

**Physicist, Senior**  
**Job Specification & Terms and Conditions**

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| <b>Job title, grade code</b>       | Physicist, Senior<br><b>Fisiceoir, Sinsearach</b><br>(Grade Code:3808)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>Remuneration</b>                | The salary scale for the post is (01/06/2026)<br><br>€78,788, €82,301, €84,510, €88,056, €91,610, €95,162, €98,714, €102,270, <b>€105,542 €109,119 LSI</b><br>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.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>Campaign reference</b>          | 26UHWA0209                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Closing date</b>                | 24 <sup>th</sup> of September 2026 at 2pm                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>Proposed interview date (s)</b> | Candidates will normally be given at least two weeks' notice of interview. The timescale may be reduced in exceptional circumstances.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>Taking up appointment</b>       | A start date will be indicated at job offer stage.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Location of post</b>            | <b>University Hospital Waterford incorporating Kilcreene Regional Orthopaedic Hospital</b><br><br>A panel may be formed as a result of this campaign for University Hospital Waterford from which current and future, permanent and specified purpose vacancies of full or part-time duration may be filled.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>Informal enquiries</b>          | Clare Joy, Chief Physicist<br>Email: <a href="mailto:Clare.Joy@hse.ie">Clare.Joy@hse.ie</a><br>Phone: 051-842749                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>Reasonable Accommodations</b>   | Candidates who require a Reasonable Accommodation/s to support their participation, at any stage, in the recruitment and selection process, should email Natasha Carton, Campaign Lead <a href="mailto:Natasha.Carton@hse.ie">Natasha.Carton@hse.ie</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>Details of service</b>          | <p>The functional area incorporates University Hospital Waterford, Kilcreene Regional Orthopaedic Hospital, St Joseph's Hospital Dungarvan, Tipperary University Hospital, Our Lady's Hospital Cashel and Wexford General Hospital. Medical Physics services are also provided for Dental services in HSE Carlow Kilkenny &amp; Tipperary South and HSE Waterford Wexford.</p> <p>The Group governance structure includes an Administrative Board of non-Executive Directors, an Executive Management Team and four Clinical Directorates - Diagnostics, Medicine, Peri-Operative and Maternal &amp; Child Care who are responsible for the management of services across the sites. There is one Non-Clinical Operational Directorate.</p> <ul style="list-style-type: none"><li>The Medical Physics Department is in the Diagnostics Clinical Directorate but provides scientific and technical support to all the clinical specialties which require the use of X-ray imaging, MRI, Nuclear Medicine, and phototherapy services to deliver patient care. Staff provide a broad range of support activities across the Directorates which includes equipment management advice, ionising &amp; non-ionising radiation protection services, safety and risk management advice, Quality Assurance, research, teaching and training.</li></ul> |
| <b>Reporting relationship</b>      | The post holder will report to the Chief Physicist in charge, or his/her deputy as directed by the Chief Physicist.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |

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| <b>Purpose of the post</b>                   | <p>The candidate will contribute to the delivery of high quality patient care by providing medical physics scientific and technical support to healthcare professionals in the functional area.</p> <p>In particular the post holder will perform the duties expected of a Medical Physics Expert for X-ray imaging and Nuclear Medicine equipment and ensure that physics related activities are safe, of the highest quality and are cost effective. They will liaise closely with the Radiation Protection Adviser and other Medical Physics Experts in the Group.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>Principal duties and responsibilities</b> | <p><b><i>The Physicist, Senior will:</i></b></p> <ul style="list-style-type: none"> <li>• Participate in and supervise where relevant, on-going Quality Assurance Programs for all aspects of diagnostic x-ray imaging equipment, including Nuclear Medicine equipment, as well as those for MRI and phototherapy equipment.</li> <li>• Participate in the development of technical and clinical protocols.</li> <li>• Contribute where required, to the planning, development and equipping of new &amp; replacement installations including the development of commissioning and ongoing testing protocols.</li> <li>• Arranging calibration of relevant radiation meters and maintenance of all systems or devices in the remit of Medical Physics used for dosimetry.</li> <li>• Interpretation of data, defining problems and contributing to formulating strategies for solving them.</li> <li>• Participate in teaching and training programmes for medical, technical, scientific, nursing and allied health personnel in relevant aspects of radiation protection.</li> <li>• Be available for consultation with medical consultants and other medical staff, radiographers, service engineers, clinical engineering staff and other physics staff as required.</li> <li>• Contribute to the optimisation of the radiation protection of patients, including application and use of Diagnostic Reference Levels (DRLs).</li> <li>• Contribute to dosimetry and evaluation of the dose delivered to the patient.</li> <li>• Contribute to the analysis of events involving accidental or unintended medical exposures.</li> <li>• Participate in audits.</li> <li>• Provide input into and actively participate in on-going research, development and innovation as appropriate.</li> <li>• Perform other duties as may be assigned by the Chief Physicist and Principal Physicist from time to time.</li> <li>• Actively participate in activities that constitute continuing professional development such that the post holder is kept abreast of developments in the field of Medical Physics and professional registrations are maintained.</li> <li>• Keep records and provide such information as is consistent with good professional practice.</li> <li>• Supervision of visitors, students or other persons as may arise from time to time, as directed by the Chief Physicist.</li> <li>• If appropriate, be encouraged to establish and maintain links with relevant academic institutions e.g., South East Technological University.</li> </ul> <p><b>The above Job Description is not intended to be a comprehensive list of all duties involved and consequently, the post holder may be required to perform other duties as appropriate to the post which may be assigned to him/her from time to time and to contribute to the development of the post while in office.</b></p> |
| <b>Eligibility criteria</b>                  | <p><b>Each candidate must at the latest date of application: -</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |

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| <b>Qualifications and/ or experience</b>       | <p><b>1. <u>Professional Qualifications, Experience, etc.</u></b></p> <p>a) Hold a recognised first or second class honours degree in which Physics was taken as a major subject and honours obtained in that subject.</p> <p style="text-align: center;"><b>Or</b></p> <p>Hold a recognised qualification at least equivalent to thereto</p> <p style="text-align: center;"><b>And</b></p> <p>b) Have satisfactory relevant experience in the field of Medical Physics.</p> <p style="text-align: center;"><b>And</b></p> <p>c) Possess the requisite knowledge and ability (including a high standard of suitability) for the proper discharge of the duties of the office.</p> <p><b>2. Age</b></p> <p>Age restriction shall only apply to a candidate where he/she is not classified as a new entrant (within the meaning of the Public Service Superannuation (Miscellaneous Provisions) Act, 2004). A candidate who is not classified as a new entrant must be under 65 years of age on the first day of the month in which the latest date for receiving completed application forms for the office occurs.</p> <p><b>3. Health</b></p> <p>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.</p> <p><b>4. Character</b></p> <p>Each candidate for and any person holding the office must be of good character</p> |
| <b>Post specific requirements</b>              | <ul style="list-style-type: none"> <li>• Demonstrate depth and breadth of experience in QA testing and commissioning of a broad range of imaging equipment.</li> <li>• Be registered as a Medical Physics Expert with the Irish College of Physicists in Medicine (ICPM) in "Diagnostic Radiology &amp; Imaging Physics" or demonstrate sufficient knowledge and experience to apply for registration within 12 months of commencement of post.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>Other requirements specific to the post</b> | <ul style="list-style-type: none"> <li>• Clinical requirements may dictate that from time to time work will need to be undertaken out of normal working hours.</li> <li>• Access to appropriate transport to fulfil the requirements of the role as the post will involve travel</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>Additional eligibility requirements:</b>    | <p><b>Citizenship requirements</b></p> <p>Eligible candidates must be:</p> <p>(i) EEA, Swiss, or British citizens</p> <p style="text-align: center;"><b>OR</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |

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|                                                     | <p>(ii) Non-European Economic Area citizens with permission to reside and work in the State</p> <p>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.</p> <p>To qualify candidates must be eligible by the closing date of the campaign.</p> <p>Read more about <a href="#">Department of Enterprise, Trade &amp; Employment Work Permits</a>.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <p><b>Skills, competencies and/or knowledge</b></p> | <p><b>Candidates must demonstrate:</b></p> <p><b><u>Professional Knowledge</u></b></p> <ul style="list-style-type: none"> <li>• Practical and theoretical knowledge of Diagnostic Radiology including Nuclear Medicine equipment and a knowledge of new imaging systems.</li> <li>• Depth and breadth of experience of QA techniques, methods and systems for assessing performance of Diagnostic X-ray imaging and Nuclear Medicine systems including quantitative image quality techniques.</li> <li>• A knowledge of the legislative framework underpinning the work carried out the by the department, e.g., SI 30 of 2019 and SI 256 of 2018.</li> <li>• Understanding of the application of radiation protection principles.</li> <li>• A knowledge and understanding of dosimetry physics.</li> <li>• Proficient in the use of Microsoft packages, e.g., Word, Excel.</li> <li>• Considerable computer skills including knowledge of operating systems and scientific programming.</li> <li>• Knowledge of practice development of guidelines, policies and protocol.</li> </ul> <p><b><u>Planning and Organising</u></b></p> <ul style="list-style-type: none"> <li>• Ability to work on his/her own initiative.</li> <li>• Evidence of effective planning and organising skills, including an awareness of resource management, time management and the importance of value for money.</li> <li>• Ability to achieve deadlines as directed by the Chief Physicist.</li> <li>• An understanding of change management</li> <li>• A willingness to be flexible and adaptive in response to a rapidly changing clinical and technical environment.</li> </ul> <p><b><u>Commitment to Providing a Quality Service</u></b></p> <ul style="list-style-type: none"> <li>• A focus on quality and motivation and an innovative approach to job &amp; service developments.</li> <li>• A commitment to and focus on patients/ service users including the ability to treat patients, relatives and colleagues with dignity and respect.</li> </ul> <p><b><u>Teamwork</u></b></p> <ul style="list-style-type: none"> <li>• Ability to work as part of a multi-disciplinary team.</li> </ul> <p><b><u>Communication &amp; Interpersonal Skills</u></b></p> <ul style="list-style-type: none"> <li>• Effective communication skills including the ability to present information in a clear and concise manner.</li> <li>• Negotiation/influencing skills.</li> </ul> |

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|                                                                                                  | <ul style="list-style-type: none"> <li>• A willingness to share knowledge and/or new ideas with staff and colleagues</li> </ul> <p><b><u>Evaluating Information &amp; Judging Situations</u></b></p> <ul style="list-style-type: none"> <li>• Effective problem solving strategies, including the ability to be flexible and innovative in challenging times.</li> <li>• Effective decision making skills.</li> <li>• The ability to gather and analyse information from a variety of relevant sources.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <p><b>Campaign specific selection process</b></p> <p><b>Ranking/shortlisting / interview</b></p> | <p>A ranking and or shortlisting exercise may be carried out based on information supplied in your application form. The criteria for ranking and or shortlisting are based on the requirements of the post as outlined in the eligibility criteria and skills, competencies and/or knowledge section of this job specification. Therefore, it is very important that you think about your experience in light of those requirements.</p> <p>Failure to include information regarding these requirements may result in you not progressing to the next stage of the selection process.</p> <p>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.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <p><b>Diversity, equality and inclusion</b></p>                                                  | <p>The HSE is an equal opportunities employer.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>Read more about the HSE's commitment to <a href="#">Diversity, Equality and Inclusion</a></p> |
| <p><b>Code of practice</b></p>                                                                   | <p>The Health Service Executive will run this campaign in compliance with the Code of Practice prepared by the Commission for Public Service Appointments (CPSA).</p> <p>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.</p> <p>Read the <a href="#">CPSA Code of Practice</a>.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |



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.

**Physicist, Senior**  
**Terms and conditions of employment**

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| <b>Tenure</b>                                          | <p>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.</p> <p>Appointment as an employee of the Health Service Executive is governed by the Health Act 2004, the Public Service Management (Recruitment and Appointments) Act 2004, and Public Service Management (Recruitment and Appointments) Amendment Act 2013.</p>                                                                                                                                                                                                                                         |
| <b>Working week</b>                                    | <p>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.</p> <p>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.</p>                                                                                                                       |
| <b>Annual leave</b>                                    | The annual leave associated with the post will be confirmed at Contracting stage.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>Superannuation</b>                                  | <p>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 01<sup>st</sup> 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 31<sup>st</sup> December 2004</p>                                                                                                                                                                                 |
| <b>Age</b>                                             | <p>The Public Service Superannuation (Age of Retirement) Act, 2018* set 70 years as the compulsory retirement age for public servants.</p> <p><b>* Public Servants not affected by this legislation:</b><br/>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.</p> <p>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.</p>                                                                                                |
| <b>Probation</b>                                       | 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.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>Protection of children guidance and legislation</b> | <p>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.</p> <p>Some staff have additional responsibilities such as Line Managers, Designated Officers and Mandated Persons.</p> <p>In the HSE, all Mandated Persons under the Children First Act 2015 are appointed as Designated Officers under the Protections for Persons Reporting Child Abuse Act 1998. You should check <a href="#">Schedule 2</a> of the</p> |

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|                            | <p>Children First Act 2015 to see if you are a Mandated Person, and therefore a HSE Designated Officer, and be familiar with the related roles and legal responsibilities.</p> <p>Visit <a href="#">HSE Children First</a> for further information, guidance and resources.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>Infection control</b>   | <p>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.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| <b>Health &amp; safety</b> | <p>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).</p> <p>Key responsibilities include:</p> <ul style="list-style-type: none"> <li>• Developing a SSSS for the department/service<sup>1</sup>, 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.</li> <li>• 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.</li> <li>• Consulting and communicating with staff and safety representatives on OSH matters.</li> <li>• Ensuring a training need assessment (TNA) is undertaken for employees, facilitating their attendance at statutory OSH training, and ensuring records are maintained for each employee.</li> <li>• Ensuring that all incidents occurring within the relevant department/service are managed appropriately and investigated in accordance with HSE procedures<sup>2</sup>.</li> <li>• Seeking advice from health and safety professionals through the National Health and Safety Function Helpdesk as appropriate.</li> <li>• Reviewing the health and safety performance of the ward/department/service and staff through, respectively, local audit and performance achievement meetings for example.</li> </ul> <p><b>Note:</b> Detailed roles and responsibilities of Line Managers are outlined in local SSSS.</p> |

<sup>1</sup>A template SSSS and guidelines are available on [writing your site or service safety statement](#).

<sup>2</sup>Structures and processes for effective [incident management](#) and review of incidents.