



Job Title, Grade Code	Radiographer, Senior (Mammography) National Screening Service – BreastCheck (Grade Code 3107)							
Closing Date	There are on-going opportunities for Senior Radiographer (Mammography) in the National Screening Service – BreastCheck on a full-time and part-time basis. Have a question about our recruitment process? Contact our Recruitment Team recruitment@screeningservice.ie .							
Remuneration	The salary scale for the post is: (01/06/2026) €59,046 €61,266 €63,597 €65,972 €68,374 • Annual Allowance payable to Radiographers in BreastCheck, National Screening Service (Circular 2/2018) • Quarterly Allowance payable to Radiographers in BreastCheck, National Screening Service (Circular 2/2018) Salary Scales are updated periodically and the most up to date versions can be found here: https://healthservice.hse.ie/staff/benefits-services/pay/pay-scales.html							
Taking up Appointment	A start date will be indicated at job offer stage.							
Location of Post	National Screening Service BreastCheck A supplementary panel may be formed as a result of this campaign for National Screening Service, BreastCheck from which current and future, permanent and specified purpose vacancies of full or part-time duration may be filled.							
Informal Enquiries	West: Mary Fitzgerald, Radiography Services Manager Email: mary.fitzgerald@screeningservice.ie Tel: 091-580602 South: Mary Roche, Radiography Services Manager Email: mary.roche@screeningservice.ie Tel: 021-4649716 Merrion Unit: Aoife Stoddart, Radiography Services Manager Email: Aoife.stoddart@screeningservice.ie Tel: 01-2235800 Eccles Unit: Lorna Wynne Radiography Services Manager Email: lorna.wynne@screeningservice.ie Tel: 01-8826201 International: Kerry Lombard, National Radiography Service Manager Email: Kerry.lombard@screeningservice.ie Tel: 00353 87 686 1561							
Details of Service	The National Screening Service (NSS), part of the Health Service Executive (HSE), delivers four free, national population-based screening programmes: <table><tr><td>Programme</td><td>Aim</td></tr><tr><td>BreastCheck</td><td>Detecting breast cancers at the earliest possible stage, when they can be easier to treat.</td></tr><tr><td>CervicalCheck</td><td>To prevent cervical cancer by finding and treating changes to the cells in the cervix before they develop into cancer. Also to find cervical</td></tr></table>		Programme	Aim	BreastCheck	Detecting breast cancers at the earliest possible stage, when they can be easier to treat.	CervicalCheck	To prevent cervical cancer by finding and treating changes to the cells in the cervix before they develop into cancer. Also to find cervical
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	cancer at an early stage, before symptoms start, when it can be easier to treat.
BowelScreen	To prevent bowel cancer by finding and removing abnormalities in the bowel (polyps). Also to find bowel cancer at an early stage, before symptoms start, when it can be easier to treat.
Diabetic RetinaScreen	Early detection and treatment of sight-threatening retinopathy. When retinopathy is caught early, treatment is effective at reducing or preventing damage to your sight.

Our mission: We deliver population screening programmes that help prevent, reduce the risk of, and assist the recognition of, disease in Ireland.

Our vision: To work together to save lives and improve people's health through population screening.

Screening programmes aim to reduce morbidity and mortality in the population by identifying those at risk of the condition/pre-condition, allowing free assessment, detection and treatment.

- Population screening can save lives. Evidence shows that [detection, survival and death rates are all improved for people who have participated in screening](#).
- Screening programmes play a significant part in cancer detection; 5% of all cancers in Ireland are detected during screening.
- Services are growing and dynamic, with exciting opportunities in the next 5 years for innovation and further benefits for the >1.5m population eligible.

Our programmes focus on looking for early signs of disease in healthy people, so that we can:

- detect health issues early
- help prevent disease
- ensure that anyone who does develop the disease being screened for has the best chance of early, more effective treatment
- reduce people's risk of developing a disease or its complications
- support people in making informed decisions about their health

The NSS Strategic Plan 2023-2027 [Choose Screening: Together we can make a difference](#) sets out our areas of focus:

- Engagement and partnership
- Operational excellence
- Service development
- People and culture
- Governance and quality assurance
- Data and information

On our website www.screeningservice.ie we [report](#) regularly on our activity, progress and performance.

Read more about some of our work to deliver our strategy:

- [Equity in screening](#)
- [Quality assurance](#)

	• We highlight research that we have published, presented, authored and co-authored in the news section of our website • Our reports and publications provide more information about our work.
Key Working Relationships	Senior Radiographers will work closely with other disciplines and be fully participating members of the multidisciplinary team. Radiographers will work closely with the Physicists and Quality Assurance team to maintain the service to a high standard. Links with radiographers in other specialist areas and general radiography will be encouraged.
Purpose of the Post	• To deliver a quality, client-focused Mammography Service in a caring and empathetic manner. • To promote a positive work environment and always maintain a culture of professionalism. • Radiographers will rotate through static and mobile units as required. • Radiographers will participate in screening and assessment sessions. • Radiographers will participate in research and multidisciplinary team meetings.
Principal Duties and Responsibilities	Mammography is the principal duty of the Senior Radiographer. <i>The Senior Radiographer will:</i> <u>Clinical / Professional</u> • Lead in the provision of a radiography service in a professional manner. This involves taking an average of 20 to 24 mammograms per day. • Ensure professional standards are maintained in accordance with the requirements as set out by CORU https://coru.ie/files-recognition/standards-of-proficiency-for-radiographers-radiation-therapists.pdf. • Allocate workload to facilitate efficient workflow and maintenance of service user throughput. • Demonstrate flexibility in response to service need and be prepared to facilitate urgent cases when necessary. • Ensure service user comfort while in the Radiology Department, explaining procedures, waiting times etc. • Adhere to departmental imaging protocols; be responsible for the correct identification of patient images. • Ensure that appropriate radiation protection principles are adhered to and that the radiation dose is kept to a minimum consistent with the as low as reasonably achievable (ALARA) principle. • Monitor and adhere to relevant legislation, regulations and standards relevant to the use of ionising radiation. • Ensure Radiographers adhere to best practice guidelines. • Be responsible for the safe use of all imaging equipment and adherence to instructions on its use; ensure other staff comply with same. • Maximise the use of new technology including the Radiology Information System and PACS. • Be responsible for the cleaning and care of imaging equipment. Take part in routine inspection of equipment and quality assurance procedures. Be responsible for the logging of and reporting of any equipment faults to relevant person(s). • Help with monitor stock levels and take delivery of and packing/storing clinical supplies. • Be accountable – take responsibility for his / her own actions, seek advice / a second opinion, as required. • Relate to and communicate with others in a courteous and helpful manner at all times. • Work as part of the multi-disciplinary team in the provision of an integrated patient-centred service. • Contribute to the development and implementation of agreed policies, procedures and safe professional practice.

- Lead and assist in audit and quality assurance programmes; participate in the implementation of findings.
- Ensure the correct completion of records and reports.
- Respect and maintain the privacy, dignity and confidentiality of the service user and in relation to all service activities as per statutory requirements e.g., FOI, GDPR.
- Attend at such other health institutions administered by the HSE as may be designated from time-to-time.

Education & Training

- Participate in mandatory training programmes.
- Be responsible for maintaining their own CPD in line with CORU requirements.
- Participate in continuing professional development including in-service training, attending and presenting at conferences / courses relevant to practice, promoting and contributing to research etc. as agreed with Line Manager.
- Engage in the HSE performance achievement process in conjunction with your Line Manager and staff as appropriate. Actively participate in induction / teaching / training / supervision of Radiographers and other staff within the department as required. Provide peer support when necessary.
- Identify teaching / learning / audit / opportunities within the department for self / others.
- Manage, participate and play a role in the practice education of student Radiographers.

Health & Safety

- Work in a safe manner with due care and attention to the safety of self and others.
- Implement agreed policies, procedures and safe professional practice by adhering to relevant legislation, regulations and standards.
- Contribute to risk assessment and oversee the implementation of the department's safety statement.
- Adequately identifies, assesses, manages, and monitors risk within their area of responsibility.
- Document appropriately and report any near misses, hazards and accidents and bring them to the attention of the relevant person(s).
- Be responsible for the cleaning and proper care and storage of all safety equipment including personal protective equipment.
- Be responsible for keeping the department and their work area clean, tidy and safe. The Radiographer is responsible for cleaning all mammography equipment and clinical rooms at the beginning and end of every procedure.
- 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.

Administrative

- Contribute to the planning and development of the service and participate in service improvements as required.
- Lead in the establishment and maintenance of standards for quality improvement and ensure adherence to existing standards and policies.
- Assist in the organisation, maintenance and / or ordering of equipment and materials as required.
- Represent the department at meetings and conferences as required.
- Engage in IT developments as they apply to service user and service administration.
- Keep up to date with developments within the organisation and 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	1. <u>Statutory Registration, Professional Qualifications, Experience, etc.</u> (a) Candidates for appointment must: (i) Be registered, or be eligible for registration, on the Radiography Division of the Radiographers Register maintained by the Radiographers Registration Board at CORU. (https://www.coru.ie/) And (ii) Have 3 years fulltime (or an aggregate of 3 years) post qualification clinical experience. And (iii) Have the requisite knowledge and ability (including a high standard of suitability and professional ability) for the proper discharge of the duties of the office And (iv) Provide proof of Statutory Registration on the Radiography Division of the Radiographers Register maintained by the Radiographers Registration Board at CORU <u>before a contract of employment can be issued.</u> 2. <u>Annual registration</u> (i) On appointment practitioners must maintain annual registration on the relevant division of the Radiographers Register maintained by the Radiographers Registration Board at CORU. And (ii) Practitioners must confirm annual registration with CORU to the HSE by way of the annual Patient Safety Assurance Certificate (PSAC). 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	Depth and breadth of experience as relevant to the role including any experience in Mammography and Women's Health. Appointed candidates must undertake the Post Graduate Qualification in Mammography (the Post Graduate training will be supported and financed by the NSS) if she/he is not already in receipt of this qualification. This qualification must be attained within 2 years of appointment and both the clinical and academic modules of this course must be passed. Failure to pass either or both elements of this course during the required timeframe may result in termination of employment. If English is not the first language, students must have an IELTS average score of 7.0 with no individual element below 7.0

Other requirements specific to the post	Access to transport as post involves frequent travel to various locations around the country.
Skills, competencies and/or knowledge	<u>Professional Knowledge and Experience</u> <i>For example:</i> • Demonstrates a high level of clinical and technical knowledge to carry out the duties and responsibilities of the role. • Demonstrates the knowledge, abilities, clinical and technical skills required to provide safe, efficient and effective service in the area of practice. • Formulates, articulates and demonstrates sound clinical and technical reasoning; demonstrates knowledge of practices and procedures that apply in current practice. • Has appropriate knowledge of the signs and symptoms of a broad range of pathologies and trauma related to breast imaging. • Integrates professional judgement with the clinical / technical application of practice and procedures. • Demonstrates an awareness of legislative requirements that impact on the practice of Radiography and provision of services. • Maximises the use of ICT; computer skills particularly Microsoft Office, Outlook etc. and willingness to develop IT skills relevant to the role. <u>Planning and Managing Resources</u> <i>For example:</i> • Plans, organises and delivers the service in an effective and resourceful manner, effectively managing self in a busy working environment. • Co-ordinates resources to ensure value for money and maximum benefit for the organisation. • Pre-empt potential problems or competing priorities and takes the appropriate actions. • Effective time management skills including the ability to effectively prioritise tasks and delegate as appropriate. <u>Managing and Developing (Self & Others)</u> <i>For example:</i> • Works independently and collaboratively as part of a multi-disciplinary team. • Ability to lead and motivate a team of radiographers. Adapts management style to suit the demands of the situation and the people involved. • Manages and develops self and others in a busy working environment. • Reacts constructively to setbacks; gives and receives feedback. <u>Commitment to Providing a Quality Service</u> <i>For example:</i> • A commitment to the delivery of a high-quality, person-centred service. • Awareness and appreciation of service users and the ability to empathise with and treat others with dignity and respect. • Provides a flexible service and is open to change; promotes and embraces change and improvements. • Understands the principles of quality assurance and quality improvement and the importance of the role of audit and review in quality management, including the use of appropriate outcome measures. <u>Evaluating Information and Judging Situations</u> <i>For example:</i> • Evaluates information, solves problems and makes effective decisions in relation to service user care. • Makes decisions in a transparent manner by involving and empowering others where appropriate. • Demonstrates sound clinical / professional decision-making, which can be justified even when made on the basis of limited information.

	• Demonstrates a logical and systematic approach to problem solving. <u>Communication and Interpersonal Skills</u> <i>For example:</i> • Maintains a professional relationship in all communications, treating others with dignity and respect. • Works collaboratively with others to understand and establish expectations and desired outcomes. • Tailors the message to match the needs of the audience; fosters open, honest and clear communication. • Demonstrates sensitivity, diplomacy and tact when dealing with others. • 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. <u>Failure to include information regarding these requirements may result in you not being called forward to the next stage of the selection process.</u> 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. For further information on the HSE commitment to Diversity, Equality and Inclusion, please visit the Diversity, Equality and Inclusion web page at https://www.hse.ie/eng/staff/resources/diversity/
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 that should be followed when making an appointment. These are set out in the CPSA Code of Practice. The Code outlines the standards that should 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.



	The CPSA Code of Practice can be accessed via https://www.cpsa.ie/ .
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The reform programme outlined for the Health Services may impact on this role and as structures change the Job Specification may be reviewed.	
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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.	
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Radiographer, Senior

Terms and Conditions of Employment

Tenure	The current vacancy available is permanent and whole time and part-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.
Remuneration	The Salary scale for the post is: (01/06/2026) €59,046 €61,266 €63,597 €65,972 €68,374 • Annual Allowance payable to Radiographers in BreastCheck, National Screening Service (Circular 2/2018) • Quarterly Allowance payable to Radiographers in BreastCheck, National Screening Service (Circular 2/2018) 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.
Working Week	The standard working week applying to the post is to be confirmed at Job Offer stage. HSE Circular 003-2009 “Matching Working Patterns to Service Needs (Extended Working Day / Week Arrangements); Framework for Implementation of Clause 30.4 of Towards 2016” applies. Under the terms of this circular, all new entrants and staff appointed to promotional posts from Dec 16th, 2008 will be required to work agreed roster / on call arrangements as advised by their line manager. Contracted hours of work are liable to change between the hours of 8am-8pm over seven days to meet the requirements for extended day services in accordance with the terms of the Framework Agreement (Implementation of Clause 30.4 of Towards 2016).
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. For further information, guidance and resources please visit: HSE Children First webpage.
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.