



An tOspidéal Náisiúnta Máithreachais
The National Maternity Hospital



PERSON SPECIFICATION

&

JOB DESCRIPTION



Consultant Neonatologist (Locum - Maternity Cover)

The National Maternity Hospital, Holles St (NMH) – 37 hours

NOTE: THE POSTHOLDER WILL BE EXPECTED TO PARTICIPATE IN THE ON CALL ROTA FOR THE
National Neonatal Transport Programme (NNTTP).





An tOspidéal Náisiúnta Máithreachais
The National Maternity Hospital



THE NATIONAL MATERNITY HOSPITAL ABOUT US, OUR MISSION AND VISION

THE HOSPITAL

Established over 130 years ago, The National Maternity Hospital is one of Europe's largest maternity hospitals and a leading provider of maternity, women's health and reproductive care.

Our expert multidisciplinary team is dedicated to providing the highest standard of care to women and babies, through a range of services including maternity, women's health and neonatology. Over the years subspecialties have expanded to include care for women and babies in fetal medicine, maternal medicine, anaesthetic care, perinatal genetics, perinatal mental health, bereavement care, pathology and radiology. The exciting development of The National Maternity Hospital on the St Vincent's University Hospital campus is a priority project for NMH. The new NMH will care for women and infants in a modern state of the art facility, future proofing maternity services for decades to come.

Our women's health services have also expanded significantly and our gynaecology team treats over 10,000 outpatients annually. Our colposcopy service funded by the National Cancer Screening Service is one of the largest units in Europe. We provide specialist services in urogynaecology, gynaecological cancer, complex menopause care, paediatric adolescent gynaecology, pain management, fertility and transgender care.

The Neonatal Intensive Care Unit is a national tertiary referral centre for care of very premature babies and sick infants, with expertise in all advanced therapies such as neonatal therapeutic hypothermia. The Hospital is also contributing to the National Neonatal Transport Programme which offers a national 24-hour service for the nineteen maternity units in Ireland.

The NMH established a community midwifery service in 1998, offering domino birth, early transfer home programmes and homebirth. This service covers Dublin and North Wicklow and continues to be the busiest community midwifery service in Ireland. Over the decades, the hospital has built up an international reputation for undergraduate and postgraduate training and education for the multidisciplinary team of healthcare providers in all related specialties. Staff are also able to avail of extensive professional development which is facilitated in association with our education providers including University College Dublin and the Royal College of Surgeons of Ireland.

MISSION STATEMENT

We are the national centre of clinical excellence in maternal, neonatal and gynaecological health. Our mission as leaders in women's healthcare is to deliver the highest quality of safe, evidence-based care. We are committed to providing choice, listening to and learning from our patients' experiences. Through excellence and innovation in research and education, we drive the advancement of women and babies' healthcare in Ireland. Our team is our greatest asset, and we are dedicated to investing in and supporting our people.

VISION

To continuously advance the health of women and babies through excellence in healthcare led by our dedicated teams.

VALUES; Quality, Compassion, Respect, Collaboration, Innovation, Sustainability

"Delivering the future"



Why Work at the NMH? Staff Benefits Include



FINANCIAL:

- Generous statutory defined benefit Pension scheme (including for monthly AVCs)
- Paid sick leave
- Fully Paid Maternity and Paternity Leave
- Employee Discounts (through staff app & WRKIT app)
- Subsidised Staff Restaurant with access to a hot meal Mon – Sun
- Access to Health Service Staff Credit Union
- Financial Planning advice and support (through our EAP service and Pension team)
- Access to Subsidised Parking
- Death in Service Payment



EDUCATIONAL:

- Access to co-funding for relevant courses
- Access to paid study leave
- NMH Staff App
- Access to The NMH's eLearning Hub & App



WELLBEING:

- Social Committee
- The NMH are in partnership with WRKIT who offer a number of wellbeing supports
- Drop in clinics with our Occupational Health team
- Employee Assistance Programme
- Long service recognition (5 extra days annual leave awarded at 25 years)



The National Maternity Hospital

Context and Person Specification

Introduction:

This full-time locum Consultant Neonatologist post, covering a maternity leave, is a joint appointment between the National Maternity Hospital and National Ambulance Service – Critical Care Retrieval Services (NAS-CCRS). The reason for the shared configuration of the post is that NNTP, as a part of the wider NAS-CCRS, is operated by the three Dublin maternity hospitals on a weekly rotating basis. The shared governance design provides the necessary link of this post with the whole NNTP team based in the other two Dublin maternity units.

The appointee will be the primary consultant responsible for the NNTP operations when the National Maternity Hospital is on service for neonatal transport. The consultant will be in place to provide hands-on support, advice, and supervision. When not involved in transport activities, the consultant will be able to participate in the on-going development of the NNTP and may support in-house neonatal services as required with the National Maternity Hospital. The consultant will contribute to the unit, NNTP education and committee meetings and take a lead role in developing education and guidelines relating to new-born transport in the hospital. The post holder will be supported by an already existing 3.5 WTE Consultant Neonatologist complement affiliated with the NNTP.

The post holder would be expected to support general clinical neonatal duties in accordance with hours contracted. In the NNTP part of this post the post holder would be expected to take on clinical neonatal transport duties in accordance with hours contracted.

Job Title	Consultant Neonatologist (Locum - Maternity Cover)
Campaign Reference	LCN/NNTP/26
Closing Date	12 th October 2026
Hours	The National Maternity Hospital – 37 hours The successful person will function as a POCC23 Consultant at the National Maternity Hospital. The post holder will be expected to participate in the NATIONAL NEONATAL TRANSPORT PROGRAMME (NNTP) ON CALL ROTA.
Reporting Arrangements	The Consultant's PUBLIC ONLY CONSULTANT CONTRACT 2023 (POCC23) states that the Consultant's reporting relationship and accountability for the discharge of his/her contract is: Chief Executive Officer/General Manager/Master/Clinical Director of the National Maternity Hospital Clinical Director – National Ambulance Service – Critical Care Retrieval Services (NAS – CCRS)
PROFESSIONAL QUALIFICATIONS, EXPERIENCE ETC:	(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 Neonatology. Or



	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 Paediatrics, <u>together with</u> two years' certified postgraduate training in Neonatology. (b) Experience of working within a regionalised or networked neonatal service, including the inter-hospital transfer of critically ill neonates. (c) Possession of a higher postgraduate degree such as MD or PhD (desirable) (d) Knowledge of the structure and operation of neonatal services in Ireland, including the role and function of the National Neonatal Transport Programme (desirable)
SKILLS/ABILITIES/KNOWLEDGE & UNDERSTANDING:	• Applicants will be expected to provide clinical leadership in development of neonatal health services, including neonatal transport, with responsibility for education, training, organization, provision, and audit of services. • Skilled in the provision of neonatal intensive care to high-risk patients. • Demonstrate evidence of ability to manage a busy neonatal transport service effectively. • Demonstrate evidence of effective planning and organising skills including awareness of resource management and importance of value for money • Demonstrate an ability to engage in research and clinical trials. • Demonstrate an ability to liaise with colleagues on clinical and administrative matters. • Demonstrate evidence of ability to empathize with and treat patients, relatives and colleagues with dignity and respect. • Demonstrate resilience and composure, openness to change, integrity and ethical stance.

Job Description

Job Title	Consultant Neonatologist
Hours	The National Maternity Hospital – 37 hours The successful person will function as a POCC23 Consultant at the National Maternity Hospital. The post holder will be expected to participate in the NATIONAL NEONATAL TRANSPORT PROGRAMME (NNTTP) ON CALL ROTA.
Reporting Arrangements	Chief Executive Officer/General Manager/Master/Clinical Director of the National Maternity Hospital Clinical Director – National Ambulance Service – Critical Care Retrieval Services (NAS – CCRS)
SUMMARY RESPONSIBILITIES & ACCOUNTABILITIES (in no particular order of priority):	a) To carry out the duties of a Consultant Neonatologist (in line with the Public Only Consultant Contract (POCC23) as of the 8th March 2023). b) Direct and oversee the day-to-day operation of the service. c) To supervise and be responsible for diagnosis, treatment and care provided by Non-Consultant Hospital Doctors (NCHD) treating patients under the Consultant's care.



	d) Be responsible for the maintenance of a high quality, safe national neonatal transport service, in collaboration with the Clinical Lead NNTTP. e) Be required to accompany the NNTTP team on transports which merit consultant presence due to patient acuity or team membership seniority (or lack thereof). f) On call duties: Be part of the on-call for the 24/7 neonatal transport service. g) Participate in the teaching of medical and midwifery/nursing staff, including undergraduates and postgraduates. h) Any other duties deemed appropriate to the post. Please note that the duties of this post may change over time.
ROLE OF CONSULTANT:	a) For the purposes of this position, a Consultant is defined as a registered medical practitioner who by reason of his/her training, skill and expertise in a designated specialty, is consulted by other registered medical practitioners and who has a continuing clinical and professional responsibility for patients under his/her care, or that aspect of care on which (s)he has been consulted. b) The Consultant is clinically independent in relation to decisions on the diagnosis, treatment and care of individual patients. This clinical independence derives from the specific relationship between the patient and the Consultant in which the patient places trust in the Consultant personally involved in his/her care to make clinical decisions in the patient's best interests and to take continuing responsibility for their consequences. c) The Consultant acknowledges that (s)he is subject to statutory and regulatory requirements and corporate policies and procedures. d) The Consultant has a substantial and direct involvement in the medical diagnosis, treatment and delivery of care to patients. Each patient will have a named Consultant who has continuing responsibility for his/her diagnosis, treatment and care. e) The Consultant may discharge his / her responsibilities through: - a direct personal relationship with the patient; - shared responsibility with other Consultants who contribute significantly to patient management; - delegation of aspects of the patient's care to other appropriate staff. Delegation of responsibility to other doctors or staff by a Consultant is subject to: - the Consultant being satisfied that the relevant staff member has the necessary professional capability - and the continued provision of a commensurate level of diagnosis, treatment and care to the patient. The Consultant shall retain a continuing overall responsibility for the care of the patient. f) The Consultant will generally work as part of a Consultant team. The primary purpose of Consultant teams is to ensure Consultant provided services to patients on a frequent and continuing basis. In effect this requires that the Consultant provides diagnosis, treatment and care to patients under the care of other Consultants on his/her Consultant team and vice versa. This may include discharge and further treatment arrangements, as appropriate.



	g) The membership of the Consultant team will be determined in the context of the local working environment. The team may be defined at specialty/sub-specialty level or under a more broadly based categorization e.g. general medicine, general surgery. The foregoing list of duties will form part of the Clinical Directorate Service Plan. The remaining commitments are to be assigned by the employer(s) and may be adjusted by the Clinical Director / Employer whilst retaining flexibility in meeting the operational needs of the employer. This assignment of commitments will be done in consultation with the Consultant appointed to this post who will be expected to work in a flexible manner to meet such operational needs. PROFESSIONAL COMPETENCE: The Consultant shall maintain his/her professional competence on an ongoing basis pursuant to any Medical Council / Dental Council professional competence scheme applicable to the Consultant as a medical / dental practitioner. The Employer shall facilitate the maintenance of the Consultant's professional competence pursuant to any Medical Council / Dental Council professional competence scheme applicable to the Consultant as a registered medical practitioner. Commitments in this regard will be reflected in the Clinical Directorate Service Plan.
SPECIFIC DUTIES AND RESPONSIBILITIES:	The post will function as a Consultant Neonatologist supporting the current Lead for the NNTTP in delivering a national retrieval/transport service. The post must be congruent with the requirements of and facilitate implementation of the HSE's National Clinical Programmes including commitment to deliver the relevant performance outcomes. • To participate in development of and undertake all duties and functions pertinent to the Consultant's area of competence, in line with policies as specified by the Employer • To ensure in consultation with the Lead Consultant NNTTP that appropriate medical cover is available at all times, having due regard to the implementation of the European Working Time Directive as it relates to doctors in training • To supervise and be responsible for diagnosis, treatment and care provided by non-Consultant Hospital Doctors (NCHDs) treating patients under the Consultant's care. • Direct and oversee the day-to-day operation of the service • Be responsible for the maintenance of a high quality, safe national neonatal transport service, in collaboration with the Clinical Lead NNTTP • To participate in clinical audit and proactive risk management and facilitate production of all data/information required for same in accordance with regulatory, statutory and corporate policies and procedures • To participate in and facilitate production of all data/information required to validate delivery of duties and functions and inform planning and management of service delivery • To ensure that duties and functions are undertaken in a manner that minimises delays for patients and possible disruption of services • Will be required to accompany the NNTTP team on transports which merit consultant presence due to patient acuity or team membership seniority (or lack thereof) • Maintain clinical reports of each transport for quality and audit purposes



	• Partake in training for all medical and nursing staff undertaking transports. The programme may include NRP, STABLE, high-fidelity training and on-transport supervision • Encourage and support research and development. • Participate in education and training of CCRS paramedics, EMTs and Nurses relative to the performance of their duties within the NNTP • To comply with hospital & HSE policies and procedures including those pertaining to Hygiene • On call duties: Be part of the on-call rota for the 24/7 neonatal transport service • Provide consultation and advice as required at hospital, network and national level • Participate in the management of patients in conjunction with other consultant colleagues • Perform such other duties appropriate to his/her office as may be assigned to him/her from time to time. • Actively participate in multidisciplinary teams in conjunction with medical, surgical and other colleagues • Actively participate in undergraduate and postgraduate teaching at all levels on site • Actively participate in Continued Medical Education, Continued Personal Professional Development and audit in support of clinical practice • Demonstrate behaviour consistent with the values of NNTP and the Hospital. • To supervise and be responsible for diagnosis, treatment and care provided by Doctors in Training treating patients under the Consultant's care • To cooperate with the expeditious implementation of the Disciplinary Procedure There are close working relationships with all NICUs and PICUs and referring hospitals nationally, whose staff will participate in treatments as possible and necessary, depending on the skill set required to ensure safe retrieval of a particular patient. Note: <i>This job description is an outline of current broad areas of responsibility and accountability and should not be regarded as a comprehensive listing. As the role develops this job description may be reviewed in light of possible new structures and/or changing needs.</i>
INTELLECTUAL PROPERTY:	Intellectual property generated by the Consultant in the course of his/her employment shall be in the ownership of the relevant health sector / academic Employer(s). Due regard shall be given to national policy and national codes of practice within the contract.
MEDICAL EDUCATION, TRAINING AND RESEARCH:	a) The Consultant shall maintain a programme of continuing medical education applicable to the responsibilities of the post. b) The consultant shall as part of his/her standard contractual commitment, contribute to the education, training and supervision of students, non-Consultant Hospital Doctors and trainee professionals including members of the multi-disciplinary team.



	c) The Consultant shall, as part of his/her standard contractual commitment, contribute to the advancement of knowledge by facilitating and supporting research. d) Where the Consultant is employed by an Academic Teaching Hospital / Agency, the Employer(s) shall, through the Clinical Director, ensure that the Clinical Directorate Service Plan takes account of the academic schedule and related delivery of academic commitments. e) The Employer shall liaise with: i) The relevant University / Universities regarding local arrangements for the provision of undergraduate medical education and training, and research; - and ii) The relevant University / Universities and the relevant recognised Postgraduate Training Body(ies) regarding local arrangements for the provision of postgraduate medical education and training. f) The Consultant may, with the agreement of the Employer, within the 37 hours' commitment, make an explicit further structured and scheduled commitment to educational activities commensurate with his/her role in conjunction with (i) the relevant affiliated Medical/Dental School(s) and (ii) training bodies for postgraduate medical education and training. Such structured and scheduled commitment, responsibility and accountability for same will be agreed with the relevant Medical/Dental School or training body and will be consistent with the agreed training principles for postgraduate medical education and training. These structured commitments shall be set out in the Clinical Directorate Service Plan. g) The Consultant may have the opportunity to restructure his/her commitments to facilitate structured research or educational programme development for a defined period, subject to the agreement of the relevant Employer; funding being identified to support such activity for that period and such research being subject to appropriate research governance and ethics.
FLEXIBILITY:	This post requires a high level of flexibility to ensure the delivery of an effective and efficient service. Therefore, the post holder will be required to demonstrate flexibility on occasion as and when required by their manager.
DIGNITY AND WELFARE OF PATIENTS:	As a health care provider all staff are expected to behave towards patients in a caring, professional and responsible manner. In line with the national/hospital Trust in Care policy it is the duty and responsibility of all employees including this post holder, to report any concerns for the safety and welfare of patients to their line manager or head of department.
DIGNITY AT WORK:	All members of staff have a right to be treated with dignity and respect and to work in a safe environment which is free from all forms of bullying, sexual harassment and harassment. Thus, all staff including this post holder, have a responsibility to help maintain such a working environment. All employees must comply with the national/hospital Dignity at Work policy and ensure that their behaviour does not cause offence to fellow workers or any person with whom they come into contact during the course of their work.



CONFIDENTIALITY:	In the course of his / her employment, the person appointed may have access to or hear information concerning the medical or personnel affairs of patients or staff or other health service business. Such records or information are strictly confidential and unless acting on instructions of an authorised officer on no account must information be divulged or discussed except in the performance of normal duty. In addition, records must never be left in such a manner that unauthorised persons can obtain access to them and must be kept in safe custody/destroyed in accordance with policy when no longer required.
DRESS CODE / UNIFORM:	Attire and personal appearance must, at all times, conform to a standard the Hospital considers appropriate. Staff attached to certain departments may be required to wear a uniform or other protective clothing. Where applicable any such requirements as detailed by the immediate supervisor must be adhered to at all times.
HYGIENE:	Being a health institution hygiene plays a central role in maintaining a clean and healthy environment for our patients, visitors and staff. All employees must always be mindful of their responsibility to maintain a high standard of hygiene including personal hygiene and as part of their role within the hospital.
HEALTH AND SAFETY:	The Hospital is committed to providing a healthy and safe working environment for all staff. Each staff member has a legal obligation to carry out his/her duties in a safe and responsible manner in line with the Hospital policy as set out in the Hospital's safety statement, which is available in each department and on the hospital's intranet site and must be read and understood by all staff.
DATA PROTECTION:	By signing these terms and conditions, you accept that the Hospital will process personal information about you where it is necessary to do so in the normal course of the employer/employee relationship or in the course of the legitimate business interests pursued by the Hospital. In doing so, the Hospital may from time to time, require that the personal information is transferred to third party service providers as necessary to administer your employment (e.g. benefit providers). Your data will be retained for the duration of your employment plus an additional period (typically 7 years but possibly longer) to deal with any potential claims or benefits that may arise from your employment. The Hospital will process your personal information in accordance with data protection laws and you can consult the Hospital's Data Protection Policy for details about how to exercise your rights in respect of your data. The Hospital will ensure that your information is accurate, kept up to date and not kept for longer than is necessary and you agree to let the Hospital know of any material change in your personal data (e.g. next of kin for emergency contact purposes). The Hospital will also take measures to safeguard your data against unauthorised or unlawful processing and accidental loss or destruction or damage to the data and we rely on you as an employee to comply with all applicable workplace policies governing the use of Hospital facilities and the use and disclosure of data. The Hospital reserves the right to monitor your use of Hospital facilities in exceptional cases where the Hospital believes it is necessary to ensure compliance with acceptable usage and other applicable policies so you should not assume that workplace email communications are private (see also NMH email usage policy).
HEALTHCARE ASSOCIATED INFECTIONS (HCAIs):	In order to reduce the risk of HCAIs, compliance with Infection Prevention and Control policies and the attendance at infection control training, are essential for all staff members. It is paramount that each staff member practice good hand hygiene techniques. Staff members have a responsibility to report



	any obstacles to maintaining high standards of Infection Control and hand hygiene to their line manager or Infection Control Team.
Other:	Further terms, conditions and particulars are set out in Public Only Consultant Contract (as of 8 th March 2023).

Terms and Conditions

PROFESSIONAL QUALIFICATIONS AND/OR EXPERIENCE:	(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 Neonatology. Or 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 Paediatrics, together with two years' certified postgraduate training in Neonatology. (b) Experience of working within a regionalised or networked neonatal service, including the inter-hospital transfer of critically ill neonates. (c) Possession of a higher postgraduate degree such as MD or PhD (desirable) (d) Knowledge of the structure and operation of neonatal services in Ireland, including the role and function of the National Neonatal Transport Programme (desirable)
ENTRY TO COMPETITION / RECRUITMENT PROCESS:	For the purposes of eligibility for entry to any competition or recruitment process associated with this post, a candidate must fulfil the eligibility requirements laid down in the information pack for the post. 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 candidate will be allowed a max of 180 calendar days from date of interview to secure this registration and produce evidence of special interest training where relevant. 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.
CHARACTER:	Each candidate for and any person holding the office must be of good character. Appointment to this post is subject to receipt of satisfactory references.
HEALTH:	A candidate for and any person holding the office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.
GARDA VETTING:	The National Maternity Hospital is committed to providing the highest standard of care for our patients together with providing a working environment which recognises and values the right that each staff member and each patient to be treated with dignity and respect. Satisfactory Garda (Police) vetting is therefore a mandatory condition of employment for this position. This includes receipt of a satisfactory Garda Vetting status report from the National Vetting Bureau in



	advance of the post holder commencing employment. Thus, in advance of taking up this post you must fully disclose all information pertaining to any convictions recorded against you in the Republic of Ireland or elsewhere, or a statement of all convictions and/or prosecutions, successful or not, pending or complete, in the State or elsewhere as the case may be. Failure to do so will result in a delay to your start date. The hospital reserves the right to re-vet employees at any time(s) into the future.
--	--

Particulars of the Office

TENURE:	This is a full-time locum Consultant Neonatologist post, maternity cover, with the National Maternity Hospital and the National Neonatal Transport Programme.
REMUNERATION:	Remuneration is in accordance with the Public Only Consultant Contract salary scales and subsequent revisions approved by the Department of Health and Children. Namely: (a) The scheduled commitment, 37 hours per week (b) B Factor (On Call) Payment (c) C Factor (Call Out) Payment (d) Twilight Premium (if applicable) Payment is made monthly by credit transfer.
HOURS:	Minimum of 37 hours per week as follows: - National Ambulance Service – Critical Care Retrieval Services (NAS-CCRS) - National Maternity Hospital
ANNUAL LEAVE:	222 hours per annum
SUPERANNUATION:	Superannuation contributions at the appropriate rate will be payable in accordance with the provisions of the Voluntary Hospitals Superannuation Scheme (VHSS) or the Single Public Service Pension Scheme (SPSPS) whichever is applicable. Further terms, conditions and particulars will be as set out in POCC23 Consultant Contract.