices for Decontamination of Reusable Invasive Medical Devices (RIMD) - Safety audits and other audits specified by the HSE or other regulatory authorities - To initiate, support and implement quality improvement initiatives in their area which are in keeping with the organisation's continuous quality improvement programme. <i>It is the responsibility of all managers to ensure compliance with regulatory requirements for Quality, Safety and Risk within their area/department.</i>

Specific Responsibility for Best Practice in Hygiene	Hygiene in healthcare is defined as <i>“the practice that serves to keep people and the environment clean and prevent infection. It involves preserving one’s health, preventing the spread of disease and recognizing, evaluating and controlling health hazards.”</i> • It is the responsibility of all staff to ensure compliance with hospital hygiene standards, guidelines and practices. • Department heads/ managers have overall responsibility for best practice in hygiene in their area. It is mandatory to attend hand hygiene and sharps awareness workshops yearly
Competition Specific Selection Process	The criteria for short listing are based on the requirements of the post as outlined in the eligibility criteria and/or the essential & desirable knowledge, skills and competencies section of this job specification. <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> To apply for this position, please send a CV and letter of application. The closing date for submissions of CV’s and letter of application is Sunday August 30th at 11:45pm. Applications must be completed through the advertised post on CHI.jobs by clicking ‘Apply for Job’. Applications will not be accepted through direct email or any other method. Informal Enquiries can be obtained from: Cillian Greene, Medical Talent Acquisition specialist via Cillian.greene@childrenshealthireland.ie For other queries relating to this recruitment process, please contact Dr Joanne Hughes 01 878 4317 - Joanne.Hughes@childrenshealthireland.ie
Panel/s	A panel may be created from which permanent, fixed term and specified purpose vacancies of a full or part time duration may be filled across all Children’s Health Ireland locations. The tenure of these panels will be indicated at offer stage.
Information on “Non-European Economic Area Applicants” is available from https://dbe.gov.ie/en/	
The reform programme outlined for the Health Services may impact on the executive remit of this post 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. Children’s Health Ireland is an equal opportunities employer.	