

Job Title & Grade	Healthcare Assistant
Campaign Reference #	102853
Closing Date	Wednesday, 9 th September 2026 at 11:45pm
Duration of Post	Permanent Contract
Advertisement Type	Internal/External
Specific T&C's of post	39-hours standard working week/ shift work required Annual Leave: 23 days per annum 5/7 roster which will include having to work Public Holidays including Christmas and Weekends. Relief to other areas within the hospital or across to another CHI site may be required on occasion. Remuneration is in accordance with the salary scale approved by the Department of Health: Current salary scale with effect from 1st June 2026: Grade, Code 6075, starting at Point 1 €36,651 and rising annually in increments: €45,939 LSIS.
Location of post	This campaign is for vacancies across all CHI sites including Tallaght, Connolly, Temple Street and Crumlin, as well as posts that will move to NCHI.
Reporting Arrangements	The post holder will report to the Clinical Nurse Manager 2 and will be accountable to the Assistant Director of Nursing (ADON) / Director of Nursing (DON) The role of the HCA is to support the delivery of patient care under the supervision and direction of qualified nursing personnel (Shannon et al., 2001).
Key Working Relationships	• Children, young persons and families • Clinical Nurse Managers • Staff Nurses • Health Care Assistants • Household Staff • Portering staff • Catering staff • Health and Social Care Professionals (HSCP) • Medical staff <i>Please note that this list is not exhaustive and key working relationships will change as the project moves from service development, construction completion, commissioning & transitioning to steady state.</i>

Purpose of the Role	To assist with the delivery of patient care under the supervision and direction of nursing or other professional staff. “Healthcare assistants provide assistance, support and direct personal care to patients and residents in a variety of healthcare settings such as hospitals, clinics, nursing homes, aged care facilities, as well as community and domestic settings. They generally work in support, or under delegation, direction and supervision, of health professionals. They support multi-disciplinary teams in the delivery of high-quality care.” - International Standard Classification of Occupations (ISCO). The theory of family centred care is one that values child and adolescent, family and community participation in the planning, delivery, evaluation and quality improvement of health care services in order to achieve best possible health outcomes. HSE aims to facilitate the involvement of children and adolescents in their healthcare according to their maturity, age and any relevant law. There is evidence that participation in health leads to better outcomes and better quality of care. <i>The successful candidate may be required to work across CHI sites and services in line with organisational requirements and the development of the new children's hospital and associated services.</i>
Principal Duties and Responsibilities	Professional Duties and Responsibilities: - The post holder will be expected to live CHI values and be child-centered, compassionate, progressive and will act with respect, excellence and integrity. Duties appropriate to the Health Care Assistant may vary depending on the care setting. The Health Care Assistant role involves: - The duties outlined hereunder - Any other duties that may be necessary in the context of specific ward situations. Core responsibilities The Health Care Assistant will: - Carry out baseline clinical observations under delegation of the nurse in charge; recording of blood pressure, taking of pulse, taking of temperature and urinalysis. Required training module must be completed. Required training in Activities of Living Patient Care minor module must be completed. - Assist under the direction of the registered nurse in the provision of quality service by promoting and adopting the Health Service Executive's philosophy of care, working in line with national and locally devised policies and regulations. - Demonstrate motivation and appreciate the importance of providing a quality service for patients and the public.

	• Respect patients their families and colleagues as individuals showing dignity, courtesy and professionalism at all times. • Act as an advocate for children and young people • Actively promote the participation of children and young people in their own care, and encourage as much family involvement as possible. • Maintain the confidentiality of all information made available to them during the course of their work. • Demonstrate good interpersonal skills and be able to work as part of a team. • Promote a culture that values diversity and respect in the workplace. Quality and safety The Health Care Assistant will: • Support the implementation and evaluation of quality standards and improvement initiatives • Work within own role, adhering to current legislation, policies, procedures protocols and guidelines • Undertake assigned duties under the direction of a registered nurse in such a way as to ensure that care is of a high standard • Report all complaints in accordance with service policy • Ensure all actions support the enhancement of a child and family centred service and a child and family centred culture within the team • Co-operate with quality reviews /service evaluations and assists with the implementation of any necessary corrective action. Health & safety including maintaining a safe environment The Health Care Assistant will: • In accordance with Health and Safety at Work policy, observe all rules relating to health and safety and conduct at work and to use any equipment provided in a safe and responsible manner. • Understand and adhere to all relevant HSE policies, guidelines, and procedures, comply with health and safety, infection control and risk management procedures, comply with statutory obligations. • Report any accidents, near misses, incident or potential incident to the person in charge, which may compromise the health and safety of patients, staff or visitors and take appropriate action including completion of near miss / incident forms. • Attend training courses as required. Only undertake any duty related to patient care for which they are trained. • Maintain a strict code of personal and general hygiene in the workplace as per work schedules and existing policies and procedures. ○ Present to work wearing the agreed attire, footwear, and identification, having regard to the highest standard of attire and personal hygiene. This includes not having possession of personal mobile phones while delivering patient care. • Conduct themselves in a manner that ensures safe patient care. Participates in maintaining a safe environment for patients, families, visitors and staff by ensuring vigilance in identifying potential hazards and by taking the necessary steps to remove such hazards.
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	These steps will include: ○ Report broken or unsafe items that need repair and take them out of circulation as required ○ Move, or assist in moving, equipment and/or furniture as necessary. ○ Attending to the hygiene (disinfecting and cleaning) of equipment such as I.V. stands, infusion pumps, hoists, beds, patient chairs, commodes or other ward equipment. ○ Be responsible for the appropriate storage and infection prevention of patient/resident equipment on the ward. ○ Assist in keeping all ward areas clean and tidy. ○ Assist in the disposal of clinical waste according to hospital policy. ○ Washing and making up beds, bed side chairs, and table top when necessary. ○ Prepare ward and bed areas for the reception of new patients. ○ Returning trays and equipment to proper storage areas. ○ Attend to spillages when necessary, as quickly as possible to prevent accidents. ○ Cleaning tasks relate only to the cleaning of equipment that is attached to the patient directly, to ensure that the environment is safely maintained and spillages should be made safe¹ ○ Be aware of fire risks, and minimise same where possible. Be aware of fire exits, keep free from obstructions, attend mandatory fire training and participate in fire drills. Maintain bed fire sheets on all beds as appropriate, and document monthly. ○ Escort/transport patients within or outside the hospital when necessary. ○ Provide support for children and young persons who require enhanced care. ○ Assist patients with mobility using appropriate equipment e.g. buggy and prams. Ensure child and young person is secured safely using appropriate straps. ○ Assist visitors on the ward to prevent them falling or injuring themselves. ○ Assist with the safekeeping of patient's personal property (collaborate with nursing staff in dealing with money, valuables and medication) and document as per hospital policy. Education & training The Health Care Assistant will: • Attend induction and mandatory in-service education. • As directed, participate in the induction of new staff. • Participate in team-based development, education, training and learning. • Participate in appraisal and the development of a personal development plan in conjunction with their line manager. Communication and teamwork
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	Effective communication is a core skill required by Health Care Assistants. These skills will be used to provide a caring service to the public in a courteous and effective manner. The Health Care Assistant will: • Operate in accordance with the values of the HSE. These values include integrity and openness, respect and support, caring and loyalty to the organisation (Dignity at work Policy). • Deal courteously with patients, their family, with visitors, other healthcare workers and with anyone whom they come in to contact in the course of their duties. • Demonstrate a range of listening skills appropriate to the context of patient, visitor and ward situations. Be perceptive in interpreting non-verbal communication. Communicate effectively with children and young people taking into account their ages, differing levels of ability to understand and their condition. • Use a range of communication methods to exchange information with nursing staff. Direct all enquiries about a patient's condition to a member of the nursing staff. This includes both telephone and verbal inquiries. Report to nursing staff any requests from patients or relatives and any complaints of pain and distress expressed by the patients. Complete records accurately. • Report to nursing staff any changes in the patient's physical and emotional condition or behaviour using ISBAR or similar communication framework/communication tool as per local policy. Required training in the communication framework/communication tool must be completed. • Communicate effectively with all grades of staff and disciplines contributing to effective team working. Respect culture and diversity within the team. Strive to foster good working relationships within the team including handling conflict. Work effectively and co-operatively with colleagues in all disciplines. Develop and maintain good interpersonal relationships. • Participate in and contribute to the team including handovers/meetings /care planning, as appropriate on service-related issues. Contribute to the development of a multidisciplinary assessment and care plan, and assist in its implementation and evaluation in consultation with the nurse/, patient and family as appropriate. • Participate in maintaining a physical environment that communicates peace, comfort and caring to patients and their families. The HCA has important obligations in relation to maintaining confidentiality. This applies to information accessed through interactions with patients and their relatives or through interactions with other staff. However, there is also an obligation to report to the nurse or other relevant authority any information that may indicate the potential of harm occurring to any person. Breathing Report any signs of distress or change in patients breathing pattern to the nurse immediately. The Health Care Assistant will assist the Nurse in positioning the patient to assist breathing.
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	The Health Care Assistant will: • Recognise signs of distressed breathing in infants, children and young people and report these to the nurse. Required training in Activities of Living Patient Care minor module must be completed. • Assist with positioning the patient to make breathing easier and more effective. • Locate and bring oxygen-supplying equipment to the bedside as directed by the nurse. • Help patients conserve their oxygen supply and reduce their demands for oxygen by positioning personal items such as drinks, tissues and toys within easy reach of the patient. • Maintain the ward area in a well-ventilated condition, and in the condition perceived by the patient as being most comfortable. • Maintain a calming and relaxing atmosphere for the patient/resident. Eating and drinking The Health Care Assistant has a significant contribution to make in helping patients meet their needs for food and drink. In the context of patient care and under the direction of the nurse The Health Care Assistant will: • Where necessary assist the patient in choosing from the menu and completing the menu card • Prepare the eating environment by removing any clutter prior to meals and making it as aesthetically pleasant as possible. (for example removing commodes, urinals and sputum containers) • Assist patients at mealtimes and ensure patients individual needs are met e.g. toilet /nappy changes before and after meals if required and to wash their hands as appropriate • Assist with feeding or help patients to eat as directed by the nurse. • Assist patients with cutting or arranging their food so it can be easily eaten. • Observe the amount of food and liquids consumed by patients who need special monitoring in this area and document appropriately. • Supervise child or young person with an eating disorder at meal times as per local guideline • Liaise with the child, young person, parent/guardian and the nurse to source alternative diet if offered meals are not eaten. • Make patient comfortable after their meals (for example repositioning them or offering opportunities to clean their teeth) • Encourage patients to drink plenty of fluids if appropriate and making this possible by offering refreshing drink frequently. • Ensure all information is given to the nurse in a timely manner. • In the absence of catering staff, assist with preparation and serving of meals, nutritional drinks and light snacks in limited circumstances i.e. out of hours or in emergency situations² Elimination
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	The Health Care Assistant will assist with patient elimination needs as appropriate. The Health Care Assistant will: • Supervise patients in the toilet and bathrooms when this is necessary and appropriate • Assist patients on bedpans or commodes or assist the nurse in doing this • Attend to patients post elimination hygiene needs and promote good hand washing. • Assist the child / young person with incontinence wear as required. • Change nappy as and when required • Measure and record volume of urine eliminated as directed by nursing staff, including weighing of nappies. Required training in Activities of Living Patient Care minor module must be completed. • Record bowel function as directed by nursing staff • Empty urinals recording volumes as directed • Empty urine drainage bags and other drainage bags as required and measure volumes and record value as appropriate • Dispose of used sputum containers • Taking care of patients clothing which may become soiled • The Health Care Assistant will strictly adhere to the universal precautions identified in the infection control policy so as to prevent spread of infection when dealing with human waste products. Personal cleansing and dressing The Health Care Assistant contributes to patient comfort and maintenance of personal dignity by assisting them, when necessary with personal and intimate care and dressing activities. These may include; • Bed bathing patients or assisting patients to shower where necessary. • Supporting parents to attend to the hygiene needs of their child • Helping with or performing oral care • Shaving patients when necessary • Caring for patients hair and nails as needed • Helping patients to dress and groom. • Carry out assigned and delegated responsibilities involving direct care and all activities of daily living under the supervision of the nurse manager i.e. to assist patients maintain standards of personal hygiene, dietary intake, physical, mental health and any other personal needs. Controlling body temperature The HealthCare Assistant will assist in maintaining patient comfort and body temperature within normal ranges in the following ways. • By offering extra blankets or removing them as requested by the patient or by the nurse • Taking and recording resident/client's temperature, as directed by the nurse and report accordingly. Required training must be completed
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	• All changes in the patient's temperature and subsequent interventions must be reported immediately to the nurse to alert the possibility of deterioration in the patient's medical condition. Required training in Activities of Living Patient Care minor module must be completed. Mobilising The Health Care Assistant will help patients to maintain or regain their independence by assisting them to mobilise in the following ways; • Assist patients with walking when it is appropriate • Position patients comfortably and in a manner that enables mobility either in bed or on a chair • Assist with repositioning the patient in bed and documenting same. • Assist patients with aids that enhance opportunities for mobility in consultation with the nursing staff • Participate in moving or handling patients as directed and according to hospital policy • Report all falls, or other untoward events, experienced by patients to the nursing staff. • Ensuring cot and bed rails are in position at all times. • Escort children to and from playroom and diagnostic areas as required End of life care Addressing issues relating to death and dying constitutes an important part of the Health Care Assistant role. This may include • Establishing a quiet, comfortable and dignified environment for the dying child or young person and family members to share • Listening with respect and with empathy to relatives who may wish to chat • Providing comforting and refreshing drinks or snacks to relatives who may be spending long periods both day and night with their dying family member. • Providing comfort measures for the child, young person as directed by the nursing staff. These may include frequent small sips of fluid, sponging off a warm forehead or adjusting pillows or bedclothes and assisting the team in the repositioning the patient. • Assisting with the preparation of the body for its removal to the mortuary • Assist with memory making e.g. footprints, handprints • Organisation of the child's / young person's belongings for their return to the family. Collaboration in other care /care area activities The efficiency and effectiveness with which a care provider can meet the needs of its clients depends on how well all the staff work together as a team. The Health Care Assistant is a key member of the care team, and may be requested to undertake some activities that are indirectly related to patient care. They may include: • Checking care /care area stocks and listing those that need reordering
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	• Restocking as required • Maintaining orderly storage of supplies 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. <i>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 while in office.</i>
Eligibility criteria, qualifications and experience	<u>Essential Criteria:</u> 1. Statutory registration, professional qualifications, experience, etc. a. Eligible applicants will be those who on the closing date for the competition: i. Possess a relevant* Health Skills qualification as outlined in the Quality and Qualifications Ireland (QQI) formerly FETAC on the National Framework of Qualifications (NFQ) of not less than QQI Level 5. (See note* below) OR ii. Possess a relevant Healthcare qualification at not less than QQI Level 5 on the National Framework of Qualifications (NFQ). (See note* below) OR iii. Be currently undertaking a relevant Health Skills QQI Level 5 qualification on the National Framework of Qualifications (NFQ) with a commitment to complete the appropriate health skills QQI Level 5 qualification within 2 years of taking up post. OR iv. Be currently employed as a Healthcare Assistant, Care Assistant, Attendant, Multi-Task Attendant, or in a comparable role for at least 2 years and give an undertaking to acquire an appropriate Health Skills qualification at not less than QQI Level 5 programme on the National Framework of Qualifications (NFQ) within 2 years of taking up post. AND b. Candidates must possess the requisite knowledge and ability, including a high standard of suitability, for the proper discharge of the role 2. 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 3. Character Each candidate for and any person holding the office must be of good character.

	With regard to criterion (i), the listing below is considered relevant health skills QQI (formerly FETAC) Level 5* qualifications • QQI Level 5 Healthcare Support • QQI Level 5 Nursing Studies • QQI Level 5 Community Care • QQI Level 5 Health Service Skills • QQI Level 5 Community Health Services *(A full QQI/FETAC 5 major award requires a minimum of 120 credits/8 modules - Please note a Component Certificate will not suffice.) With regard to criterion (ii), a relevant healthcare qualification at not less than QQI Level 5 on the National Framework of Qualifications (NFQ) is considered to be a qualification with applied patient care modules / placements typically but not limited to qualifications in: Social Care Work, Nursing, Therapy Professions etc.
Competition Specific Selection Process How to Apply & Informal Enquiries	Applications for this post <u>must be accompanied by a cover letter</u>, setting out relevant experience that illustrates how the essential criteria listed above are met. The criterion for short listing is based on the requirements of the post, as outlined in the eligibility criteria. * Please note that you must submit a cover letter with your CV, this forms part of your application and CV's will not be accepted without a detailed cover letter. The closing date for submissions of CVs and cover letter is Wednesday 9th September 2026 by 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. For informal enquiries for this specialty/department, please contact: Louise Purcell CNM3 at Louise.Purcell@childrenshealthireland.ie, Clara Murtagh ADON at clara.murtagh@childrenshealthireland.ie For other queries relating to this recruitment process, please contact Talent Acquisition Specialist – Naomi McGrath at naomi.mcgrath@childrenshealthireland.ie PLEASE NOTE: CHI has transitioned to a process of a one commencement day per month for all new employees and Secondments. This update to our Onboarding process is aligned to changes in our monthly/fortnightly payroll and with the corporate induction

	program. This process enhancement ensures that we can thoroughly prepare for your arrival and facilitate a smooth transition in your onboarding journey. It is important for you to note that if you do not have your pre-employments and mandatory training completed in time, your commencement date will be deferred to the next available date. Below, you'll find the list of commencement dates for your information. • 5th October 2026 • 2nd November 2026 • 7th December 2026 • 4th January 2027 • 8th February 2027 • 8th March 2027 • 5th April 2027 • 10th May 2027 • 14th June 2027 • 5th July 2027 • 9th August 2027 • 6th September 2027 • 4th October 2027 • 1st November 2027
Information on “Non-European Economic Area Applicants” is available from https://dbei.gov.ie/en/ Children’s Health Ireland is legally required to verify that all staff have the right to work in Ireland before they begin employment, regardless of nationality or immigration status. This right-to-work check is also necessary when an individual re-joins CHI or when their immigration permission or employment permit is due to expire. Permit holders can change their permit employer to CHI after a period of nine months has passed since commencing their first employment permit in the State. The change of employer applies to the General Employment Permit (GEP) and to the Critical Skills Employment Permit (CSEP). The change is required to be completed as part of pre-employment clearance. All Permits and Change of Employer applications are processed on the Employment Permits Online. Some recruitment campaigns may be open to candidates who are not citizens of the EEA, Switzerland, or United Kingdom. You can consult the Critical Skills Occupational List see if your profession is currently eligible under this route. The programme outlined for Children’s Health Ireland may impact on this role and as structures change the job description may be reviewed. Children’s Health Ireland is an equal opportunities employer.	

