



Clinical Engineering Technician, Staff Grade
HSE Mid West Acute and Older Persons Services
HSEMW245-26
Job Specification & Terms and Conditions

Job title, grade code	Clinical Engineering Technician, Staff Grade Teicneoir Innealtóireachta Cliniciúil (Grade Code: 3161)
Remuneration	The salary scale for the post is: as 01/06/2026 €39,773; €41,023; €42,944; €43,726; €45,296; €48,401; €50,707 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	HSEMW245-26
Closing date	28th of August 2026 at 5pm
Proposed interview date (s)	Candidates will normally be given at least one 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 Acute Hospital Service FSS An Íarthar Láir There is currently one whole-time vacancies available in University Hospital Limerick. A panel may be formed as a result of this campaign for Clinical Engineering Technician, staff grade 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: Mr Fearal Ó Glaisne, Group Clinical Engineering Manager, HSE Mid West Acute Services Email: fearal.oglaisne@hse.ie Telephone: 061 482763 Please contact UHLRecruitment@hse.ie with any Recruitment queries.
Reasonable Accommodations	Candidates who require a Reasonable Accommodation/s to support their participation, at any stage, in the recruitment and selection process, should email Campaign Lead: Sarah Relihan – sarah.relihan@hse.ie
Details of service	HSE Mid West Acute Services 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 400,000 people. The redesign of services will allow new pathways to be developed between acute hospitals, community services, primary care, health and 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 • Limerick Surgical Hub The Clinical Engineering unit provides the following Services: • Actively participating in all aspects of, electro medical equipment management, equipment maintenance, project development and equipping. • Compiling comprehensive equipment technical specifications. • Advising on and evaluating new equipment purchases. • Continuous liaison with health and safety including HPRA alerts. • Quality control and compliance with national and international standards. • Project commissioning & decommissioning programmes. • Comprehensive database on all aspects of electro medical equipment The Department is responsible for the safety and technical support of electro-medical equipment and clinical users. Clinical equipment users include Medical, Nursing and Social Care Professionals. Equipment includes diagnostic, analytical, therapeutic, surgical and life support systems, employed throughout the Hospital Group. The Department will be involved in the equipping and support of future planned developments within the Hospital Group, which will include the provision of a – • Expansion of Ward capacity at UHL. • New Maternity Hospital development on UHL site. • New Surgical Hub for the HSE Mid West The Team Structure is as follows: • Group Clinical Engineering Manager • Principal Clinical Engineering Technicians • Senior Clinical Engineering Technicians • Staff Grade Clinical Engineering Technicians • Clerical/Admin Support Staff The Department provides Clinical Engineering support to the Mid West Acute Services, comprising of: University Hospital Limerick, University Maternity Hospital Limerick, Croom Orthopaedic Hospital, Ennis Hospital, Nenagh Hospital and the Mid West Surgical Hub.
Reporting relationship	The post holder will report to the Group Clinical Engineering Manager or their designate. The post holder will be expected to work as part of a team, which will include both Senior and other Basic Grade Clinical Engineering Technicians.
Key Working Relationships	The job holder will maintain good working relationships with fellow workers, nursing, medical staff, other health and social care professionals, procurement, external service support providers and vendors.

Purpose of the post	The purpose of the post is to ensure the safety of clinical equipment and the provision of engineering support for both the equipment and clinical users. Equipment includes diagnostic, analytical, therapeutic, and surgical and life support systems, employed throughout the Hospital Group. The Clinical Engineering Technician, Staff Grade will work as part of the team providing Clinical Engineering and Technical support to all hospital medical devices including diagnostic, analytical, therapeutic, surgical, renal dialysis and life support systems in Mid West Acute Services as directed by the Reporting Relationship. Having due regard to service needs s/he will also liaise with other staff and grades within and outside the service/line manager as necessitated in the identification, acquisition, and support of safe, effective, and economical technology as part of a healthcare professional team, in the provision, delivery, and advancement of patient care.
Principal duties and responsibilities	<u>Operational/Professional</u> • Provide routine service, calibration, performance testing and electrical safety testing of biomedical assets/equipment in both workshops and at the point of equipment use. • Provide the Department's administration with such records of his/her work as deemed necessary by line management. • Provide a comprehensive maintenance and repair service for electro-medical, endoscopic, renal dialysis and/or other equipment in respect of its functional, electronic, optical, electrical and mechanical aspects to a standard of safety, accuracy and reliability consistent with its function, with professional standards and manufacturers' recommendations. • Provide front line support for hardware and software issues on biomedical assets. • Be available for consultation with medical, paramedical, technical and administrative staff on appropriate matters. • Contribute to the management of the Departments' range of test equipment. • Liaise and work, as required, with other staff grades, both within and outside the Clinical Engineering Department. • Assist with the co-ordination and implementation of the preventative maintenance schedule and safety programmes. • Advise, when requested on the selection, specification, acceptance testing, commissioning and safety of new equipment and services. • Advise, when required, on new technical installations. • Support clinical and technical staff in the implementation of patient care involving technology. • Develop, as required, specialist fields of interest within the fields of clinical engineering. • Participate, as required, in education, training and research programmes.



- Participate in implementation and operation of the departments asset management system, ensuring all equipment is maintained to relevant standards and appropriate records are properly and accurately maintained at all times.
- Be professionally responsible for all aspects of the post.
- Participate in the maintenance of proper stock levels of spare parts and consumables required for the performance of the work of the department.
- Co-operate fully with ensuring compliance with health and safety requirements and regulations.
- Carry mobile communications device for normal duties.
- Assist in the management of contractor performance as it relates to clinical engineering services.

Administrative

- Retain all records regarding maintenance of medical equipment in his/her area of responsibility utilising the medical device asset management system.
- Ensure the Department medical device asset management system is fully utilised and maintained.

Financial

- Ensure all equipment, maintenance and repairs are carried out to the highest standards at the most competitive rates.
- Keep records of all financial dealings within the Department to ensure department budgets are adhered to.
- Order equipment, parts, repairs and consumable items as required.

Human Resources

- Ensure good working relationships are maintained with all staff both in the department and external to the department.

Strategic and Developmental

- Keep abreast in the understanding and knowledge of all new developments in the field of biomedical engineering.
- Help plan and develop the biomedical engineering department in conjunction with department structures.
- Develop self and others.
- Ensure technical knowledge is up-to-date at all times.
- Attend all relevant training courses including specific technical training courses as defined by line management or designated person.

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 will be provided with the necessary education, training and support to enable them to meet this responsibility.

The Clinical Engineering Technician (Staff Grade) will:

- Co-operate with management.
- Remain up to date with relevant organisational policies, procedures & standards including; Risk Management Strategy, Risk Management Incident/Near Miss reporting policies and procedures, Infection Control etc.
- Be responsible for contributing to the identification, assessment and reporting of risks and for contributing to the management and review of risks.
- Comply with hygiene services requirements in their area of responsibility.
- Foster and support a quality improvement culture through-out their area of responsibility in relation to hygiene services.
- Ensure that all safety requirements, statutory and recommended, are satisfied ensuring the safest environment for patients, staff, and others associated with the operation, control and application of electro-medical equipment.
- Carry out all work and duties in a manner that reflects optimum safety/assurance for patient and staff alike - take reasonable care for his or her actions and the effect that these may have upon the safety of others in line with current Safety, Health and Welfare at Work Acts, comply with all safety regulations and audits.
- Bring to the attention of a responsible person any perceived shortcoming in safety arrangements or any defects in work equipment / and report all accidents within the department immediately.
- Be aware of and comply with the Health Care Records Management / Integrated Discharge Planning (HCRM / IDP) Code of Practice.
- Adhere to hospital uniform code.
- 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.
- To 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>Eligible applicants will be those who on the closing date for the competition possess the following:</u> 1. <u>Professional Qualifications, Experience etc.</u> (a) a) (i) Hold as a minimum a recognised qualification at National Framework of Qualifications (NFQ), Level 7 or higher, in <u>one</u> of the following engineering disciplines: (i.1) Electronic, (i.2) Electrical, (i.3) Instrument Physics, (i.4) Industrial Instrumentation, (i.5) Applied Physics, (i.6) Mechanical, (i.7) Mechatronic, (i.8) Biomedical Engineering; OR (ii) Hold a recognised qualification at least equivalent to one of the above; AND (b) Candidates must possess the requisite knowledge and ability (including a high standard of suitability and administrative capacity) for the proper discharge of the duties of the office. <u>Health</u> 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. <u>Character</u> Each candidate for and any person holding the office must be of good character.
Post Specific Requirements	Demonstrate depth and breadth of experience working with Electronic, Mechanical, Electro-medical equipment and ICT, as relevant to the role.
Other requirements specific to the post	Access to appropriate transport to fulfil the requirements of the role as the Clinical Engineering Technicians work from a central base in University Hospital Limerick and provide support to four other outlying hospitals, 3 of which are located outside the city and with limited transport.

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 Clinical Engineering Technician, Staff Grade will demonstrate: <u>Professional Knowledge and Experience</u> • A good working knowledge of the common medical devices as used in acute hospital settings, and comprehensive knowledge of repair methodology for these appliances. • Knowledge of electrical, electronic, ICT and mechanical technology and systems. • Demonstrate the ability to develop the skills to fault find on complex electro medical equipment. • Knowledge of Health Products Regulatory Authority (HPRA) and their role with medical devices. • Knowledge of HSE clinical health information technology as it relates to medical devices. • Knowledge of European Union Medical Device Regulation. <u>Planning and Managing Resources</u> • Effective planning and organising skills including the ability to meet deadlines, work on own initiative and multi task. • The ability to work on own initiative; without close supervision. • An ability to deal with difficult situations in a professional manner. • Experience in working effectively under pressure. <u>Building and Maintaining Relationships including Teamwork Skills</u> • Team skills and leaderships skills including the ability to work within a multidisciplinary team (particularly in the context of the changing clinical and technical environment). <u>Commitment to Providing a Quality Service</u> • An awareness of the primacy of the client and the importance of providing a high quality, person centred service. • Commitment to providing a quality service in an effective and resourceful manner. • Flexibility and openness to change.



	• Commitment to continuous professional development that demonstrates the ability and willingness to keep abreast of changing technology used in medical devices. <u>Evaluating Information, Problem Solving and Decision Making</u> • Good problem solving and decision making skills and the ability to develop solutions to complex problems. • Experience of gathering, interpreting and analysing information to make informed decisions. • Innovation including the ability to effectively challenge existing practices and procedures in developing and improving services to patients. • Excellent interpersonal and communication skills, including the ability to present information in a clear and concise manner.
Campaign specific selection process Ranking/shortlisting / interview	A ranking and or shortlisting exercise may be carried out based on 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.	



Clinical Engineering Technician, Staff Grade

Terms and conditions of employment

Tenure	The current vacancies available are 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, 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. * Public Servants not affected by this legislation: Public servants joining the public service or re-joining the public service with a 26-week break in service, between 1 April 2004 and 31 December 2012 (new entrants) have no compulsory retirement age. Public servants, joining the public service or re-joining the public service after a 26 week break, after 1 January 2013 are members of the Single Pension Scheme and have a compulsory retirement age of 70.
Probation	Every appointment of a person who is not already a permanent officer of the Health Service Executive or of a Local Authority shall be subject to a probationary period of 12 months as stipulated in the Department of Health Circular No.10/71.
Protection of children guidance and legislation	The welfare and protection of children is the responsibility of all HSE staff. You must be aware of and understand your specific responsibilities under the Children First Act 2015, the Protections for Persons Reporting Child Abuse Act 1998 in accordance with Section 2, Children First National Guidance and other relevant child safeguarding legislation and policies.

	Some staff have additional responsibilities such as Line Managers, Designated Officers and Mandated Persons. In the HSE, all Mandated Persons under the Children First Act 2015 are appointed as Designated Officers under the Protections for Persons Reporting Child Abuse Act 1998. You should check Schedule 2 of the Children First Act 2015 to see if you are a Mandated Person, and therefore a HSE Designated Officer, 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 need 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 managed appropriately 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.
Ethics in public office 1995 and 2001	Positions remunerated at or above the minimum point of the Grade VIII salary scale are designated positions under Section 18 of the Ethics in Public Office Act 1995. Any person appointed to a designated position must comply

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.



	with the requirements of the Ethics in Public Office Acts 1995 and 2001 as outlined below: A) In accordance with Section 18 of the Ethics in Public Office Act 1995, a person holding such a post is required to prepare and furnish an annual statement of any interests which could materially influence the performance of the official functions of the post. This annual statement of interest should be submitted to the Chief Executive Officer not later than 31st January in the following year. B) In addition to the annual statement, a person holding such a post is required, whenever they are performing a function as an employee of the HSE and have actual knowledge, or a connected person, has a material interest in a matter to which the function relates, provide at the time a statement of the facts of that interest. A person holding such a post should provide such statement to the Chief Executive Officer. The function in question cannot be performed unless there are compelling reasons to do so and, if this is the case, those compelling reasons must be stated in writing and must be provided to the Chief Executive Officer. C) A person holding such a post is required under the Ethics in Public Office Acts 1995 and 2001 to act in accordance with any guidelines or advice published or given by the Standards in Public Office Commission. Guidelines for public servants on compliance with the provisions of the Ethics in Public Office Acts 1995 and 2001 are available on the Standards Commission's website.
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