



Senior House Officer
Job Specification & Terms and Conditions

Job Title, Grade Code	Senior House Officer (Grade Code 1012)
Remuneration	The salary scale for the post is: As per June 2026, the salary scale for a Senior House Officer post is as follows: €55,292 - €58,011 - €62,123 - €64,832 - €70,276 - €72,982 - €75,623. 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	SLRONSHO01
Closing Date	30/09/2026 12 pm
Proposed Interview Date (s)	To be confirmed
Taking up Appointment	11/01/ 2027
Location of Post	This appointment is to St.Luke's Radiation Oncology Network, which operates under Dublin Midlands Hospital Group Tá an ceapachán seo le Lónra Oinceolaíochta Radaíochta Naomh Lúcas, a fheidhmíonn faoi Ghrúpa Ospidéal Bhaile Átha Cliath Lár Tíre. There is currently four fixed - term / whole-time vacancies available in St. Lukes' Hospital, High Field Road, Dublin D06 HH36. A panel may be formed as a result of this campaign for Senior House Officer 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. Contact medicalrecruitment@slh.ie for further information about the role. Contact Aldrin Xavier Panakal;aldrin.panakal@slh.ie for enquiries relating to the recruitment process.
Details of Service	(i) month fixed term contract starting January 2027 • The St Luke's Radiation Oncology Network (SLRON) is dedicated to being a world-class leader in cancer treatment, patient care, research and education. In striving for excellence, the holistic needs of our patients and their families are our greatest concern. • A highly skilled and well-resourced Medical Department is essential to the provision of advanced radiotherapy treatment. • These SHO posts support the delivery of high quality radiation therapy.
Reporting Relationship	The Senior Medical officer's reporting relationship is to the Employer via his/her supervisory Consultant and Network Director/Chief Registrar. The NCHD may be required to report to the designated supervisory Consultant / Network Director / Executive Clinical Director on matters relating to medical education, training and research. The NCHD will report directly to the Employer as required.
Key Working Relationships	Work and liaise with the Consultant Radiation Oncologists, Specialist Registrars and Registrars other relevant staff as required. • Director of Nursing/. • Nursing Team. • Health & Social Care Professionals.
Purpose of the Post	Support the medical and nursing staff in St. Luke's Hospital.

	Appointees are required to actively engage in continuing professional education and training in conjunction with the relevant postgraduate medical training body. During the appointment the successful candidate will, under the supervision of the Consultant / Network Director Director/Employer, participate in and deliver a quality health care service.
Principal Duties and Responsibilities	The NCHD's standard duties and responsibilities include, as directed by the Consultant / Clinical Director /Executive Clinical Director/ Employer/Chief Registrar to, inter alia: • In-patient care, including general medical and more specialised oncological conditions for patients receiving, or treated previously, with radiotherapy and/or chemotherapy. • Out-patient care, including care of patients on treatment and those attending for follow-up appointments. • Management of both acute and chronic medical conditions • Participation in staff development and in-service training relevant to the post as may be organised from time to time. • Participation in committees and other activities within the hospital as may from time to time be requested e.g. work on in-services committees, project teams. • Familiarity with the terms of the Safety Health and Welfare at Work Act, and all relevant policy documents of the Network i.e. Employee Handbook, Safety Statement. • To respect and operate within the framework of the tradition, character and ethics of St. Luke's Radiation Oncology Network. • To ensure that all departmental reports and centre records are confidential to the service and to maintain confidentiality in respect of matters which come to your knowledge in the course of your official duties. • Any other relevant duties that may be allocated by Senior Management staff from time to time. <u>Legislation / Policy / Procedures</u> • Co-operate with such measures as are necessary to ensure compliance with the requirements of the European Working Time Directive and related Irish legislation comply with statutory and regulatory requirements, agreed training principles¹ where appropriate, corporate policies and procedures and human resource policies and procedures (e.g. Dignity At Work, Trust in Care, Flexible Working Scheme etc). • Co-operate with such arrangements as are put into place to verify the delivery of all contractual commitments. • Document appropriately and report any near misses, hazards and accidents and bring them to the attention of relevant / designated individual(s) in line with best practice. • To be aware of risk management issues, identify risks and take appropriate action. <u>Education and Training</u> • Attend at NCHD Induction • Participate in mandatory and recommended training programmes in accordance with organisational / professional requirements. • Maintain and develop professional expertise and knowledge by actively engaging in continuing professional education and development. • Make satisfactory progress in his / her training and development as per the requirements of the training body. • Engage in planning and performance reviews as required with the supervising Consultant / Clinical Director / Head of Academic Department. <u>Health & Safety</u> • Comply with the policies, procedures and safe professional practice of the Irish Healthcare System by adhering to relevant legislation, regulations and standards.

	• Document appropriately and report any near misses, hazards and accidents and bring them to the attention of relevant / 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. • Promote a culture that values diversity and respect. <u>Administrative</u> • Ensure good working practice and adherence to standards of best practice. • Promote quality by reviewing and evaluating the service, identifying changing needs and opportunities to improve services. • Assist the Consultant / Clinical Director /Executive Clinical Director/ Employer in service development, including policy development and implementation. • Ensure the maintenance of accurate records in line with best clinical governance, the organisation's requirements and the Freedom of Information Act, and provide reports and other information / statistics as required. • Engage in service audit and demonstrate the achievement of the service objectives • Represent the department / profession / team at meetings and conferences as appropriate • Keep up to date with change and developments within the Irish 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 them from time to time and to contribute to the development of the post while in office.
Eligibility Criteria Qualifications and/ or experience	On application: Each applicant on the closing date for applications must hold General Registration with the Irish Medical Council or must submit the Acceptance Letter for Registration from the Irish Medical Council. Relevant qualifications and 6 months – 12 months Irish or UK medical experience. English Language Requirements for NCHDs IELTS/OET test results must be current and dated within two years of the date submitted to the employer. Before taking up the post: Each successful candidate must be registered in the Register of Medical Practitioners maintained by the Medical Council of Ireland in accordance with the Medical Practitioners Act 2007. Health A candidate for and any person holding the office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service. Character Each candidate for and any person holding the office must be of good character. Health A candidate for and any person holding the office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service. Character Each candidate for and any person holding the office must be of good character.

Post Specific Requirements	• Demonstrate depth and breadth of clinical experience in the assessment, investigation, and ongoing management of oncology patients receiving radiotherapy, including familiarity with common cancer types treated with radiation. • Experience working within a Oncology service in an acute hospital setting, including active participation in inpatient care, outpatient clinics, and multidisciplinary discussions. • Clinical exposure to managing oncological emergencies such as spinal cord compression, neutropenic sepsis, superior vena cava obstruction, and symptomatic brain metastases, neutropenic sepsis , tumour lysis syndrome • Ability to identify and monitor acute and late side effects of radiotherapy and initiate appropriate first-line management or escalation under supervision. • Understanding of the principles of radiation treatment planning and delivery, with the ability to communicate treatment processes clearly to patients. • Experience supporting patients through radiotherapy pathways, including pre-treatment assessments, consent processes, symptom control, and follow-up. • Competence in working as part of a multidisciplinary team including Radiation Oncologists, Medical Physicists, Radiation Therapists, Oncology Nurses, and Palliative Care teams. • Evidence of good clinical documentation practices, safe prescribing, and effective handover of care.
Other requirements specific to the post	• Will be required to participate in the departmental on-call rota, which may include evening and weekend cover, as appropriate to the service needs. • Must be available to attend and participate in multidisciplinary team meetings, clinical audits, and educational activities as scheduled. • May be expected to assist with the clinical management of oncology inpatients and acute referrals from other departments or emergency services. • Should be capable of responding promptly to urgent clinical situations and liaising effectively with senior medical staff and allied healthcare professionals.
Additional eligibility requirements:	Citizenship Requirements Eligible candidates must be: (ii) EEA, Swiss, or British citizens OR (iii) 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. OR (iv) Suitably qualified, non-resident non-EEA citizens. The HSE welcomes applications from suitably qualified, non-resident, non-EEA citizens and will support successful candidates in their application for a Work Permit, as applicable. Read more about Department of Enterprise, Trade & Employment Work Permits.
Skills, competencies and/or knowledge	• Satisfy English language requirements for NCHD's (HR Circular 022/2018) to effectively carry out the duties and responsibilities of the role. • sufficient clinical knowledge and evidence based practice to carry out the duties and responsibilities of the role. • an ability to apply knowledge to evidence based practice. • effective team skills and leadership potential. • the ability to plan and deliver care in an effective and resourceful manner. • an ability to manage and develop self in a busy working environment. • the ability to effectively evaluate clinical information and make appropriate decisions. • a commitment to assuring high standards and strive for a patient centred service.

	• effective team skills. • effective communication and interpersonal skills including the ability to collaborate with colleagues, families etc and good presentation skills. • awareness and appreciation of the patient and the ability to empathise with and treat others with dignity and respect. • flexibility and openness to change. • ability to utilise supervision effectively. • a willingness to develop IT skills relevant to the role.
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 Curriculum Vitae. 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.	



Senior House Officer
Terms and Conditions of Employment

Tenure	The current vacancy available is whole time and fixed term. The post is pensionable. A panel may be created from which fixed term purpose vacancies of full 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 39 hours per week. The 39 hours are as determined by the relevant service roster and include a paid lunch break. 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 9.00am and 9.00pm 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. Some staff have additional responsibilities such as Line Managers, Designated Officers and Mandated Persons. You should check if you are a Designated Officer and / or 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/service², 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 procedures³. • 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	Delete the section below; if the salary is less than the minimum grade viii salary point. Check the most recent HSE Pay scales 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 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.