

St John's Hospital, Limerick
Consultant Physician in Geriatric Medicine

Permanent Contract
Job Specification & Terms and Conditions

Job Title, Grade	Consultant Physician in Geriatric Medicine Grade Code: 1163
Competition Reference	SJL09/2026/05
Whole Time Equivalent	1 WTE 37 Hours
Closing Date	12 noon, on 2 nd November 2026
Proposed Interview date(s)	Interviews will be held soon after the competition has closed
Taking up Appointment	A start date will be indicated at job offer stage. Due to service needs the successful candidate must be in a position to take up the post as soon as possible, therefore a GNIB Stamp 4 or Irish/EU citizenship is required
Duration of Post	Permanent, Wholetime post
Location of Post/ Organisational Area	St. John's Hospital, St. John's Square, Limerick V94H272. HSE Mid-West Region This is an appointment to St. John's Hospital, Limerick and University Hospital Limerick, University of Limerick Hospitals Group on a Public Only Consultant Contract (POCC) 2023 by the Health Service Executive. The post is Permanent with a commitment of 37 hours (30hrs St John's Hospital / 7hrs St. Camillus Limerick). The main contract holder is St John's Hospital. The Sláintecare Consultant Contract provides for Public only work in public hospitals. This post will be aligned to and facilitate implementation of national health policy, support delivery of relevant performance outcomes and may be restructured in the future in line with new clinical service models.
Informal Enquiries	Dr Izhar Ahmed Associate Clinical Director Email: acd@stjohnshospital.ie
Post Specific Information	Details on this campaign can be found at https://www.stjohnshospital.ie/jobs/
Official Languages (Amendment) Act 2021	Section 18C. (3)(b) of the Official Languages (Amendment) Act 2021, provides that the National Plan for Irish Language Public Services shall include the objective: "that, by 31 December 2030, at least 20 per cent of persons recruited to public bodies shall be competent in the Irish language." Staff may be requested to undertake Irish language training, as required, to support the provision of patient-centred services and compliance with the organisation's Irish language commitments.

Details of Service	St John's Hospital, Limerick is Voluntary Hospital founded in 1780 by the Little Company of Mary Sisters. It is a Model 2S, acute general hospital funded by the HSE and member of University of Limerick Hospitals Group (ULHG). It is a longstanding teaching hospital for medical, nursing and allied healthcare professional staff and is an academic partner of the University of Limerick. The hospital provides a wide range of inpatient and outpatient services, including general medicine, general surgery, urology, gynaecology and endoscopy services. The hospital also has an Urgent Care Centre incorporating a Local Injuries Unit and Medical Assessment Unit. The Injury Unit is the busiest in the Midwest region and second busiest Unit nationally after the Mercy Hospital (Source: HSE BIU data October 2022) We are committed to providing the highest quality service to all our patients in a professional, safe and caring environment. We endeavour to provide an effective, efficient service in a timely manner at all times with equal access for all our patients. We aim to provide individual patient centred care to each patient and their families and to promote patient participation in their care. We encourage good interpersonal relationships and we collaborate extensively with key external stakeholders including the HSE, Voluntary Healthcare Forum and other local healthcare providers. We promote staff and service development through education, motivation and encouragement. We are committed to providing an effective learning environment for both present and future health service staff. Our 5-year Strategy (2022-2027) includes a key business plan for a new in-patient bed block to be built on site. We are working with the HSE to support our business plan by approving funding for the development and resources needed for the additional bed capacity. Other clinical services provided on site include: Consultant Out-Patient Clinics Diagnostic Radiological and Laboratory services Day Surgery Clinical Nurse Specialists in the areas of Diabetes, Continence Management, Respiratory Care, Tissue Viability, Infection Control, Palliative Care and Pain Management A Dietetic service providing nutritional assessment, dietary advice, education and evaluation Occupational Therapy Speech and Language Therapy Social worker support Physiotherapy services Chaplaincy Service Clinical Research and Innovation: We have an active Audit, Research and Innovation Committee and direct access to Rapid Innovation Unit which collaborates with clinical staff across UL Hospitals to enhance patient experience, producing many pioneering quality improvement initiatives. This "Science Foundation" sponsored unit uses 3D printing and other engineering pathways to find live patient-centric digital manufacturing solutions to bedside care issues. The Hospital has a total of 99 beds – 89 In-Patient beds and 10 Day Care beds. The In-Patient specialties are General Medicine, General Surgery and Gynaecology. We also have an Urgent Care Centre incorporating a Local Injuries Unit and Medical Assessment Unit. We are a Teaching Hospital affiliated to the University of Limerick.
Service mission, vision and values	<u>Our Purpose</u>

	Together we work to enhance the health and wellbeing of all those in our care and inspire those who deliver it every day. <u>Our Vision</u> To be a leading provider of healthcare services where innovation and excellence are at the heart of the patient experience. <u>Mission statement</u> Faithful to our tradition, we provide the highest possible standard of care and treatment in a professional and compassionate manner to every person who avails of our services. <u>Our Values</u> To listen to each other and seek opportunities to help and support one another. To deliver high quality, safe and reliable healthcare in accordance with evidence based best practice in an effectively managed and maintained environment. To provide healthcare based on the assessed needs and preferences of our service users, which ensures mutual respect, holistic care and continuous learning and training. To deliver excellence in care through monitoring, evaluating and continually improving our services.
Reporting Arrangements	The post holder will report directly and be accountable to the Chief Executive through the Associate Clinical Director. The Consultant will work closely with other Group Consultants and Group Clinical Directors and colleagues in Primary Care to ensure a holistic and integrated approach to patient care.
Purpose of the post	To act as a Consultant Physician within St. John's Hospital within a team based model of care, sharing infrastructures, NCHD and support staff but retaining named Consultants' responsibility for individual patients The Public Only Consultants' Contract 2023 provides for a normal working week of 37 hours. To support the hospitals in the delivery of extended consultant provided services the appointee's core weekly working hours will be scheduled to occur between 8.00 a.m. and 10.00 p.m. Mondays to Fridays and between 8.00 a.m. and 6.00 p.m. on rostered Saturdays
Key Responsibilities	Standard Duties and responsibilities To participate in development of and undertake all duties and functions pertinent to the Consultant's area of competence, as set out within the Clinical Directorate Service Plan and in line with policies as specified by the Employer. To ensure that duties and functions are undertaken in a manner that minimises delays for patients and possible disruption of services. To work within the framework of the hospital / agency's service plan and/or levels of service (volume, types etc.) as determined by the Employer. Service planning for individual clinical services will be progressed through the Clinical Directorate structure or other arrangements as apply.

	To co-operate with the expeditious implementation of the Disciplinary Procedure. To formally review the execution of the Clinical Directorate Service Plan with the Clinical Director / Employer periodically. The Clinical Directorate Service Plan shall be reviewed periodically at the request of the Consultant or Clinical Director / Employer. The Consultant may initially seek internal review of the determinations of the Clinical Director regarding the Service Plan. To participate in the development and operation of the Clinical Directorate structure and in such management or representative structures as are in place or being developed. The Consultant shall receive training and support to enable him/her to participate fully in such structures. To provide, as appropriate, consultation in the Consultant's area of designated expertise in respect of patients of other Consultants at their request. To ensure in consultation with the Clinical Director 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. To participate as a right and obligation in selection processes for non-Consultant Hospital Doctors and other staff as appropriate. The Employer will provide training as required. The Employer shall ensure that a Consultant representative of the relevant specialty / sub-specialty is involved in the selection process. 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. Operational, strategic, developmental, clinical, administrative and other duties that will apply to the post: <u>Key Responsibilities</u> St. John's Hospital inpatient workload is circa 25 patients. In addition to management of general internal medicine in this patient group, there is also a consultation service with additional speciality and nurse speciality support in the outpatient setting and participation in the MAU rota. There is a multi-disciplinary approach to patient care at St. John's Hospital with additional support from Nurse Specialists, Physiotherapy, and Pharmacy. The post includes key responsibilities for teaching and supervising NCHDs. <u>Doing the Job</u> The service is consultant driven with daily ward rounds and clinical workload. The role currently includes a 1:6 weekend on call rota for general internal medicine at St. John's Hospital. <u>Key Tasks</u>
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	In-patient patient care, teaching and supervision of NCHDs in preparation for membership exams as well as outpatient care; a multi-disciplinary approach is taken and family meetings with input from the patient flow coordinator are carried out on a regular basis. <u>Most Important Aspects of the Job</u> Dedicated team work with patient focused care. <u>Responsibilities</u> Inpatient, Outpatient, MAU, NCHD's, Team work, On call <u>Spend Most Time Doing</u> Inpatient Care, Outpatient clinics, MAU, administration which includes participation in the medical board at St. John's Hospital, medical representation at Safer Better Healthcare Committees (internal) and the Department of Medicine at UHL. <u>Managerial Responsibilities</u> Weekly meetings with the Chief Executive and participation in Department of Medicine meetings at UHL and Consultant meetings at St John's. Involvement at committee level such as drugs and therapeutics committee, deteriorating patient, transitions of care and clinical audit committee. 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. Flexibility is required when dealing with new/emerging situations and emergencies. This job description indicates the main responsibilities and duties of the post and is subject to review and amendment to reflect the changing needs of the hospital service. The extent and speed of change in the delivery of health care is such that adaptability is essential. The incumbent will be required to establish, maintain, enhance and develop their professional knowledge, skills and aptitudes in order to respond to a developing service situation.
Eligibility Criteria Qualifications and/or experience	Professional Qualifications 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 the following: Specialties of geriatric medicine and general (internal) medicine Entry to competition / recruitment process No candidate will be appointed as a Medical Consultant unless (s)he is registered as a Specialist in the Specialist Division of the Register of Medical Practitioners maintained by the Medical Council of Ireland. Age Age restriction shall only apply to a candidate where he/she is not classified as a new entrant (within the meaning of the Public Service Superannuation (Miscellaneous Provisions) Act, 2004). A candidate who is not classified as a new entrant must be under

	65 years of age on the first day of the month in which the latest date for receiving completed application forms for the office occurs. Health A candidate for and any person holding the post must be fully competent and capable of undertaking the duties attached to the post and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service. Character A candidate for and any person holding the post must be of good character. Entry to competition and subsequent appointment 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 (or, in the case of HSE posts, the Public Appointments Service may choose not to recommend that candidate to the employer). Should no suitable candidate exist, a further recruitment process may be initiated. Section 62 Post (If Applicable) It is noted that this post of Consultant in Medicine is considered to carry with it duties involving the teaching of clinical medicine and/or the conduct of medical research under the direction of St. John's Hospital, Therefore this post is considered a Section 62 post under the Health Act 1953 as amended by the Health Act 2004.
Required competencies, skills and/or knowledge	Leadership Develops networks and works in partnership with patients/service users, carers and colleagues within and across systems to deliver and improve services. Builds and maintains relationships, listening, supporting others, gaining trust and showing understanding. Encourages contribution creating an environment where others have the opportunity to contribute. Works within teams to deliver and improve services. Managing Services Contributes to the development of business and service plans to achieve service goals. Manages resources to ensure the delivery of safe and efficient services. Manages people by providing direction, reviewing performance, motivating others and promoting equality and diversity. Manages performance, holding themselves and others accountable for service outcomes. Supporting Change Identify the contexts for change, demonstrating awareness of the political, social, technical, economic, organisational and professional environment. Applies knowledge and evidence, gathering information to produce an evidence-based challenge to systems and processes in order to identify opportunities for service

	improvement. Makes sound evidence based decisions consistent with the values and priorities of the organisation and profession. Measures and evaluates outcomes taking corrective action where necessary and being accountable for decisions. Improving Services Ensures patient safety by assessing and managing the risk to patients associated with service developments, balancing economic considerations with the need for patient safety. Critically evaluates services to identify where services can be improved, working individually or as part of a team. Encourages improvement and innovation, creating a climate of continuous service improvement. Facilitates transformation, actively contributing to change processes that lead to improved healthcare. Demonstrating Personal Qualities Is aware of own values, principles and assumptions and is able to learn from experience. Organises and manages self while taking account of the needs and priorities of others. Learns through participating in continuing professional development and from experience and feedback. Acts with integrity, behaving in an open, honest and ethical manner.
Competition Specific Selection Process Short listing / Interview	Applications should be submitted by completing the St. John's Hospital's online digital application form. Online application forms and full particulars relating to the post are available on St. John's Hospital website. Details on this campaign can be found at https://www.stjohnshospital.ie/jobs/ Application Process Applications must be completed on-line please use the following link https://www.stjohnshospital.ie/jobs/ and apply via the <u>Apply Now</u> tab Completed applications must be completed online no later than 12 noon 2nd November 2026. An official application form must be completed in full by the closing date for the competition. 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.

	Failure to include information regarding these requirements may result in you not being called forward to the next stage of the selection process. 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.
Code of Practice	St John's Hospital 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 description may be reviewed. This job description 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. It is not intended to be a comprehensive list of all duties involved and consequently, the post holder may be required to perform other duties as appropriate to the post which may be assigned to him/her from time to time and to contribute to the development of the post while in office.	

Consultant Physician in Geriatric Medicine

Terms and Conditions of Employment

Tenure	The appointment is whole-time, permanent and pensionable. Wholetime is 37hours per week A panel may be created from which permanent vacancies of whole-time duration may be filled during the life of the panel. 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.
Remuneration	The salary scale for the post (as at 01/06/2026) Grade Code (1163) is: €238,221, €251,098, €264,691, €271,846, €278,998, €286,151 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: 37 hours per week Flexibility on hours of attendance in consideration of service needs is required. 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 in line with HSE policy
Terms of Employment	All persons employed will be required to sign a contract of employment, which will set out the terms and conditions of the employment. A job description will form part of the contract documentation.
Superannuation	All pensionable staff become members of the pension scheme

Age	The Public Service Superannuation (Age of Retirement) Act, 2018* set 70 years as the compulsory retirement age for public servants. <i>* <u>Public Servants not affected by this legislation:</u></i> 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	Employment will be probationary for the first six months, during which time the Department Head will carry out periodic probation assessment reviews. The appointee will cease to hold office at the end of or during the probationary period unless during such period the Hospital has certified that their service is satisfactory.
Termination of Employment	Three months' notice in writing, on either side, except in circumstances where the Hospital authority is of the opinion that the holder of the office has failed to perform satisfactorily the duties of his/her office or has misconducted himself/herself in relation to such office or is otherwise unfit to hold office. The mandatory retirement age for new entrant staff in employment in the public service after 1st January 2013 is 70 years of age. All other appointees in accordance with the HR Circular 029/2018 who have not already reached their retirement age before 26th December 2018 will have the choice to work beyond the age of 65 to age 70 if they so choose.
Protection of Children Guidance and Legislation	The welfare and protection of children is the responsibility of all HSE staff. You must be aware of and understand your specific responsibilities under the Children First Act 2015, the Protections for Persons Reporting Child Abuse Act 1998 in accordance with Section 2, Children First National Guidance and other relevant child safeguarding legislation and policies. Some staff have additional responsibilities such as Line Managers, Designated Officers and Mandated Persons. You should check if you are a Designated Officer and / or a Mandated Person and be familiar with the related roles and legal responsibilities. For further information, guidance and resources please visit: HSE Children First webpage.
Infection Control	During the course of employment staff are required to ensure that the hospital's hygiene and infection control policies are adhered to at all times. All employees have responsibility to prevent transmission of infection by adhering to and implementing optimal hand hygiene and adhering to the Hospital's Hygiene processes. Hygiene is a fundamental component of St John's Hospital's quality system to ensure the safety and wellbeing of its patients and staff and plays a role in the prevention and control of healthcare associated infection.
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/service, 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 procedures. 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.
Mandatory Training and Health and Safety at Work Act	The post holder is obliged to fulfil mandatory training requirements in line with this post. All staff must comply with all Hospital Health & Safety Policies and Procedures. Staff must be aware of the responsibilities placed on them under the Health and Safety at Work Act (2005), and to ensure that agreed safety procedures are carried out to maintain a safe environment for employees, patients and visitors.
GDPR	The post holder is obliged to adhere to General Data Protection Regulations 2018. All staff who have access to patients' care records have a responsibility to ensure that these are maintained efficiently and that confidentiality is protected in line with the Hospital's Confidentiality Policy. Staff are also subject to this obligation both on an implied basis and also on the basis that, on accepting their job description, they agree to maintain both patient/client and staff confidentiality. In addition, all health professionals are advised to compile records on the assumption that they are accessible to patients in line with FOI and GDPR 2018. Hospital policies and procedures at all times. Details of the Hospital's policies are available on the intranet.
Children First Act	Schedule 2 of the Children First Act 2015 Specifies that this post falls under the classes of persons as "Mandated Persons" for the purpose of the Act. As a mandated person, under the legislation you are required to report any knowledge, belief or reasonable suspicion that a child is being harmed, is being harmed, or is at risk of being harmed. It is a requirement of this post that you complete the HSE Land training in relation to Children First and any other training the Hospital deems appropriate in this regard.
Place of residence	The person appointed will be required to reside within a reasonable distance of the Hospital.
Proficiency in the English Language	Fluency in the English language is a requirement of this role. Proficiency in spoken English is assessed during the interview process.