



**Social Worker, Senior Medical, CAMHS (Oibrí Sóisialta Sinsearach Míochaine)
Integrated Health Areas of Dublin North County and Dublin North City & West
Job Specification & Terms and Conditions**

Job Title, Grade Code	Social Worker, Senior Medical, CAMHS (Oibrí Sóisialta Sinsearach Míochaine) (Grade Code: 3019)
Remuneration	The salary scale for the post is: (01/06/2026) €72,407 - €74,470 - €76,538 - €78,602 - €80,667 - €82,729 - €83,520 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	DNE26060
Closing Date	Tuesday the 6th of October at 12 Noon
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	Integrated Health Areas (IHA) of Dublin North County (DNC) and Dublin North City & West (DNCW) (Limistéir Shláinte IHA mhtháite IHA ntae Bhaile Átha Cliath Thuaidh agus Chathair Bhaile Átha Cliath Thuaidh & Thiar) There is currently one permanent / whole-time vacancy available in CAMHS, 44 North Great George's Street, Dublin 1. A panel may be formed as a result of this campaign for Social Worker, Senior Medical CAMHS from which current and future, permanent and specified purpose vacancies of full or part-time duration may be filled within Community Services in Integrated Health Areas of Dublin North County and Dublin North City & West. *PLEASE NOTE: this is a Supplementary Campaign* If you are already on the Social Worker, Senior Medical panel, reference number DNCC25056 formed in 2025, please note you do NOT need to apply for this campaign. The panel formed from this campaign will be supplementary to this panel.
Informal Enquiries	We welcome enquiries about the role. For further information on this role, please contact: Name: Elaine Gahan Job Title: Principal Social Worker Phone: 01 807 5392 Email: elaine.gahan@hse.ie Contact emma.oreilly2@hse.ie for enquiries relating to the recruitment process.
Details of Service	The HSE has created six new health regions. Each region is responsible for providing both hospital and community care for the people in that area. Bringing community health services and hospitals together means we can take a more patient-centred approach to healthcare.

HSE Dublin North East provides health and social care to North Dublin, Louth, Meath, Monaghan and most areas of Cavan.

Community Healthcare Services are delivered through the HSE and its funded agencies to people in local communities, as close as possible to people's homes. Community Healthcare Services focus on keeping you well so that you can continue to live at home or close to home through our health promotion, disease screening, diagnosis, treatment, and rehabilitation programs. You can refer yourself to most Community Healthcare Services or through your GP, public health nurse, community mental health team, etc. Services include - Primary Care, Social Care - Older Persons, Social Care – Disabilities, Mental Health, Health and Wellbeing, Quality, Safety and Service Improvement.

HSE Dublin North East Region includes the following hospitals;

- Beaumont Hospital
- Cavan General Hospital
- Connolly Hospital
- Louth County Hospital
- National Orthopaedic Hospital Cappagh
- Monaghan General Hospital
- Mater Misericordiae University Hospital
- Our Ladys Hospital Navan
- Our Lady of Lourdes Hospital
- Rotunda Hospital

Mental Health Services in Integrated Health Areas of Dublin North County and Dublin North City & West are provided via a comprehensive General Adult Service, Child and Adolescent Mental Health Service (CAMHS), Mental Health Intellectual Disability (MHID) Service and Psychiatry of Old Age (POA) Service based on "A Vision for Change".

The focus is on providing assessment and treatment at the least complex level and as close as possible to the patient's home by way of community mental health teams throughout the service. The General Adult and CAMHS Services provide assessment and treatment at out-patient, homecare and day hospital levels. POA is a home or clinic based first assessment service and treatment is augmented by day hospital and out-patient services when recommended. There are sub-specialist services in Rehabilitation Psychiatry and Liaison Psychiatry in the general hospitals (Beaumont, Connolly and Mater).

Acute General Adult, Child and Adolescent, and Psychiatry of Old Age acute in-patient care is provided in four locations (Ashlin Centre - Beaumont, Connolly Hospital, Mater Hospital and St. Vincent's Hospital, Fairview). Two of these sites, Mater and St. Vincent's, provide the service by way of service arrangements. The Mental Health Intellectual Disability service is provided by a mix of statutory services (St. Joseph's Intellectual Disability Service) and funded agencies that provide assessment and treatment to clients attending their services. The Mental Health of Intellectual Disability - St. Joseph's Intellectual Disability Service includes an Approved Centre under the Mental Health Act, 2001 and community residential and outreach services.

A Regional Psychiatric Intensive Care Service is provided in the purpose-built mental health facility in the Phoenix Care Centre, North Circular Road and provides a highly specialised psychiatric intensive care service for the entire Dublin North East Region, South Dublin and Wicklow.

The core values that are intrinsic to the design and delivery of a quality mental health care service are as follows: services should be integrated, multidisciplinary and recovery orientated addressing the biological, psychological and social factors that contributes to mental health problems. The majority of mental health services are delivered in the community.

	CAMHS services are outpatient services within the Integrated Health Areas of Dublin North County and Dublin North City & West, covering a large geographical area. There are 8 multidisciplinary teams, as well as specialist eating disorder and ADHD teams across the area, with clinics based at North Great Georges Street, Ballymun, Swords, Blanchardstown, Malahide Road, Balbriggan and Grangegorman. All teams are multidisciplinary, delivering services and supports to those children, young people and their families as per 'Vision for Change' and the CAMHS Operational Guidelines. The primary role of the service is to address the needs of children and adolescents presenting with moderate to severe mental health difficulties. The Senior Social Worker will be a member of the Social Work Department providing a responsive social work service to children, adolescents, and their families. The successful appointee will work as part of a multidisciplinary team delivering a coordinated approach client care. As part of the multidisciplinary service, the person appointed will have scope to develop professional interventions involving therapeutic engagements with children and families to ensure that children's needs are met and opportunities for wellbeing are optimised. There will be scope to develop partnerships with community services as appropriate. Our key partners are in Paediatrics, Social Services, Education, Primary Care and Adult Mental Health Services.
Reporting Relationship	The Senior Medical Social Worker will report to the Principal Social Worker.
Key Working Relationships	The post holder will work across services which operate from a multi-disciplinary model. Key working relationships include consultant psychiatrists, occupational therapists, speech and language therapists, clinical psychologists, nursing, service users, families and communities. The post holder will work closely with internal and external stakeholders as relevant to the role on a local (for example primary care/social inclusion/community and voluntary services) and national (for example National Mental health Engagement and Recovery Office, National Human Right and Equality Office) level.
Purpose of the Post	The purpose of the post is to provide a recovery-focused social work service that seeks to improve the health and social wellbeing of the service users. The post holder will achieve this through the implementation of an accessible, equitable, person-centred service. The Senior Social Worker will work as part of a multidisciplinary team delivering a co-ordinated approach to mental health care. The Senior Social Worker brings a systemic perspective to assessments and interventions on a multidisciplinary team emphasising the importance of assessing the person in their environment, assessing and providing expertise where the social aspects are factors impacting on the service user's mental health and on their family. The Senior Social Worker emphasises the importance of family focused practice and their psychosocial assessments and therapeutic interventions focus not only on an individual's mental health needs, but on their relationships, supporters and the broader family and community systems.
Principal Duties and Responsibilities	<i>The Social Worker, Senior Medical will:</i> <u>Professional / Clinical</u> • Deliver a quality service to service users ensuring professional standards are maintained in accordance with the requirements as set out by CORU https://coru.ie/files-education/swrb-standards-of-proficiency-for-social-workers.pdf • Ensure the delivery of social work services is in accordance with CORU's Code of Professional Conduct and Ethics for the Social Work profession, relevant legislation and HSE policies, Mental Health Commission (MHC), HSE and HIQA policies, procedures, guidelines and protocols. • Work in accordance with the principles and values of recovery as described in the

National Framework for Recovery for Irish Mental Health Services: A National Framework to Advance the Continuous Delivery of a Quality Recovery Orientated, Person Centred Mental Health Services 2024-2028.

- Incorporate Social Work values and ethical principles in planning, developing, implementing and reviewing interventions.
- Ensure the promotion of the social model of care and recognition of the social determinants of health and well-being.
- Ensure the implementation of models of best practice / evidence-based practice.
- Be responsible for the management of the day-to-day provision of the social work service in conjunction with another Senior Medical Social Worker(s).
- Take direct responsibility for a defined caseload as required, in particular cases that require a high level of experience and expertise.
- Provide a comprehensive social work service to patients and families, to include psycho-social assessment, intervention, discharge planning and follow up or referral on, as required, to statutory and / or voluntary services.
- Provide an initial assessment service to all care groups and develop referral procedures with community and other networked services.
- Make it possible for clients / service users to advocate for their own needs, or where appropriate advocate on behalf of service users.
- Ensure the delivery of social work services in an integrated and multidisciplinary manner with a range of statutory and voluntary groups and organisations. Develop effective working relationships with and between individual, different agencies, community resources and other professionals.
- Formulate discharge care plans for patients together with the multidisciplinary team, to assess a patient's support system in order to ensure that, upon discharge, patients have an appropriate level of support for their needs in their families and community.
- Maintain continuity of service in Social Work provision to clients already known / referred through the Community Team when they have transferred to any other setting e.g. residential / hospital.
- Ensure anti-discriminatory practice and cultural competence, at individual and service levels.
- Provide an appropriate level of supervision for staff consistent with good practice and the local / national Supervision Policy.
- Actively participate as a member of the relevant team / service in team building and change management initiatives.
- Attend social work team meetings, clinical meetings, case conferences, court, tribunals etc. as required.
- Participate in working groups / committees.
- Keep Line Manager fully informed and up to date on all significant matters.

Education & Training

- Maintain standards of practice and levels of professional knowledge by monitoring and reviewing the standards within their area of responsibility, participating in and organising continuous professional development initiatives and professional development planning.
- Engage in career and professional development planning in collaboration with the Principal Social Worker (or designate) and in meeting CORU expectations.
- Keep up to date with advances in Social Work research, and on-going review and evaluation of literature relevant to the assigned area.
- Keep abreast of developments in national policies and strategies and international best practice.
- Keep up to date with organisational developments within the Irish Health Service.
- Actively engage in staff development and training by making recommendations with regard to the on-going education, mentoring, training and in-service needs of social workers.

- Act as a resource by participating in and promoting the education and training of Social Work colleagues, other health professionals and service user groups including clinical audit and research.
- Manage, participate and play a role in the practice education of student social workers, supervise student social work placements.
- Foster an understanding of the role and contribution of social work by providing professional consultation and education to other members of the service.
- Take an active role in professional clinical supervision and engage in reflective practice in accordance with CORU requirements and the local / national Supervision Policy.
- Engage in the HSE performance achievement process in conjunction with your Line Manager and staff as appropriate.

Health & Safety

- Comply with and contribute to the development of policies, procedures, guidelines and safe professional practice and adhere to relevant legislation, regulations and standards.
 - Document appropriately and report any near misses, hazards and accidents and bring them to the attention of designated individual(s) in line with best practice.
 - Work in a safe manner with due care and attention to the safety of self and others.
 - Be aware of risk management issues, identify risks and take appropriate action.
 - Comply with department procedures with regard to assessment, recommendation and/or manufacturing of all assistive devices.
 - Promote a culture that values diversity and respect.
 - 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.
- Support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service.

Management

- Contribute to service developments by monitoring and evaluating emerging needs and trends / identifying unmet needs and service requirements into the future and recognising and replicating successful interventions.
- In consultation with the Principal Social Worker (or designate) develop the role of the social worker and the service through, for example, planning, audit, production of standards, continuing education, quality improvement initiatives and research.
- Contribute to policy development, performance monitoring and budgetary control of service as may be appropriate
- Provide leadership and motivation in optimising service delivery by developing teams and promoting change management.
- Take responsibility for the supervision of staff as required.
- Ensure compliance with and implement HR policies, procedures and guidelines.
- Contribute to a range of reports including annual reports, performance indicators, etc. as required.
- Maintain a high standard of documentation, including service user files in accordance with local guidelines, Freedom of Information (FOI) and GDPR Acts.
- Maintain accurate up to date records and files and submit activity data as required.
- Write accurate, clear, concise and purposeful reports.
- Contribute to the development and implementation of information sharing protocols and audit systems.
- Assist in ensuring that the social work service makes the most efficient and effective use of developments in IT.

	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 them from time to time and to contribute to the development of the post while in office.
Eligibility Criteria Qualifications and/ or experience	Candidates must by the latest date for receipt of completed application forms for the post possess: <u>Professional Qualifications, Experience, etc.</u> - Eligible applicants will be those who on the closing date for the competition: - Be registered or be eligible for registration on the Social Workers Register maintained by the Social Workers Registration Board at CORU. And - Have 3 years full time (or an aggregate of 3 years full time) relevant post qualification experience. And - Must have the requisite knowledge and ability (including a high standard of suitability, professional and managerial ability) for the proper discharge of the duties of the office And - Provide proof of Statutory Registration on the Social Workers Register maintained by the Social Workers Registration Board at CORU <u>before a contract of employment can be issued.</u> <u>Annual registration</u> - On appointment practitioners must maintain annual registration on the Social Workers Register maintained by the Social Workers Registration Board at CORU. And - Practitioners must confirm annual registration with CORU to the HSE by way of the annual Patient Safety Assurance Certificate (PSAC). <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 in the area of CAMHS service delivery as relevant to the role.
Other requirements specific to the post	Access to appropriate transport to fulfil the duties of the role.
Additional eligibility requirements:	Citizenship Requirements Eligible candidates must be: - EEA, Swiss, or British citizens OR - 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.
Skills, competencies and/or knowledge	Professional Knowledge & Experience • Demonstrate sufficient professional knowledge to carry out the duties and responsibilities of the role safely and effectively within the legal, ethical and practice boundaries of the profession. • Demonstrates knowledge of the various theoretical models, approaches and interventions that apply in current practice. • Demonstrates a commitment to promoting and applying evidence based practice and research. • Demonstrate a clear understanding of risk assessment. • Demonstrate the ability to utilise supervision effectively and a commitment to continuous professional development. • Demonstrate a willingness to engage with ICT and develop ICT skills relevant to the role. Planning and Managing Resources • Demonstrates the ability to effectively plan activities and co-ordinate resources to ensure value for money and maximum benefit for the organisation. • Demonstrates the ability to manage self and others in a busy working environment including the ability to prioritise and effectively handle multiple tasks. • Takes responsibility for the achievement of delivery targets by regularly monitoring, recording and reporting performance statistics / information. • Demonstrates innovation in aiming to work within resource limitations to sustain and enhance the service while promoting a model of person-centred care. Managing & Developing (Self & Others) • Demonstrates the ability to manage and develop self and others in a busy working environment including the ability to prioritise caseloads for self and others. • Actively promotes multi / interdisciplinary team working. • Demonstrates effective leadership, providing clear direction for staff in relation to the goals of their function and how they fit in with the broader organisational strategy. • Motivates and empowers staff by appropriately delegating responsibility and authority. Commitment to providing a Quality Service • Accepts accountability for standards of performance in area of responsibility. • Monitors and reviews the work of the team to ensure its quality and accuracy. • Demonstrates initiative and innovation in identifying areas for service improvement. • Motivates self and others in facilitating change and improving service delivery. • Promotes the service user as expert through experience by involving service users in care planning, decision-making and service development. Evaluating Information and Judging Situations • Formulates, articulates and demonstrates sound clinical reasoning / synthesises and analyses information available • Regularly quantifies and evaluates activities against service plans and takes timely action to correct potential difficulties. • Confidently explains the rationale behind decisions when faced with opposition or competing demands. • Establishes integrity by ensuring that the professional, ethical and safety factors are fully considered in decisions into which they have input. Communications and Interpersonal Skills

	• Displays effective communication skills (verbal & written). • Maintains a professional relationship in all communications, treating others with dignity and respect • Demonstrates the ability to work collaboratively with others to understand and establish expectations and desired outcomes. • Demonstrates sensitivity, diplomacy and tact when dealing with others, is patient and tolerant when dealing with conflict situations. • Demonstrates strong negotiation skills, remains firm but flexible when putting forward a point of view.
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.



Social Worker, Senior Medical, CAMHS (Oibrí Sóisialta Sinsearach Míochaine)
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.