



Job Description

Consultant General and Trauma Surgeon

POCC23

Mater Misericordiae University Hospital – 37 hours

1 Purpose of the Position

The Consultant General Surgeon will provide general surgery and trauma services on a Public Only Consultant Contract (POCC23) basis with a commitment of 37 hours to the Mater Misericordiae University Hospital. This is a new post for the **Major Trauma Centre / Central Trauma Network**.

2 Qualifications

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 general surgery. In addition, the candidate will have a minimum of one-year clinical fellowship training in trauma surgery including dedicated training in the comprehensive management of a trauma patient, including surgical critical care.

3 Age

Age restriction shall only apply to a candidate where he/she is not classified as a new entrant (within the meaning of the Public Service Superannuation (Miscellaneous Provisions) 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.

4 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.

5 Character

A candidate for and any person holding the post must be of good character.

6 Garda Vetting

Under the National Vetting Bureau (Children and Vulnerable Persons) Acts 2012 to 2016 it is now mandatory to ensure all employees in the Irish Health Service undergo vetting disclosure. The Act stipulates that a relevant organisation shall not permit any person to undertake relevant work or activities on behalf of the organisation, unless the organisation receives a vetting disclosure from the National Vetting Bureau in respect of that person.

7 Entry to competition / recruitment process

For the purposes of eligibility for entry to any competition or recruitment process associated with this post, a candidate must fulfil the eligibility requirements laid down in the information pack for the post. 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 procedure 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 (or, in the case of HSE posts, the Public Appointments Service may choose not to recommend that candidate to the employer). Should no suitable candidate exist, a further process may be initiated.

8 **Hygiene**

During the course of employment, staff are required to ensure that the hospital's hygiene and infection control policies are adhered to at all times. All employees have responsibility to prevent transmission of infection by adhering to and implementing optimal hand hygiene and adhering to the Hospital's Hygiene processes. Hygiene is a fundamental component of the Mater Hospital's quality system to ensure the safety and wellbeing of its patients and staff and plays a role in the prevention and control of healthcare associated infection.

9 **Health and Safety**

The Mater Misericordiae University Hospital is committed to ensuring the safety, health and welfare of its staff and, to this end, a safety statement has been prepared setting out all the safety arrangements which are in force. All staff also have a legal obligation in relation to Safety, Health and Welfare at work and are required to follow the guidelines contained in the Hospital's safety regulations / safety statement. You are obliged to familiarise yourself with the safety regulations / safety statement arrangements in relation to your own employment and you have a responsibility to adhere to these at all times.

10 **Accountable to/ Reporting Relationship:**

The Consultant's reporting relationship and accountability for the discharge of his/her contract is to the Chief Executive Officer through his/her Clinical Director.

11 **Liaison and Communication**

To discharge the duties of this post he/she will require a good level of communication primarily with the patients, consultants and other medical staff, allied health professionals and other stakeholders at the Mater Hospital.

GENERAL INFORMATION

Mater Misericordiae University Hospital

The Mater Misericordiae University Hospital (MMUH) is a major teaching hospital in the HSE Dublin North East and delivers education in conjunction with University College Dublin (UCD). Central to the hospital's mission and ethos is education and research with the aim of contributing to the highest standard of excellence in patient care.

The MMUH has a complement of 755 beds and is the National Centre for the following specialties and super specialties: Heart Surgery, Heart and Lung Transplant, Adult Congenital Heart Disease (ACHD) Service, Pulmonary Hypertension, Adult Extracorporeal Membrane Oxygenation (ECMO), Hyperthermic Intraperitoneal Chemotherapy (HIPEC), Spinal Injuries, Adult Scoliosis, Isolation Unit for High Consequences Infectious Diseases (HCID), Inherited Metabolic Disorders, Rare Diseases, Forensic and post-mortem imaging, Bone anchored hearing aid, Deep Brain Stimulation, Advanced Heart Failure and Ventricular Assist Device (VAD), Brachial Plexus Service, Clinical and Laboratory Cardiac Genomics / Genetics.

Other specialties include but are not limited to cardiology, ophthalmology, haematology / oncology, nephrology, urology, infectious diseases, psychiatry, ear nose and throat, rheumatology, diabetes and endocrinology, neurology and stroke care, a multidisciplinary breast care centre, respiratory medicine, vascular surgery, interventional radiology, emergency and intensive care medicine, plastic surgery, general and colo-rectal surgery, orthopaedics, medicine for the elderly, pain and palliative care medicine, sole site for SIRTEX therapy in ROI, Sole site for MMMDT in ROI, Vestibular Rehab, EVLP (Ex Vivo Lung Perfusion), Emphysema Lung Volume Reduction, Thoracoscopic clip. In addition the hospital has one of the busiest adult Emergency Departments in the country.

The Mater Hospital, as the Major Trauma Centre designate for the Central Trauma Network is forecast to manage an additional 1,531 trauma patients, of which 1,217 will have high severity injuries, requiring an additional capacity of 26,545 bed days. This represents a substantial increase in trauma activity at the hospital, where the current volume of activity accounts for 9,604 bed days. This represents a 276% increase in trauma activity.

Overview of the Role

The National Trauma Strategy recommends that an inclusive trauma system be established, where a network of facilities and services co-ordinate in the care of injured patients along standardised pathways. International studies have consistently shown that concentrating the care of severely injured patients in dedicated Major Trauma Centres is associated with improved access to care, reduced length of stay and demonstrably better outcomes for patients.

The Strategy sets out that trauma services in the future trauma system will be delivered by two regional hub-and-spoke networks: the Central Trauma Network and the Southern Trauma Network. The hubs of each network will be the Major Trauma Centres (MTCs). MTCs will provide the highest level of specialist trauma care to the most severely injured patients on a single hospital site and will act as the highest point of escalation for trauma services within their respective networks.

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Following presentation to the Major Trauma Centre, patients will be appropriately resuscitated with operative intervention as needed, they will require comprehensive care until discharge, and have appropriate follow-up, to include elective surgical intervention, when required. The appointee to this post will play an integral part in all stages of this patient journey. In addition, the appointee will work with the Division of Surgery to recruit further General/Trauma Surgeons in line with expansion of activity at the MTC; the appointee will provide governance for the evolving department of General Trauma Surgery, including overseeing audit of outcomes; and they will have a role in the development of policies and procedures for the care of trauma patients throughout the network.

The appointee will develop the in-patient Trauma Service, collaborating with other disciplines, as well as acting as an admitting consultant for the in-patient Trauma Service. The appointed surgeon will establish, on a phased basis, a new layer of General Trauma surgery on call which will provide the first point of contact for patients who present following trauma. It is anticipated that the appointed surgeon will be the first appointee to this dedicated trauma roster, with a view to ultimately having a cohort of subspecialty appointed general trauma surgeons. These roles will be subject to rota arrangements within the overall trauma receiving service.

The Consultant appointed will have a specialty interest and training in emergency general surgery and major trauma to deliver immediate as well as long-term comprehensive management of these complex patients. Operative surgical experience should include significant prior caseload of resuscitative laparotomy and management of visceral injury, resuscitative thoracotomy, emergency airway management as well as specialty training in major haemorrhage control.

The appointee must have training and significant experience in the comprehensive care of the trauma patient, working as part of a multi-disciplinary team. The appointed General and Trauma Surgeon will work closely with existing surgical disciplines at The Mater, involving them as needed if subspecialty expertise is required for the optimal management of the trauma patient.

Undergraduate & Postgraduate Education

The MMUH is formally linked with University College Dublin for medical education and training.

Research

There are active research facilities at the MMUH. The new post-holder will be expected participate and to expand his/her areas of research interest.

General Accountability

The person chosen will:

- maintain throughout the Hospital awareness of the primacy of the patient in relation to all of the Hospital's activities.
- demonstrate behaviour consistent with the Values of the Hospital.
- promote open communications throughout the Hospital.

Specific Accountability

- Specialist medical opinion and clinical consultations will be provided for patients as appropriate and at the request of medical colleagues.
- The consultant will facilitate the education of all hospital staff in best practice
- The Public Only Consultant Contract 2023 provides for a working week of 37 hours which will be scheduled to occur between 8.00am and 10.00pm on rostered Mondays to Fridays and between 8.00am and 6.00pm on rostered Saturdays

Standard Duties and Responsibilities

- To 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 Mater Misericordiae University Hospital and the HSE Dublin and North East Region.
- Display evidence of professional knowledge and attainment in all aspects of general surgery required to fulfill the role and duties of a Consultant General and Trauma Surgeon.
- To ensure that duties and functions are undertaken in a manner that minimises delays for patients and possible disruption of services.
- To work within the framework of the hospital and/or levels of service (volume, types, etc) as determined by the Mater Misericordiae University Hospital.
- Service planning for individual clinical services will be progressed through the Clinical Directorate structure or other arrangements as apply.
- To participate in the development and operation of the Clinical Directorate Service Plan with the Clinical Director / Employer periodically.
- To provide, as appropriate, consultation in the Consultant's area of designated expertise in respect of patients of other consultants at their request.
- To ensure, in consultation with the Clinical Lead / 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.
- To supervise and be responsible for diagnosis, treatment and care provided by non-consultant hospital doctors (NCHDs) treating patients under the consultant's care.
- 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.
- 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.
- Maintain throughout the hospital awareness of the primacy of the patient in relation to all of the hospital's activities.
- Demonstrate behavior consistent with the values of the hospital.
- Actively participate in and promote continuing education and research activities consistent with the position.
- Promote open communication throughout the hospital.
- Cover for fellow consultants during holidays, sickness or other approved absences.
- Liaise with the hospital's Chief Executive Officer, Director of Nursing, Chair of the Medical Board, Executive Clinical Director, consultant staff and others in all matters pertaining to the efficient management of the hospital services.
- Demonstrate evidence of capacity to manage and direct the service in its' administrative, financial, personnel and other activities.
- Demonstrate leadership and team management skills including the ability to work with multi-disciplinary team members.
- Demonstrate commitment to the delivery of a patient focused service. Demonstrate evidence of ability to empathise with and treat patients, relatives and colleagues with dignity and respect.
- To co-operate with the expeditious implementation of the Disciplinary Procedure as per POCC23.
- To participate as a right and obligation in selection processes for non-Consultant 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

Specific Duties of Post

Clinical Responsibilities:

- To attend at the Mater University Hospital at such times as may be determined, and to remain in attendance there at as long as his/her services are required while conforming to the highest current standards in the care of trauma patients. To include, attendance within 30mins when required as the rostered on call Trauma Surgeon. Requirement for on-call presence on-site may be subject to change as trauma care policies evolve.
- To develop and contribute to, as part of a multidisciplinary team, the admitting Trauma Service which will provide 24/7 in-patient care for the trauma patients. Attend all 1800 calls (24/7 basis): leading the call with the assistance of trauma coordinators, ensuring attendance of necessary subspecialty groups, assessing information provided to ascertain need for transfer, safety of patient for transfer, level of care required during transfer and providing advice with regard s to resuscitation and / or definitive care.
- To work closely with emergency medicine, other surgical, critical care, nursing, allied health and other non-surgical services to build and deliver this admitting Trauma Service, including the recruitment of consultant and non-consultant medical staff.
- To develop and participate in the delivery of specialist multidisciplinary trauma review clinics.
- To deliver elective surgery operating lists for trauma patients who later require elective surgery related to their injuries.
- To develop appropriate in-patient trauma clinical policies, procedures and guidelines in conjunction with other surgical disciplines as well as nursing, anaesthesia and critical care, emergency medicine, radiology and other services.
- To develop policies and procedures for the immediate care and resuscitation of the critically injured patient presenting to the MTC.
- To work with the wider trauma network in developing and disseminating patient management policies.
- To ensure the implementation of policies and procedures relating to trauma care, to review and audit outcomes, and to update those policies periodically and as required.

Administration/Teaching:

- To provide teaching and training, at postgraduate and undergraduate levels, of advanced resuscitative and comprehensive trauma care. The Trauma Consultant will have a role in education across the MTC to ensure that there is a consistent standard of care at all points in the system and will also provide a role in the delivery of trauma related training and education in the hospital and network
- The central role of the MTC in educating across the entire trauma system will be recognised and the post holder will have a role in ensuring consistent standards across the entire trauma system by disseminating training and teaching across the system.
- To contribute to Clinical Audit and governance of the trauma department
- To develop and collaborate with others in research as appropriate to the specialty on a local, regional and national basis.
- To supervise and be responsible for diagnosis, treatment and care provided by non-consultant hospital doctors (NCHDs) treating patients under the Consultant's care.

- On a **strategic level**, the post holder will contribute to developing the Mater Misericordiae University Hospital, building on the national reputation of the Trauma Services provided. It is envisaged that the individual, as part of a cohesive team, will be proactive in developing national policies on service delivery, training and innovation.

The role will entail the individual acquiring cutting-edge skills from specialized centres and making them available for Irish patients within the HSE Dublin North East setting with emphasis on:

- a) Developing the inclusive trauma system envisioned in the report “A Trauma System for Ireland”
- b) Facilitating easy access high quality services
- c) Co-ordinating care across the entire trauma system

Health & Safety

- To notify the appropriate Officer of any cases of infectious or suspected infectious disease in his department in the Hospitals and to furnish him/her with such particulars as he/she may require in regard to each such case and in conjunction with the said officer to carry out preventative measures as may be necessary.
- To ensure that satisfactory arrangements exist for the custody and administration of the dangerous drugs in his/her department.

Financial

- To assist in the preparation of annual estimates/budgets of expenditure for revenues for which he/she is responsible.

General

- To reside convenient to MMUH or at such other place as may be approved by HSE Dublin and North East Region.
- To perform such other duties appropriate to the office as may be assigned to him/her by the HSE or other authorised officer.
- The person appointed will hold office under the terms and conditions of the Public Only Consultants Contract 2023 for consultants employed in the public service which will determine that he/she will participate actively in the management of the hospital, be cognisant of resource constraints and retain clinical autonomy while practicing.
- The person holding this post is 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.
- The post holder should be easily accessible to clinical staff in person or by phone during normal working hours to advise on the treatment and management of patients

Risk Management, Infection Control, Hygiene Services and Health & Safety

- The management of Risk, Infection Control, Hygiene Services and Health & Safety is the responsibility of everyone and will be achieved within a progressive, honest and open environment.
- Staff have a duty to familiarise themselves with the relevant Organisational Policies Procedures & Standards and attend training as appropriate in the following areas.
 - Continuous Quality Improvement Initiatives
 - Document Control Information Management Systems

- Risk Management Strategy and Policies
- Hygiene Related Policies, Procedures and Standards
- Decontamination Code of Practice
- Infection Control Policies
- Safety Statement, Health and Safety Policies and Fire Procedures
- Data Protection and Confidentiality Policies

Interpersonal / Communication Skills

- Demonstrate a high level of verbal and non-verbal communication skills in order to effectively communicate with patients/service users, carers, families, colleagues, managers, other health service staff and stakeholders from other organisations.
- Demonstrate knowledge of all Mater Misericordiae University Hospital policy and HSE policy documents pertaining to Dignity at Work and Trust in Care.

Leadership / Teamwork Skills

- Demonstrate leadership and team management skills including the ability to manage his/her team as clinical team leader and work effectively with multidisciplinary team members.

Organisational Skills:

- Demonstrate evidence of effective planning and organisational skills including awareness of resource management.
- Demonstrate ability to evaluate information and judge situations.
- Demonstrate evidence of IT skills

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 him/her from time to time and to contribute to the development of the post while in office.

Particulars of the Post

This is a new full-time post based at the Mater Misericordiae University Hospital (37 hours). The appointee will be required to carry out the duties of a Consultant General and Trauma Surgeon. The following conditions apply:-

- 1 The appointment is permanent, pensionable and of a full-time nature.
- 2 A six month probationary period will apply to this contract.
- 3 The terms, conditions and benefits of the Public Only Consultant Contract 2023, approved by the Department of Health and Children will apply.
- 4 Annual leave will be in accordance with the POCC23 contract. It will be necessary to ensure that this leave is taken so that, on receipt of notification the Administrative head of the Department/Specialty may make appropriate cover and other arrangements.
- 5 **Superannuation / Retirement:** The appointee will be covered by the terms of the relevant pension scheme as set out in Sections 5 & 6 of DPER Circular 19/2012. Appropriate deductions will be made from your salary in respect of your contributions to the scheme. In general, 65 is the minimum age at which pension is payable, however, for appointees who are deemed not to be 'new entrants' as defined in the Public Service Superannuation Miscellaneous Provisions Act 2004 an earlier minimum pension age may apply.

Should you be deemed not to be a new entrant (as defined in the Public Service Superannuation (Miscellaneous Provisions) Act 2004) retirement is compulsory on reaching 65 years of age.

Consultants newly appointed on or after 1st January 2013 or persons returning to public service employment after a break of more than 26 weeks will be members of the Single Public Service Pension Scheme. The Single Scheme provides for CPI linked defined benefit pension awards based on career-average pay. Minimum pension age will be linked to the State Pension age (66 years) initially, rising to 67 in 2021 and 68 in 2028. Pension benefits for new entrants will accrue on a standard basis (i.e. one year's credit for one year's service up to a maximum of 40 years' service) while normal abatements of pension provision will apply to all public sector posts. Compulsory retirement age for most members will be 70 years.

- 6 Acceptance of the management structures of the Mater Misericordiae University Hospital is necessary.
- 7 All applications for special leave shall, in addition, be forwarded to the Senior Management of the Mater Misericordiae University Hospital for consideration. No special leave may be taken without the prior approval of the Senior Management of the Mater Misericordiae University Hospital.
- 8 In the event of resignation three months' notice must be given in writing to the management of the Mater Misericordiae University Hospital.
- 9 Before appointment to the post, a Medical Examination must be undertaken by a qualified Medical Practitioner to be nominated by Senior Management, Mater Misericordiae University Hospital. The examining Doctor will be asked to certify that the candidate is free from any disease or physical defect which might impair his/her capacity to undertake the duties of the post for which s/he is a candidate.
- 10 Garda Clearance - It is a legal requirement that all employees have completed vetting through the National Garda Vetting Unit prior to taking up employment.

Application Details

- 1 Curriculum Vitae (fourteen unbound copies) including qualifications, publications etc. should be forwarded to the Honorary Secretary, Medical Board, Mater Misericordiae University Hospital, 59 Eccles Street, Dublin, not later than **Friday 11 September 2026**.
- 2 Each candidate shall submit, as references, the names and address of at least four responsible persons to whom he/she is well known, but not related, of which, at least, two shall be from a recent or current employer.
- 3 Canvassing directly or indirectly by or on behalf of any candidate will automatically disqualify such candidate.
- 4 Copies of professional and education certificates should be submitted with Curriculum Vitae. Originals of these documents will be required at interview.
- 5 Consultants appointed to the staff of the hospital(s) may not accept other medical appointments other than those available by the private conditions of their contract.
- 6 Candidates will be required to attend in person before an interview board established by the Board of Management but the Board will not be responsible for any expenses a candidate may incur in attendance for interview. Please note that the hospital provides the option of interviewing via Zoom at candidates request.

This job description is not intended to be an exhaustive list of duties and responsibilities. It may be reviewed from time to time in discussions with the appointed to reflect the needs of the Mater Misericordiae University Hospital.