

Job Specification and Terms & Conditions

Job Title & Grade	Plumber - Facilities Department
Campaign Reference	RQ1188
Closing Date	November 6 th 2026
Proposed Interview Date	Week commencing 16 th November 2026 – shortlisted candidates are expected to make themselves available for a face-to-face interview.
Taking Up Appointment	Successful applicant(s) must be available to take up the role within a reasonable timeframe
Informal enquires	ccarolan@peamount.ie
Location of Post	Peamount Healthcare, Newcastle, Co. Dublin
Details of Service	<u>Who We Are</u> Peamount Healthcare is an independent voluntary organisation that operates in partnership with the HSE Health Region, Dublin and Midlands to provide a range of health and social care services. Peamount Healthcare is a registered charity and is directly funded by the HSE under Section 38 of the Health Act 2004. The hospital provides consultant led, multidisciplinary, specialist rehabilitation services to patients at the right time and in the right place, which improve patient outcomes. Peamount Healthcare provides specialist rehabilitation in Neurology, Age-Related, Respiratory and Rheumatology. The services provided also include continuing care services for the older person, adults with neurological disabilities and individuals with intellectual disabilities. <u>Diversity, Equity and Inclusion Statement</u> In Peamount Healthcare, we are committed to diversity, equity and inclusion. We welcome applications from all sections of society and different backgrounds as we are committed to creating an inclusive and supportive environment where every colleague is valued and empowered to thrive. Our dedication to these values ensures that we foster a culture of mutual respect, open collaboration, continuous learning, and innovative thinking. Peamount Healthcare is committed to being an equal opportunities employer. Peamount Healthcare is committed to the following values: Person centred – seeing each person as unique, giving them a voice and focusing on ability. Respect – creating a supportive environment where everyone is given courteous and respectful care and support.

	Excellence – enabling interdisciplinary teams to deliver high quality integrated care, meaningful outcomes with a focus on continuous improvement. Team working – fostering an inclusive, healthy working environment where people are valued and recognised for their individual and shared achievements. Quality improvement – supporting teams to embed continuous improvement methodology as part of everything we do. Education & Research – partnering with academia to support education, learning, research and evidence-based care.	
Reporting Relationship	Facilities Foreman	
Purpose of Post	The post holder is required to assist the Facilities Department with the provision of services to support the development, maintenance, upkeep and repair of both the internal and external physical infrastructure of the entire Peamount Healthcare campus including Peamount Housing and Peamount Farm	
Eligibility Criteria Qualifications & Experience	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 him / her from time to time and to contribute to the development of the post while in office.	
Eligibility Criteria		
Criteria	Essential	Desirable
Qualification	1.Possess at least one of the following the mechanical/plumbing qualifications: - QQI Level 6 (or higher) Advanced Certificate Craft - Plumbing (or equivalent qualification). - National Craft Certificate issued by FETAC - Senior Trade Certificate issued by Department of Education 2. The successful candidate is required to hold a full clean valid driving license.	•

Experience	1. Experience in a facilities/maintenance role. 2. Candidates must possess the requisite technical knowledge and ability, including a high standard of suitability for the proper discharge of the office	have a minimum 2 years' experience working in a HSE or equivalent environment
Skills, Competencies and Knowledge	The successful candidate must demonstrate the following: - Technical & Professional Knowledge - Demonstrate sufficient technical knowledge to carry out the duties and responsibilities of the post. - Demonstrate sufficient and technical and working knowledge of the prevention of Legionella and associated infections in Healthcare premises. - Demonstrate a good working knowledge of mechanical systems outlined above, such as but not limited to Ventilation Systems, Air Handling Units, Air Conditioning Systems, etc. - Demonstrate a good working knowledge of pipe, gas and air welding. - Demonstrate a working knowledge of Building Management Systems. - Demonstrate a working knowledge of domestic and industrial plumbing. - Demonstrate a working knowledge of commercial / industrial potable water systems, and the associated standards for the installation and maintenance of same. - Demonstrate computer and data recording skills and in particular in relation to recording status of works. - Demonstrate an ability to read and interpret working drawings and schematics. - Planning & Managing Resources - Demonstrate experience in the measurement of materials and organising tools and equipment to complete maintenance and project work. - Demonstrate experience in the implementation and management of work schedules. - Demonstrate experience in the interpretation of method safety statements. - Demonstrate evidence of effective planning and organising skills. - Demonstrate an understanding of the importance of value for money in the performance of work. - Demonstrate the ability to manage deadlines and handle multiple tasks effectively. - Demonstrate experience in working effectively under pressure.	

	• Building and Maintaining Relationships including Teamwork Skills - Demonstrate the ability to work within a multi-disciplinary team to resolve problems and implement solutions. - Demonstrate the ability to work on own initiative. - Demonstrate commitment to maintaining high work standards and delivering a quality service. • Evaluating Information, Problem Solving & Decision Making - Demonstrate good problem solving skills to maximise first line repair capacity while avoiding compromise to certification requirements. - Demonstrate good judgement skills in relation to competency to complete & certify works. • Commitment to Providing a Quality Service - Demonstrate a commitment to providing a quality service; including an awareness and appreciation of the service user such as patients, general public, medical and non-medical staff. - Demonstrate ability to contribute to the development of the service. - Demonstrate flexibility, adaptability and openness to change. • Communication / Interpersonal Skills - Demonstrate effective communication skills including the ability to present information on the extent and status of works in a clear and concise manner, written and verbal. - Demonstrate an ability to receive and implement instructions in an effective and efficient manner.
Other requirements specific to the post	
Principal Duties & Responsibilities	Carry out maintenance duties throughout all areas of the hospital and perform these duties efficiently, effectively, and economically in line with best practice and /or as directed by management in the provision of a quality service. • Perform reactive maintenance, proactive maintenance, and planned preventative maintenance of plant & equipment located on Peamount sites, as per non exhaustive reference list below, and as directed by your Line Manager. - Building Management System - LPHW Generation and Distribution Systems - Domestic Hot & Cold Water Systems - HVAC Systems - Boiler and Chiller Plant - Air Conditioning & Refrigeration Systems - Sterilising & Decontamination Equipment - Hospital Sanitary Systems

	- Gas Distribution Systems – Medical, Natural, LPG - Steam Generation Systems - Lifts - Fire Fighting Equipment - Specialist Hospital Systems • Carry out Minor/Major mechanical installation work as directed. • Operate and carry out Planned Preventative Maintenance Programmes as set out by the Facilities Manager, Facilities Foreman or Designees. • Update and record regularly, all alterations and additions to the existing mechanical pipework systems. • Carry out plumbing work necessary and incidental to the duties described herein. • Complete weekly equipment checks/surveys/tests, routine and statutory, as directed by your Line Manager • Manage and use the Building Management System for the control and monitoring of low-pressure hot water (LPHW) systems and hot and cold water services for the hospital. • Support contractors with connections & isolations, as directed by your Line Manager. • Work with outside contractors and service companies as required, and engage actively in gaining the knowledge that will be necessary for the future maintenance of new equipment and plant that come under the remit of Peamount's Facilities Department. • Co-operate with new technology – actively use electronic maintenance management systems and other computerised systems. Provide and maintain such written and computerised records as required. • Familiarise yourself with new technology and be prepared to participate and co-operate in all training courses considered appropriate. • Liaise with all other members of the Facilities Department as required, to develop good efficient working relationships to ensure issues are resolved in a timely manner, and to the best of your ability. • Liaise with hospital departments to ensure issues are resolved in a timely manner. • Be familiar and comply with the requirements of the Health and Safety Acts, Regulations, operating procedures, Lock-out/Tag-out
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	procedures, and all other relevant statutory requirements and regulations. • Keep up to Date on Role Relevant Regulations to ensure continuous compliance. • Be familiar with the National Guidelines for the Control of Legionellosis in Ireland, 2009. • Carry out any other reasonable duties in line with policies as required by the Facilities Foreman/Key Internal Stakeholders/Person in Charge or assisting co-workers with these tasks as below but not limited to: - Collect, segregation and dispose of hospital refuse and clinical waste in line with hospital policies. - Carry out deliveries daily for other departments including laundry, linen, stores, and pharmacy. - Responsible for Cleaning gutters, drains, yard, patios, external areas to include sweeping of all areas across campus. - Assist in the collection /transportation /assembly /dis - mantling of goods /equipment within the hospital. • Be part of an on-call rota system that may involve carrying out maintenance duties as and when required, on weekends and Public Holidays. • Work reasonable overtime as directed. • Strictly adhere to hospital operations policies, procedures, and guidelines specific to designated area of duty. Keep abreast of developments within the hospital policies procedures and guidelines. The above Job Description is not intended to be a comprehensive list of all duties involved and consequently, the post holder may be required to perform other duties as appropriate to the post which may be assigned to him/her from time to time and to contribute to the development of the post while in office.
Campaign Specific Selection Post	A ranking and or short-listing exercise may be carried out on the basis of information supplied in your CV. The criteria for ranking and or short listing 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 depending on the service needs of the organisation.
Annual registration	
The reform programme outlined for the Health Service may impact on this role and as structures change the job description may be reviewed. The job description is a guide to the general range of duties assigned to the post holder. It is intended to be neither definitive or restrictive and is subject to periodic review with the employee concerned.	

Terms & Conditions of Employment
Peamount Healthcare, Newcastle, Co. Dublin.

Tenure	The current vacancy available is a Permanent Role on a Full-time basis. The post is pensionable. Appointment as an employee of Peamount Healthcare is governed by the Health Act 2004 and the Public Service Management (Recruitment and Appointment) Act 2004.
Remuneration	Remuneration is in accordance with the salary scale approved by the Department of Health: Plumber (Grade Code 5134) Current salary scale with effect from 1st June 2026: € 42,486 (point 1) to €48,853 (point 11)
Working Week	The hours allocated to this post are 39 hours per week. The allocation of these hours will be at the discretion of the Department Head and in accordance with the needs of the service. 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	As per Health Service Executive (HSE)
Probation	All employees will be subject to a probationary period as per the probation policy. This policy applies to all employees irrespective of the type of contract under which they have been employed. A period of 6 months’ probation will be served: • On commencement of employment. • Fixed term to permanent contract. • Permanent employees commencing in promotional posts will also undertake a probationary period relating to their new post.
Pension	Employees of Peamount Healthcare are required to be members of the Hospitals Superannuation Scheme. Deductions at the appropriate rate will be made from your salary payment. If you are being rehired after drawing down a public service pension your attention is drawn to Section 52 of the Public Services Pension (Single and Other Provisions) Act 2012. The 2012 Act extends the principle of abatement to retired public servants

	in receipt of a public service pension who secure another public service appointment in any public service body.
Maternity	Maternity leave is granted in accordance with the terms of the Maternity Protection Acts 1994 and 2001.
Sick Leave	Peamount Healthcare operates a Sickness Absence Management policy in line with the new Public Service Sick Leave Scheme as introduced in 31 st March 2014.
Pre-Employment Health Assessment	Prior to commencing in this role a person will be required to complete a form declaring their health status which is reviewed by the hospital's Occupational Health Service and if required undergo a medical assessment with this department. Any person employed by Peamount Healthcare 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.
Validation of Qualifications & Experience	Any credit given to a candidate at interview, in respect of claims to qualifications, training and experience is provisional and is subject to verification. The recommendation of the interview board is liable to revision if the claimed qualification, training or experience is not proven.
References	Peamount Healthcare will seek up to two written references from current and previous employers, educational institutions or any other organisations with which the candidate has been associated. The hospital also reserves the right to determine the merit, appropriateness and relevance of such references and referees.
Garda Vetting	Peamount Healthcare will carry out Garda vetting on all employees in relevant roles. An employee will not take up employment with the hospital until the Garda Vetting process has been completed and the hospital is satisfied that such an appointment does not pose a risk to clients, service users and employees. Please note that, in the event of a provisional job offer for a relevant role that requires Garda Vetting, successful candidates will be required to attend in person to verify their identity. This step is mandatory in accordance with the legislative requirements of the National Vetting Bureau (Children and Vulnerable Persons) Act 2012.
Character	Candidates for and any person holding the office must be of good character.
Health & Safety	These duties must be performed in accordance with the hospital health and safety policy. In carrying out these duties the employee must ensure that effective safety procedures are in place to comply with the Health, Safety and Welfare at Work Act. Staff must carry out their duties in a safe and responsible manner in line with the Hospital Policy as set out in the appropriate department's safety statement, which must be read and understood. Comply with and contribute to the development of policies, procedures, guidelines, 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 Peamount. Protection and Care and comply with associated Peamount protocols for implementing and maintaining these standards as appropriate to the role. To support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service.
Quality, Risk & Safety Responsibilities	<i>It is the responsibility of all staff to:</i> • Participate and cooperate with legislative and regulatory requirements with regard to Quality, Risk and Safety. • Participate and cooperate with external agencies on safety initiatives as required. • Participate and cooperate with internal and external evaluations of hospital structures, services and processes as required, including but not limited to: ➢ National Standards for Safer Better Healthcare. ➢ National Standards for the Prevention and Control of Healthcare Associated Infections. ➢ HSE Standards and Recommended Practices for Healthcare Records Management ➢ Safety audits and other audits specified by the HSE or other regulatory authorities. • To initiate, support and implement quality improvement initiatives in their area which are in keeping with the hospital's continuous quality improvement programme. <i>It is the responsibility of all managers to ensure compliance with regulatory requirements for Quality, Safety and Risk within their area/department.</i>
Education and Training	Participate in mandatory training programmes. Pursue continuous professional development in order to develop professional knowledge and keep updated with current and legislation.
Specific Responsibility for Best Practice in Hygiene	Hygiene in healthcare is defined as <i>"the practice that serves to keep people and the environment clean and prevent infection. It involves preserving one's health, preventing the spread of disease and recognizing, evaluating and controlling health hazards."</i> • It is the responsibility of all staff to ensure compliance with hospital hygiene standards, guidelines and practices. • Department heads/ managers have overall responsibility for best practice in hygiene in their area.

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| | <ul style="list-style-type: none">• It is mandatory to complete hand hygiene training every 2-years and sharps awareness workshops yearly. |
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