



Psychologist, Senior Clinical, Community Neuro-Rehabilitation Team (CNRT)
HSE South West
Job Specification & Terms and Conditions

Job Title, Grade Code	Psychologist Senior Clinical (Grade Code: 367Y) <i>Síceolaí, Sinsearach Cliniciúil (Cód Grád: 367Y)</i>
Remuneration	The salary scale for the post is: €100,483 - €102,871 - €105,279 - €107,674 - €110,050 - €110,963 - €114,536 - €118,111 LSIs (01/06/2026) 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
Campaign Reference	SWHS104340
Closing Date	12pm (Noon) on Wednesday 21 st October 2026
Proposed Interview Date (s)	Candidates will normally be given at least two weeks' notice of interview. The timescale may be reduced in exceptional circumstances.
Taking up Appointment	A start date will be indicated at job offer stage.
Location of Post	There is currently one permanent whole-time (35 hours) vacancy available in HSE South West. The current vacancy will be based in Gilbert Centre, Mallow, Co. Cork or Baile Mhuire Day Care Centre, Tralee, Co. Kerry. A panel may be formed as a result of this campaign for Psychologist, Senior Clinical from which current and future, permanent and specified purpose Community Neuro-Rehabilitation Team (CNRT) vacancies of full or part-time duration may be filled.
Informal Enquiries	We welcome informal enquires about the role: Name: Donal O'Callaghan Role: Operational Team Lead, Community Neuro Rehabilitation Team Cork / Kerry Email: donal.ocallaghan@hse.ie Telephone: 086-7871244
Details of Service	The South West Region is in transition to an Integrated Health System, and the new Health Region will be fully established by 3 rd March 2025. A Regional Executive Management Team oversees the collective executive functioning of the South West Region. The Health Regions Implementation involves the internal reorganisation of the HSE into six operational regions. While the full implementation will be a multi-year journey, the Health Region approach was stood up in March 2024 and will continue to progress throughout 2024 and 2025. The changes in healthcare governance arrangements are being designed to make our services easier to navigate for people, and to facilitate more integrated care, stronger accountability, and greater transparency across the sector. This in turn aims to foster change and innovation at a local level to deliver high-quality services to populations based on their needs, making our service a better place to work for our staff. The move to a regionalised approach, represents a major shift in the approach to the planning, funding and delivery of health and social care services. In line with international best practice, the new arrangements will support a population-based approach to the planning and resourcing of the geographic delivery of services to improve health outcomes people in Ireland.

	As part of the 'National Strategy and Policy for the Provision of Neuro-Rehabilitation Services in Ireland – Implementation Framework 2019-2021, the HSE are developing networks of Neuro-Rehabilitation Services. The overarching aim of the Strategy is the development of Neuro-Rehabilitation services to improve outcomes for people by providing safe, high quality, person-centred Neuro-Rehabilitation at the lowest appropriate level of complexity. This must be integrated across the care pathway and provided as close to home as possible. These services are to be configured into population based Managed Clinical Rehabilitation Networks (MCRNs). The new model would see the introduction of a multi-tiered system, with access to services based on clinically assessed need. This means that instead of people being referred to a single service, they are now referred to a network of services and can access services within the network based on their need. All referrals to the network are received on a standardised referral form and are processed through a single point of entry through the Network Rehabilitation Coordinator role. Services would work together across organisational boundaries with people moving across the continuum of care seamlessly based on their needs. The MCRN model consists of a multi-tiered system of Neuro-Rehabilitation services and the Community Neuro-Rehabilitation Team (CNRT) provides a critical link in the care pathway by facilitating early discharge and continuity from both acute and post-acute rehabilitation facilities. The CNRT is an inter-disciplinary therapy team providing a specialised service for adults with a range of progressive or acquired neurological conditions. This is a multi-professional team including a Consultant in Rehabilitation Medicine, Physiotherapy, Occupational Therapy, Speech and Language Therapy, Psychology, Social Work, Nursing and Administrative staff. This team will provide assessment and intensive therapy to people in both their own homes and in a clinic based setting for up to a period of 12 weeks. This service will provide people with earlier access to specialist rehabilitation close to home. The team provide a person centred service, improving people's quality of life and working together to support people with neuro- rehabilitative needs. As this team is part of the Managed Clinical Rehabilitation Network, the newly established Community Neuro-rehabilitation Team will have a significant role to play with respect to evaluation of the service and contributing to further development of the team and the wider Managed Clinical Rehabilitation Network.
Reporting Relationship	Operational governance for this post will be through the Operational Team Manager. The professional reporting relationship for clinical governance and clinical supervision will be to the relevant Head of Discipline through the professional line management structure. The above reporting relationship is currently under review and may change.
Key Working Relationships	The Senior Psychologist, will typically engages with a variety of stakeholders to ensure the effective delivery of psychological services. The key working relationships will be across multi-disciplinary teams to ensure the highest quality of psychological care. The Senior Psychologist (Clinical) will also work closely with the rest of the CNRT along with the Team Lead.
Purpose of the Post	The Senior Clinical Psychologist will be responsible for the provision and delivery of a high-quality, evidence-based Psychology Service for persons with acquired and progressive neurological conditions and will carry out clinical, educational, and administrative duties as required. The post holder, together with the interdisciplinary team will provide a specialist Neuro-Rehabilitation service. This includes providing information and advice to other professionals and carers. This may involve assisting in induction and supervision of staff, and education of Psychology and work experience students, when appropriate.

	The post-holder will participate in training opportunities as required. As a member of the Community Neuro-Rehabilitation Team (CNRT) and working with their line manager, the post holder will be responsible for planning, developing, co-ordinating and evaluating the service to meet the needs of individuals and the objectives of the CNRT. The post holder will participate in the development and monitoring of services in conjunction with the team. The post involves working autonomously and as part of an interdisciplinary team within a community setting.
Principal Duties and Responsibilities	<i>The Psychologist, Senior will:</i> <u>Professional/Clinical</u> • Be responsible for the delivery of professional psychology services appropriate to the post in line with best practice. • Work within limits of professional competence in line with principles of best practice, professional conduct and clinical governance. • Carry a clinical caseload appropriate to the post. • Provide psychological assessments for the client group based upon the appropriate use, interpretation and integration of data from a variety of sources including psychological tests, self-report measures, direct and indirect observation and interviews with clients, family members and / or carers. • Formulate and implement plans for psychological therapeutic intervention or management based on an appropriate conceptual framework, working in home and clinical settings as appropriate. • Exercise autonomous professional responsibility for the assessment, treatment and discharge of clients whose problems are managed using psychologically based care plans. • Represent and advocate for the psychological needs of service users. • Communicate effectively and work in co-operation with team members and others to ensure integrated service provision. • Develop and maintain close liaison with key stakeholders. • Contribute a psychological perspective to case planning and multi-agency case working and review and call multi-professional meetings when appropriate. • Ensure co-ordinated interdisciplinary and inter-agency service delivery. • Be aware of and refer the service user to other services as necessary. • Undertake Key Worker role as required. • Act as a representative of the psychology service / profession as required. • Initiate and participate in needs assessment and health promotion as appropriate. • Provide clinical supervision to other Psychology staff members. • Provide professional reports as required in accordance with professional standards. • Participate in meetings, committees and/or conferences as required. • Work in and promote an ethical and professional manner at all times. • Promote a culture that values equality, diversity and respect in the workplace. • Deputise for the Principal Psychologist as appropriate / required. <u>Research & Evaluation</u> • Undertake project management including audit and service evaluation with colleagues within the service to help develop service provision. • Participate in evaluation of clinical / professional activity and provide such information as required by the Psychology Manager for the purpose of service monitoring, evaluation and improvement. • Utilise evidence based literature and research to support effective practice. • Conduct and promote service related research, providing research advice as appropriate.

- Publish research outcomes in professionally recognised journals and share information on outcomes at professional conferences where appropriate.
- Represent a professional viewpoint in relation to nationally accepted good practice, promoting a high level of ethical standards and professional conduct.
- Lead and contribute to developments and innovative practice in psychology in the HSE.

Education & Training

- Engage in regular clinical professional supervision and provide professional and clinical supervision of trainee psychologists.
- Provide supervision to the work of non-psychologists in delivery of psychological interventions as appropriate.
- Provide supervision as appropriate on running community-based intervention groups for other professions.
- Provide post-graduate teaching and training and deliver teaching and training to professional postgraduates including Doctoral Psychology trainees.
- Provide psychological training, advice and consultation to staff from health and other agencies in areas relevant to direct clinical work and to psychology service provision.
- Provide advice, consultation and training to staff working with the client group across a range of agencies and settings where appropriate.
- Attend mandatory training programmes.
- Be informed of advances in professional knowledge and practice and developments in national policies, strategies and legislation and perceived impact on practice.
- Take responsibility for continuous professional development and ensure compliance with statutory registration requirements.
- In collaboration with the Principal Psychologist, attend training courses as informed by service requirements and career & personal development planning.
- Be responsible for the induction of new staff as appropriate.
- Engage in the HSE performance achievement process in conjunction with your Line Manager and staff as appropriate.

Quality and Risk, Health and Safety Management

- Adequately identify, assess, manage and monitor risks within their area of responsibility.
- Comply with and contribute to the development of policies, procedures and safe professional practice and adhere to relevant legislation, regulations and standards.
- 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

- Provide line management supervision to assigned staff.
- Manage and co-ordinate service delivery in their area of responsibility.
- Assign duties and responsibilities as appropriate to ensure effective service delivery.
- Ensure the maintenance of appropriate service user records and statistics in accordance with HSE requirements and local guidelines, Freedom of Information Act, Data Protection Acts and other relevant legislation.
- Provide service reports / data as required.

	• Contribute to the development and implementation of information sharing protocols, audit systems, referral pathways and integrated care arrangements. • Actively participate in the development and continuing improvement initiatives of psychology services in conjunction with the Principal Psychologist and relevant others. • Contribute to policy development, performance monitoring, business / service planning and budgetary control in conjunction with Principal Psychologist and relevant others. • Maintain an awareness of HR policies and procedures / engage in recruitment processes and other HR functions as required. • Assist in ensuring that the psychological service makes the most efficient and effective use of developments in IT. • Maintain professional standards with regard to service user and data confidentiality. • Acts as spokesperson for the Organisation as required. • Demonstrates pro-active commitment to all communications with internal and external stakeholders. • Keep up to date with organisational developments within the Irish Health Service. The above Job Specification is not intended to be a comprehensive list of all duties involved and consequently, the post holder may be required to perform other duties as appropriate to the post which may be assigned to them from time to time and to contribute to the development of the post while in office.
Eligibility Criteria Qualifications and/or experience	<u>Category A (Employed pre October 2002)</u> 1. <u>Professional Qualifications, Experience, etc.</u> Eligible applicants must: (i) Have been employed before 25th October 2002 and be currently in employment as a psychologist in the public health system; the HSE and agencies funded under Section 38 and Section 39 of the Health Act 2004. <i>And</i> (ii) Demonstrate competence in the Care Group/s applied for. <i>And</i> (iii) Possess the requisite knowledge and ability, including a high standard of suitability and ability, for the proper discharge of the office. <i>And</i> (iv) Applicants must have at least five years satisfactory post-graduate experience in the area of professional psychology, no more than three years of which was spent in gaining the post graduate professional qualification and no less than two years full-time spent in post qualification experience as a professional psychologist. Years in excess of the permitted three years for completion of the post-graduate training or time not worked will not be taken into consideration when assessing the five years' experience requirement. (v) Possess the requisite knowledge and ability, including a high standard of suitability and ability, for the proper discharge of the office. <u>Category B (Employed between October 2002 and 31st January 2021)</u> 1. <u>Professional Qualifications, Experience, etc.</u> Eligible applicants must: (i) Be currently employed in a named publically funded psychological service, Note 1. <i>And</i>

- (ii) Have a university degree or diploma (QQ1 level 8 equivalent) obtained with 1st or 2nd class honours in which Psychology was taken as a major subject and honours obtained in that subject.
And
- (iii) Have an Irish post-graduate professional psychology qualification accredited by the Psychological Society of Ireland in Clinical, Counselling or Educational Psychology.
Or
- (iv) An equivalent qualification from another jurisdiction validated by the Department of Health.
And
- (v) Demonstrate competence in the Care Group/s applied for.
And
- (vi) Applicants must have at least five years satisfactory post-graduate experience in the area of professional psychology, no more than three years of which was spent in gaining the post graduate professional qualification and no less than two years full-time spent in post qualification experience as a professional psychologist. Years in excess of the permitted three years for completion of the post-graduate training or time not worked will not be taken into consideration when assessing the five years' experience requirement.
And
- (vii) Possess the requisite knowledge and ability, including a high standard of suitability and ability, for the proper discharge of the office

Note 1. Psychological services delivered or funded by the Department of Health, Department of Justice, Department of Education and the Department of Children, Disability, Equality and Integration aimed at improving the mental, physical or social health or wellbeing of the clients they serve.

Category C (Employed 31st January 2021 to the 30th September 2026.)

1. Professional Qualifications, Experience, etc.

Eligible applicants must:

- (i) Have a university degree or diploma (QQ1 level 8 equivalent) obtained with 1st or 2nd class honours in which Psychology was taken as a major subject and honours obtained in that subject.
And
- (ii) Have an Irish post-graduate professional psychology qualification accredited by the Psychological Society of Ireland in Clinical, Counselling or Educational Psychology.
Or
- (iii) An equivalent qualification from another jurisdiction validated by the Department of Health.
And
- (iv) Demonstrate competence in the Care Group/s applied for.
And
- (v) Applicants must have at least five years satisfactory post-graduate experience in the area of professional psychology, no more than three years of which was spent in gaining the post graduate professional qualification and no less than two years full-time spent in post qualification experience as a professional psychologist. Years in excess of the permitted three years for completion of the post-graduate training

	or time not worked will not be taken into consideration when assessing the five years' experience requirement. <i>And</i> (vi) Applicants with a clinical or counselling psychology qualification must demonstrate that they have acquired in appropriate health settings, for the area / areas for which they wish to apply - Child Psychology, Adult Psychology - either at least 60 days or equivalent supervised clinical placements as part of the professional qualification; or at least 60 days or equivalent post-qualification supervised work experience as a psychologist. Note 2. <i>Or</i> (vii) Applicants with an educational psychology qualification must demonstrate that they have acquired in appropriate health settings for the area for which they wish to apply -Child Psychology - either at least 60 days or equivalent supervised clinical placements as part of the professional qualification; or at least 60 days or equivalent post qualification supervised work experience as a psychologist. Note 2. Note 2: Combinations of supervised clinical placement experience as part of the qualification and post qualification supervised work experience within a single care group area to give a total of 60 days are not acceptable. <u>Health</u> Candidates 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. <u>Character</u> Candidates for and any person holding the office must be of good character.
Definitions	For the purpose of clarity the following definitions apply in the context of recruitment for psychology positions within the HSE: PSI Placement Accreditation Standards Clinical Psychology: Each trainee should spend a minimum of 60 days per placement but overall trainees should be on placement for a minimum of 390 days of the total course time. Counselling Psychology: Trainees should have a minimum of 450 hours supervised client contact experience (accrued over a minimum period of 30 months based on at least 2 placement days per week). Students must gain client experience in at least three settings at least one of which should be in a health care setting. Educational Psychology: Trainees should complete 120 full days practical work experience in applied settings. Appropriate Health Setting An appropriate health setting is defined in this context to be a setting which facilitates placement/clinical experience to be gained where the trainees / students have the opportunity to be supervised by an appropriate supervisor who is working within the health setting. The placement should include opportunities to acquire skills in assessment, formulation, intervention, evaluation and reporting with a range of clinical problems in terms of complexity and severity seen within a care group population e.g. Child (0-18) Adult, Disability (lifespan). Statutory / Public health service setting outside of the Irish State will be considered on a case by case basis. Post-graduate Professional Psychology Qualification Post Graduate qualification means satisfactory completion of a PSI accredited professional training programme in clinical, counselling or educational psychology. Applicants with non-Irish post graduate qualifications must have their qualification validated by the Department of Health.

	Supervised Placement A common definition of supervised clinical placement was developed based on the diverse accreditation standards pertaining to each qualification. This is defined as a period of clinical time spent under the supervision of an appropriately qualified senior psychologist. The placement must provide the opportunity to work with a range of clinical problems in terms of complexity and severity. To meet the eligibility criteria for psychology posts in the HSE all applicants must demonstrate that they have completed a placement of at least 60 days in a health setting supervised by a practitioner who fulfils PSI supervision accreditation criteria for the professional qualification in question. Counselling psychologists currently calculate placements using both days and hours. In their case, the 60 days in a health setting must comprise a minimum of 150 hours of direct client contact. Post-qualification Post Qualification is defined as time in supervised professional practice after acquiring a professional qualification in clinical, counselling or educational psychology. Appropriate post qualification professional work experience Sixty days or equivalent (60 days equates to 150 hours of supervised client contact) of clinical experience under the supervision of a more senior grade psychologist (relevant discipline of psychology applies).
Report of the Psychology Review Implementation Group June 2017 – Descriptor of Appropriate Health Settings	Adult Disability Category C candidates must demonstrate that they have gained at least 60 days (150 hours) supervised experience in the area of Adult Disability. <u>Appropriate Health Care Setting:</u> The experience needs to be in health care settings which provide access to a broad range of experience with people with complex disabilities aged 18 years and over. The candidate will need to have gained experience with, or in, the following: • Working with service users as part of a multidisciplinary team involving a range of professionals which include disciplines such as, Social Workers, Occupational Therapists, Speech and Language Therapists, Psychiatrists, Physiotherapists, and other health care professionals. • Working in a variety of settings such as residential settings, family homes, respite centres, day services, cross agency experiences, so that skills are developed in the multiplicity of settings requiring input to support Adults with complex disabilities. <u>Client groups within the Health Care Setting:</u> Within the HSE and HSE funded services, Adult Disability services encompass clients aged 18+ years with mild to high support disability related supports, and co morbidities. Candidates: • Must have gained experience of engaging with service users with disabilities such as intellectual disability, Autistic Spectrum Disorder, physical, emotional, behavioral, and sensory related disabilities, in direct work, and indirectly through consultation with other professionals, and front line staff teams. • Must have gained experience of working with a range of severity of psychological presentations from needs requiring early intervention responses to more severe and enduring support needs. • Must have gained experience in working with adults under 65 years, and where feasible adults over the age of 65yrs. • Will have gained experience in working with adults with communication and positive behavioral support needs and needs related to their level of functional and cognitive skills.

	• Must have gained experience of working with service users from minority backgrounds. <u>Experience of Assessment and Intervention in the Health Care Setting:</u> Within the HSE and HSE funded services, Adult Disability services are required to offer a broad range of assessments which inform their practice. Psychologists need to have clear formulations that lead to evidence based interventions which are governed and adapted depending on need over the course of ongoing reviews with staff teams and/or families. As such candidate must have worked in health care settings where: • They have gained experience in using a range of psychometric assessments to assist in formulating and understanding of the service user's presentation. • They have gained experience of using psychometric instruments to assist with treatment planning and to review client progress overtime. They include assessments of cognitive and adaptive functioning and more broad based inventories to measure mood, anxiety etc. • They have gained experience in the assessment process regarding dementia screening and assessments which illustrate differential diagnostic issues to consider and associated interventions with front line staff members, and families, post diagnosis. • They have gained experience in conducting risk assessments with particular reference to vulnerable adult issues, self-harm, behaviors directed against others, and have a clear understanding of policies, procedures, and interventions to support these issues. • They have had supervised experience in the application of evidence based models including Positive Behavior Support and the process by which a Multi Element Behavior Support Plan (MEBS) is formulated and implemented. The have experience in using least restrictive intervention approaches and how any restrictions can be reduced and eliminated. • They have experience in the responding to the requirements placed on psychologists in Adult Disability Services via regulations associated with inspections by The Health Information and Quality Authority (HIQA). • They will have experience in writing reports, protocol, Behavioral support assessments and interventions in collaboration with available multidisciplinary and frontline colleagues.
Post Specific Requirements	• Experience working with adults with neurological conditions, and working in a Neuro-rehabilitation setting and/or specialist Neuro-rehabilitation area as relevant to the role. This may include postgraduate Neuro-rehabilitation specific training/education. • Experience of administering and interpreting neuropsychological batteries, undertaking clinical evaluations, providing recommendations, interventions, and clinical report-writing. • Experience of supervising, supporting, and managing staff, trainees and/or students. • Experience in research that may include publications and/or presentations at clinical and academic meetings.
Other requirements specific to the post	Access to appropriate transport to fulfil the requirements of the role.
Skills, competencies and/or knowledge	Professional Knowledge & Experience • Demonstrates the clinical knowledge and evidence based practice to carry out the duties and responsibilities of the role. • Demonstrate previous experience working directly with adults living with acquired brain injury and progressive neurological conditions, and experience of working in a community rehabilitation setting, • Experience of interprofessional consultative work and MDT working

	• Demonstrates the abilities and technical skills required to provide safe, efficient and effective service in the area of practice. • Demonstrates an ability to apply knowledge to best practice. • Demonstrates competence in delivering a professional service and an awareness of current professional issues. • Demonstrates a clear understanding of professional ethics. • Demonstrates knowledge of research methods. • Demonstrates commitment to continuing professional development and a clear commitment to the supervision process. • Demonstrates a willingness to develop IT skills relevant to the role. Managing & Developing (Self & Others) • Demonstrate an ability to manage and develop self and others in a busy working environment. • Demonstrate effective leadership and team skills. • Demonstrate flexibility and openness to change. Commitment to Providing a Quality Service • Demonstrate competence in delivering a professional service. • Demonstrate commitment to continuing professional development and a clear commitment to the supervision process. • Demonstrate the ability to plan and deliver care in an effective and resourceful manner within a model of person-centred care. • Demonstrate a commitment to assuring high standards and strive for a user centred service. • Display awareness and appreciation of the service users and the ability to empathise with and treat others with dignity and respect. Communication & Interpersonal Skills • Demonstrate sufficient communication skills (verbal & written) to effectively carry out the duties and responsibilities of the role. • Display effective interpersonal skills including the ability to collaborate with colleagues, families, carers, etc. • Demonstrate a willingness to develop IT skills relevant to the role. Evaluating Information & Judging Situations • Demonstrate the ability to effectively evaluate information and make appropriate decisions.
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/.
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.	



Psychologist, Senior Clinical, Community Neuro-Rehabilitation Team (CNRT)
HSE South West
Terms and Conditions of Employment

Tenure	The current vacancy available is permanent and whole-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: €100,483 - €102,871 - €105,279 - €107,674 - €110,050 - €110,963 - €114,536 - €118,111 LSIs (01/06/2026) 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. Visit HSE Children First for further information, guidance and resources.
Infection Control	Have a working knowledge of Health Information and Quality Authority (HIQA) Standards as they apply to the role for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc. and comply with associated HSE protocols for implementing and maintaining these standards as appropriate to the role.
Health & Safety	It is the responsibility of line managers to ensure that the management of safety, health and welfare is successfully integrated into all activities undertaken within their area of responsibility, so far as is reasonably practicable. Line managers are named and roles and responsibilities detailed in the relevant Site Specific Safety Statement (SSSS). Key responsibilities include: • Developing a SSSS for the department/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.

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

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



Ethics in Public Office 1995 and 2001	Positions remunerated at or above the minimum point of the Grade VIII salary scale are designated positions under Section 18 of the Ethics in Public Office Act 1995. Any person appointed to a designated position must comply with the requirements of the Ethics in Public Office Acts 1995 and 2001 as outlined below: A) In accordance with Section 18 of the Ethics in Public Office Act 1995, a person holding such a post is required to prepare and furnish an annual statement of any interests which could materially influence the performance of the official functions of the post. This annual statement of interest should be submitted to the Chief Executive Officer not later than 31st January in the following year. B) In addition to the annual statement, a person holding such a post is required, whenever they are performing a function as an employee of the HSE and have actual knowledge, or a connected person, has a material interest in a matter to which the function relates, provide at the time a statement of the facts of that interest. A person holding such a post should provide such statement to the Chief Executive Officer. The function in question cannot be performed unless there are compelling reasons to do so and, if this is the case, those compelling reasons must be stated in writing and must be provided to the Chief Executive Officer. C) A person holding such a post is required under the Ethics in Public Office Acts 1995 and 2001 to act in accordance with any guidelines or advice published or given by the Standards in Public Office Commission. Guidelines for public servants on compliance with the provisions of the Ethics in Public Office Acts 1995 and 2001 are available on the Standards Commission's website.
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