

Children's Health Ireland

Job Specification and Terms & Conditions

Job Title	Locum Consultant Otolaryngologist with a special interest in Paediatric Otolaryngology
Campaign Reference	104156
Closing Date	Sunday October 11th at 11:45pm
Hours	Children's Health Ireland are seeking to fill this Consultant Otolaryngologist with a special interest in Paediatric Otolaryngology post on a temporary, fixed-term basis – 37 hours per week at Children's Health Ireland at Crumlin.
Location of Post	Children's Health Ireland (CHI), comprises of the three children's hospitals at CHI at Crumlin, Dublin 12, CHI at Temple Street, Dublin 1 and CHI at Tallaght, Dublin 24 and the Paediatric Outpatients and Urgent Care Centre, CHI at Connolly Hospital, Dublin 15. The new OPD and Emergency Care Unit in Tallaght opened in Nov 2021. CHI's Programme Office, CHI Herberton is located in Rialto, Dublin 8 adjacent to the new children's hospital which is on the campus shared with St James's Hospital. This post is a cross-site appointment based at Children's Health Ireland at Crumlin & Temple Street pending the opening of the new Paediatric hospital.
Context/ Background	Children's Health Ireland (CHI) operates as a single service across the existing Dublin children's hospitals, Crumlin, Temple Street and Tallaght. Also, the paediatric outpatients and urgent care centres, Connolly which opened in July 2019 and Tallaght which opened in November 2021. CHI governs and operates local paediatric services for the Greater Dublin Area and all national paediatric specialist services, some of which are on an all-island basis. • Just under 25% of our population are children under 18 years of age. It was estimated in 2016 that 16% of our children have a chronic disease, such as, diabetes, allergies and asthma and this was increasing. 2% are acutely ill or have complex and multiple care needs requiring national services • CHI currently has a staff of 4,150 delivering care annually to 334,500 children, young people and their families through 39 clinical specialities and 442 in-patient & day care beds

	2019 activity: In-patients 24,500; Day cases 33,500; Outpatients 147,500; ED 129,000 Ireland will have a world class new children's hospital that is purpose built to deliver the best care and treatments that are available for future generations to come. The new children's hospital, which is due to open in 2026 will bring together the three children's hospitals into a world class building on a campus shared with St James's Hospital. This will be a leading campus in healthcare and research in Ireland, a leading adult teaching hospital, a children's hospital and in time, a new maternity hospital, when the Coombe Women and Infants University Hospital is relocated on the campus. CHI is leading on the clinical and operational transformation on how children's healthcare will be delivered in the future to deliver better, safer and more sustainable healthcare in the future. The new hospital is planned as the first 'Digital Hospital' in the system with the implementation of an Electronic Healthcare Record, as well as, other evidence based standards, such as, 100% single rooms. Children's Hospital Programme is a major programme of work led by CHI, focused on transformative service change to enhance services for children, young people and their families, to integrate the three existing hospitals, while maintaining existing and new services, ensuring patient safety and quality until transition is complete. <i>For further information about CHI, check out our recruitment website WWW.CHI.jobs</i>
Reporting Arrangements	Public Only Consultant Contract 2023 states that the Consultant's reporting relationship and accountability for the discharge of his/her contract is: The Chief Executive Officer/General Manager/Master of the hospital (or other employing institution) through his/her Clinical Director
Key Working Relationships	- Clinical Directors across the three Children's hospitals and new Paediatric OPD and Urgent Care Centres. - Clinical colleagues within the cross-city Paediatric Otolaryngology department - Clinical Lead for Paediatric Otolaryngology and Clinical Leads for the other Paediatric and Neonatology Clinical Programme and the Integrated Care Programme for Children - Inter-Disciplinary Teams within the hospitals and at the Paediatric Outpatients and Urgent Care Centre at Connolly

Scope of the Role	Children's Health Ireland (CHI) at Crumlin & Temple Street is the largest paediatric institution in the country and caters not only for children in the Dublin Mid-Leinster area but is also a referral centre for all paediatric and neonatal units outside the eastern region. The ENT department at CHI has a national referral base for complicated ENT problems, particularly in the field of paediatric airway, paediatric rhinology and paediatric head and neck oncology.
Purpose of the Role	The new model of care will deliver on the vision of the National Model of Care for Paediatric Healthcare Services (2016), for the delivery of safe and appropriate care to paediatric patients as close to home as possible so that children and young people with urgent care needs get the right advice at the right place, first time. CHI at Connolly, is the newest unit and as a standalone facility has a requirement for highly skilled supervising consultant presence to ensure a high level of patient safety. The unit is purpose built for Paediatrics and is supported by Skilled Paediatric Nursing and Health and Social Care professionals. Due to the complex nature of the patients who attend CHI at Crumlin & Temple Street, there is an increasing need for ENT consults from Neonatology, Intensive Care etc coupled with the highly complex paediatric airways which are seen at CHI at Crumlin & Temple Street thus necessitating the appointment of a fifth Consultant ENT Surgeon.
Principal Duties and Responsibilities	The successful applicant, as an appropriately trained specialist in Paediatric Otolaryngology will assume a full clinical role in the stabilisation, investigation and clinical management of patients presenting with the full spectrum of Paediatric Otolaryngology requirements. The responsibilities at each site will include: • Act as Consultant Otolaryngologist with a special interest in Paediatric Otolaryngology for Children's Health Ireland • The responsibilities within OPD will include delivery of patient care, supervision of junior colleagues in training, sharing administrative duties and contributing to the educational programme within the department of Paediatric Otolaryngology • Clinical management of the Department of Paediatric Otolaryngology in conjunction with other Paediatric Otolaryngology Consultant colleagues. The precise division of responsibilities between the Consultants in Paediatric Otolaryngology will be agreed between the Consultant, the Clinical Director and the CEO or their appropriate delegate. These responsibilities will be reviewed on an annual basis • Participation in the consultant on-call rota in the Department of Paediatric Otolaryngology across CHI and subsequently in the Paediatric Otolaryngology Department of the new hospital at St James' campus. • To undertake essential supporting duties for clinical care including, <i>inter alia</i>, risk management, critical incident investigation and oversight of rosters • Undertake Child Protection duties associated with the role of Consultant in Paediatric Otolaryngology and services provided at the hospital. The Consultant Otolaryngologist with a special interest in Paediatric Otolaryngology will play a lead role in ensuring systems are in place for the care of other at-risk or vulnerable paediatric Otolaryngology patient groups

- To participate in the Clinical Directorate structure. The Consultant shall receive training and support to enable him/her to participate fully in such structures
- Contribute to clinical governance and clinical operations improvement activities in the Department of Paediatric Otolaryngology.
- Participate in the collection, analysis and the reporting of data necessary for quality assurance activities in the Department of Paediatric Otolaryngology.
- Organise and participate in teaching, including undergraduate and postgraduate teaching paediatric Otolaryngology, other medical, nursing, Advanced Nurse Practitioners, and paramedical staff
- Participate in conference commitments of the department and of the hospital for Paediatric Otolaryngology.
- To supervise and be responsible for diagnosis, treatment and care provided by non-Consultant Hospital Doctors (NCHDs) under the Consultant's care
- Be responsible for the recruitment, supervision and training of an assigned team of non-consultant hospital doctors, in conjunction with Consultant colleagues
- Ensure all non-consultant hospital doctors assigned to his/her team attend Hospital Orientation and, where appropriate, departmental orientation
- Contribute to the provision of structured training and situational learning opportunities for NCHDs on recognised training programmes and support the clinical and professional development of medical staff in the Department of Paediatric Otolaryngology.
- Active participation in Department of Paediatric Otolaryngology and hospital educational activities and the development of training and education in emergency care for Children's Health Ireland
- Involvement in research activities in the department, as appropriate to a Consultant Otolaryngologist with a special interest in Paediatric Otolaryngology post in the hospital
- Engage in clinical audit activity and provide leadership in multidisciplinary clinical audit in the Department of Paediatric Otolaryngology.
- Actively engage in Continuing Professional Development and comply with Professional Competence Assurance requirements
- A willingness to develop special interest aspects of Paediatric Otolaryngology as appropriate to one's competencies, the Department of Paediatric Otolaryngology and Children's Health Ireland
- Ongoing participation in Major Incident Planning for the Department of Paediatric Otolaryngology, Urgent Care Centre(s) and the new children's hospital and the Health Service Executive
- Participate in Major Incident and structured Pre-hospital responses outside the hospital as appropriate to one's professional competency and skills in this area, if requested to do so on behalf of the hospital and within the governance of the HSE
- Attendance at management and service development meetings at departmental, hospital, regional or national meeting of strategic importance to the department or hospital. This may include participation in other professional and administrative

	groups as appropriate to the role of Consultant Otolaryngologist with a special interest in Paediatric Otolaryngology. • To ensure in consultation with the Clinical Director that appropriate medical cover is available at all times • Provide such service commitments and specific duties as detailed in the Health Service Executive letter of approval for this post • Follow the agreed guidance for patient/service user engagement to ensure the voice of the child, young person and family is considered in the development and implementation of the clinical network • Attend and participate in meetings relevant to the post, e.g. Medical Board and appropriate division • Liaise with the Chief Executive/s, Group Chief Executive, Group Clinical Director, Clinical Director/s, Director of Nursing, Director of Operational Services, Management Team/s, relevant senior Medical and Nursing staff and other staff in all matters pertaining to the general efficiency of Crumlin, Temple Street, Tallaght, Connolly and pending the transfer to the new children's hospital • Perform such other duties appropriate to his/her office as may be assigned to him/her from time to time by the Clinical Director/Chief Executive or their designated officer, of their base hospital, pending the transfer to the new children's hospital <i>The above is not intended to be a comprehensive list of all duties involved and consequently, the post holder may be required to perform other duties as appropriate to the post, which may be assigned to them from time to time and to contribute to the development of the post while in office.</i>
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Professionalism at CHI



"Professionalism" at CHI involves forming values and developing behaviours and attitudes which foster professional relationships, promote public trust and enhance patient safety.

Medicine is a profession in which a doctor's knowledge, clinical skills and judgement are put in service for the benefit of human health. This purpose is realised through a partnership between patient and doctor, one based on mutual respect, individual responsibility and appropriate accountability.

Medical students and doctors should be committed to compassion, effective communication, integrity and honesty, working in partnership with the wider healthcare team/s, advocacy, ethical practice, altruism/selflessness, reflective practice that promotes continuous improvement, evidence based practice, cultural sensitivity and self-care, all culminating in improved child/patient centred service.

These commitments aspire to excellence, professional identity formation and leadership.

Our Values

Our values reflect what we all believe will make the most positive difference to the care we offer and to the way we work with one another.

By 'living our values' we will develop our organisation, our people, and continue to improve the quality of the patient experience in everything we do.

The post holder will be expected to embody these values and enable them across the organisation

The children and families in our care are at the centre of everything we do. We are...

	Child-Centred  ○ Accountable for our patients' safety ○ Great team members ○ Passionate about our purpose We care about our patients, their families and our colleagues. We are... Compassionate  ○ Always kind ○ Aware of our impact ○ Leaders in care We provide access to the latest knowledge, innovation and technology for the best patient outcomes. We are... Progressive  ○ Focused on developing our self and others ○ Always seeking to improve ○ Always looking for innovative solutions
Skills, competencies and/or knowledge	Eligibility Criteria Professional Qualifications and Experience Mandatory: a) Registration as a specialist in the Specialist Division of the Register of Medical Practitioners maintained by the Medical Council in Ireland in the specialty of Otolaryngology Desirable: • Post CCT paediatric ENT fellowship in a recognized program • Fellowship or other Tertiary paediatric experience The successful interviewee must be registered as a specialist in the relevant specialty on the Specialist Division of the Register of Medical Practitioners maintained by the Medical Council

of Ireland before taking up appointment.

The Consultant must, at all times while continuing to hold office, continue to be registered with the Medical Council of Ireland. Documentary evidence of Medical Council Registration is required and must be produced annually to the Medical Administration Department within the Children's Health Ireland.

Should the successful candidate not be registered as a Specialist at that time, the post may be offered to the next suitable candidate. Should no suitable candidate exist, a further recruitment process may be initiated".

Essential:

Skills / Competencies / Knowledge:

- Significant experience in clinical practice in delivery of acute unscheduled Otolaryngology care at both local and national levels
- Experienced clinician with credibility and the ability to command the respect of all clinical and non-clinical professionals
- Experience of developing, applying and reviewing an evidence-based approach to decision making
- Excellent inter-personal skills, including experience and familiarity with public, professional, media and political communications and stakeholder relations
- Demonstrate commitment to fostering partnerships, multi-professional and multi-disciplinary relationships
- Demonstrate a knowledge and undertaking of the current governance structures and anticipated changes with the establishment of the new children's hospital
- Experience in reconfiguring acute services across organisations and regions
- Demonstrate leadership and team management skills including the ability to manage his/her staff and service and work with multi-disciplinary team members
- Experience of operating in complex and challenging environments
- Knowledge of the Irish health sector, national health programmes and health reform agendas
- Strong negotiation and influencing skills
- Effective change management skills
- Excellent communication skills, both verbal and written
- Risk and issue management skills
- Ability to recognise and respect the expertise of others and the contribution of team members and harness good teamwork and open contributions to enable the achievement of programme aims
- Demonstrate evidence of effective planning and organising skills including awareness of resource management
- Have excellent computer skills, competencies and knowledge of hospital data/

	information systems
Health & Safety	These duties must be performed in accordance with the hospital health and safety policy. In carrying out these duties the employee must ensure that effective safety procedures are in place to comply with the Health, Safety and Welfare at Work Act. Staff must carry out their duties in a safe and responsible manner in line with the Hospital Policy as set out in the appropriate department's safety statement, which must be read and understood.
Quality, Risk & Safety Responsibilities	<i>It is the responsibility of all staff to:</i> • Participate and cooperate with legislative and regulatory requirements with regard to Quality, Risk and Safety. • Participate and cooperate with the Children's Health Ireland; Quality, Risk and Safety initiatives as required. • Participate and cooperate with internal and external evaluations of hospital structures, services and processes as required, including but not limited to: • National Standards for Safer Better Healthcare • National Standards for the Prevention and Control of Healthcare Associated Infections • HSE Standards and Recommended Practices for Healthcare Records Management • HSE Standards and Recommended practices for Decontamination of Reusable Invasive Medical Devices (RIMD) • Safety audits and other audits specified by the HSE or other regulatory authorities • To initiate, support and implement quality improvement initiatives in their area which are in keeping with the organisation's continuous quality improvement programme. <i>It is the responsibility of all managers to ensure compliance with regulatory requirements for Quality, Safety and Risk within their area/department.</i>
Specific Responsibility for Best Practice in Hygiene	Hygiene in healthcare is defined as <i>"the practice that serves to keep people and the environment clean and prevent infection. It involves preserving one's health, preventing the spread of disease and recognizing, evaluating and controlling health hazards."</i> • It is the responsibility of all staff to ensure compliance with hospital hygiene standards, guidelines and practices. • Department heads/ managers have overall responsibility for best practice in hygiene in their area. It is mandatory to attend hand hygiene and sharps awareness workshops yearly

Competition Specific Selection Process	The criteria for short listing are based on the requirements of the post as outlined in the eligibility criteria and/or the essential & desirable knowledge, skills and competencies section of this job specification. <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> To apply for this position, please send a CV and letter of application. The closing date for submissions of CV's and letter of application is Sunday October 11th at 11:45pm. Applications must be completed through the advertised post on CHI.jobs by clicking 'Apply for Job'. Applications will not be accepted through direct email or any other method. Informal Enquiries can be obtained from: Dr. Rania Mehanna, Consultant Otolaryngologist with a special interest in Paediatric Otolaryngology – Raniamehanna7@gmail.com For other queries relating to this recruitment process, please contact Cillian Greene, Talent Acquisition Specialist at cillian.greene@childrenshealthireland.ie
Panel/s	A panel may be created from which permanent, fixed term and specified purpose vacancies of a full or part time duration may be filled across all Children's Health Ireland locations. The tenure of these panels will be indicated at offer stage.
Information on "Non-European Economic Area Applicants" is available from https://dbei.gov.ie/en/ Children's Health Ireland is legally required to verify that all staff have the right to work in Ireland before they begin employment, regardless of nationality or immigration status. This right-to-work check is also necessary when an individual re-joins CHI or when their immigration permission or employment permit is due to expire. Permit holders can change their permit employer to CHI after a period of nine months has passed since commencing their first employment permit in the State. The change of employer applies to the General Employment Permit (GEP) and to the Critical Skills Employment Permit (CSEP). The change is required to be completed as part of pre-employment clearance. All Permits and Change of Employer applications are processed on the Employment Permits Online. Some recruitment campaigns may be open to candidates who are not citizens of the EEA, Switzerland, or United Kingdom. You can consult the Critical Skills Occupational List see if your profession is currently eligible under this route.	

The programme outlined for Children's Health Ireland may impact on this role and as structures change the job description may be reviewed.

Children's Health Ireland is an equal opportunities employer.

Does the post above identified for filling come within the definition of an Exposure Prone Procedure (EPP) Post?

YES



NO



Exposure Prone Procedure (EPP) Post

Assessment of Post in line with the 'Integrated Guidance on Health Clearance of Healthcare Workers and the Management of Healthcare Workers Living with Bloodborne Viruses (Hepatitis B, Hepatitis C and HIV, 2025)'

Exposure Prone Procedures (EPPs) are defined in the national guidance as: 'invasive procedures where there is potential for direct contact between the skin, usually finger or thumb of the healthcare worker and sharp objects or surgical instruments – such as needles, sharp body parts (for example fractured bones) spicules of bone or teeth – in body cavities or in poorly visualised or confined body sites, including the mouth of the patient'.

All staff hired, transferred or promoted into an EPP post will be required to provide evidence via Occupational Health service of their freedom from infection in line with this national guidance. No appointment will be made in the absence of such evidence. EPP workers with previous EPP clearance prior to November 2025, may require further clearance in line with this updated guidance, so should submit details of previous clearance in line with section 9 of this form. The guidance is available here <https://www.hpsc.ie/a-z/bloodbornevirus/>

Detailed information on those categories of staff and procedures coming under the scope of the EPP definition is available from the Area Recruitment Unit. If there is any doubt about whether the post you have identified above comes within the definition of an EPP post, expert advice should be sought from the Occupational Health Service.