

Children's Health Ireland

Job Specification and Terms & Conditions

Job Title	Consultant Paediatric Gynaecologist
Campaign Reference	105741
Closing Date	Sunday November 8 th at 11:45pm
Hours	Children's Health Ireland are seeking to fill this Consultant post on a temporary basis fixed term basis. This will be a 0.1WTE role to provide temporary backfill for paediatric gynaecology CSL.
Location of Post	Children's Health Ireland (CHI), comprises of the three children's hospitals at CHI at Crumlin, Dublin 12, CHI at Temple Street, Dublin 1 and CHI at Tallaght, Dublin 24 and the Paediatric Outpatients and Urgent Care Centre, CHI at Connolly Hospital, Dublin 15. The new OPD and Emergency Care Unit in Tallaght opened in Nov 2021. CHI's Programme Office, CHI Herberton is located in Rialto, Dublin 8 adjacent to the new children's hospital which is on the campus shared with St James's Hospital. The post will be based in all CHI sites
Context/ Background	Children's Health Ireland (CHI) operates as a single service across the existing Dublin children's hospitals, Crumlin, Temple Street and Tallaght. Also, the paediatric outpatients and urgent care centres, Connolly which opened in July 2019 and Tallaght which opened in November 2021. CHI governs and operates local paediatric services for the Greater Dublin Area and all national paediatric specialist services, some of which are on an all-island basis. • Just under 25% of our population are children under 18 years of age. It was estimated in 2016 that 16% of our children have a chronic disease, such as, diabetes, allergies and asthma and this was increasing. 2% are acutely ill or have complex and multiple care needs requiring national services • CHI currently has a staff of 4,150 delivering care annually to 334,500 children, young people and their families through 39 clinical specialities and 442 in-patient & day care beds • 2019 activity: In-patients 24,500; Day cases 33,500; Outpatients 147,500; ED

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

	Urgent Care Centre at Connolly
Scope of the Role	The Department of Paediatric Gynaecology in Children's Health Ireland The scope of this consultant post will be to support the provision of quality patient and family centred care across Children's Health Ireland and will include: Provision of consultant led and delivered inpatient and outpatient care for patients cared for by paediatric gynaecology. Provision of outpatient clinics in CHI focused on the care of children with paediatric gynaecological conditions. Provision of theatre sessions for patients with paediatric gynaecological conditions Being available for consultation by other specialties on patients who require clinical opinions relating to possible gynaecological disorders.
Purpose of the Role	The new model of care will deliver on the vision of the National Model of Care for Paediatric Healthcare Services (2016), for the delivery of safe and appropriate care to paediatric patients as close to home as possible so that children and young people with urgent care needs get the right advice at the right place, first time. CHI at Connolly, is the newest unit and as a standalone facility has a requirement for highly skilled supervising consultant presence to ensure a high level of patient safety. The unit is purpose built for Paediatrics and is supported by Skilled Paediatric Nursing and Health and Social Care professionals. Within the Emergency departments and Urgent Care settings the consultants will also oversee the short stay observation model, which helps prevent inpatient admissions and is associated with reduced average length of stay, reduced hospital costs and high levels of parental satisfaction. The purpose of this role is to provide clinical backfill for the paediatric gynaecology CSL
Principal Duties and Responsibilities	The successful applicant, as an appropriately trained specialist in paediatric gynaecology will assume a full clinical role in the stabilisation, investigation and clinical management of patients presenting in the full spectrum of General paediatrics. The responsibilities at each site will include: • Act as Consultant General Paediatrician for Children's Health Ireland • The responsibilities within OPD will include delivery of patient care, supervision of junior colleagues in training, sharing administrative duties and contributing to the educational programme within the department of Paediatric Gynaecology

	<i>The above is not intended to be a comprehensive list of all duties involved and consequently, the post holder may be required to perform other duties as appropriate to the post, which may be assigned to them from time to time and to contribute to the development of the post while in office.</i>		
Specific Requirements / Exposures for this post:	Includes (tick all that apply): ☐ Driving ☐ Working at height ☐ Regular VDU work ☐ Night working ☐ Food handling ☐ Working with Ionising radiation ☐ Other (please specify): ☒ None Applicable:	Exposure to (tick all that apply): ☐ Noise (>80dBA) ☐ Cytotoxic drugs ☐ Respiratory sensitisers ☐ Vibrating equipment ☐ Other (please specify): ☒ None Applicable:	Consists of (tick all that apply): ☒ Contact with patients ☐ Patient moving and handling ☐ Inanimate moving and handling ☐ Exposure Prone Procedures (EPP) ☐ Work in Haemodialysis ☐ Work in confined spaces ☐ Other (please specify): ☐ None Applicable:
Skills, competencies and/or knowledge	Eligibility Criteria Professional Qualifications and Experience Mandatory: a) Registration as a specialist in the Specialist Division of the Register of Medical Practitioners maintained by the Medical Council in Ireland in the specialty of gynaecology <u>And</u> b) Two years postgraduate training and experience in related paediatric specialties of which one year must be full time in paediatric gynaecology. OR 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 paediatrics <u>And</u> b) Two years postgraduate training and experience in gynaecology of which at least one year must be full time in paediatric gynaecology “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, within 180 days of the day of interview and before taking up appointment. In exceptional circumstances proleptic appointments may be considered for candidates engaged in relevant training programmes.

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

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

Desirable Criteria:

Clinical fellowship in paediatric gynaecology, national or international

Essential:

Skills / Competencies / Knowledge:

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

	members and harness good teamwork and open contributions to enable the achievement of programme aims • Demonstrate evidence of effective planning and organising skills including awareness of resource management • Have excellent computer skills, competencies and knowledge of hospital data/information systems																								
Core Behaviours and our Chosen Culture in CHI	Organisational culture is not a static concept. It is dynamic and lived—reflected in how we interact with each other, how we care for patients, how we respond to challenges, and how we lead. It influences the quality of care, the wellbeing of our workforce, and the public’s confidence in our services. Creating and maintaining a positive culture is the responsibility of every one of us. The behaviours detailed within the pillars in the image below, are how we reflect four key aspects of our chosen culture: How we partner with patients, service users and public, how we pause to self-reflect, how we interact with our colleagues and how we compassionately lead. A consensus on our core behaviours is the starting point for establishing and implementing our shared values. Values and Behaviours are the foundation of how we deliver health and social care. A consistent, practical framework helps everyone in the health service act in ways that reflect our shared culture and mission. Core Behaviours of our Culture Shaping professional, respectful interactions with children, young people, families, colleagues, and teams <table><tr><th>CHILDREN AND FAMILIES</th><th>MYSELF</th><th>MY COLLEAGUES</th><th>LEADERS AND MANAGERS</th></tr><tr><td>Do I use my name and your name?</td><td>Am I putting myself in other people's shoes?</td><td>Do I acknowledge the work of my colleagues?</td><td>Do I value and acknowledge the good work of my team?</td></tr><tr><td>Do I take time with people – explain the now and the next?</td><td>Am I aware of my own wellness and stress and how it may impact others?</td><td>Do I ask colleagues how I can help them and do I listen to understand?</td><td>Do I support team members in managing their stress?</td></tr><tr><td>Do I regularly do an extra kind thing for the people I meet?</td><td>Am I aware that my actions can impact how other people feel?</td><td>Do I challenge toxic attitudes and behaviours in the workplace?</td><td>Do I address toxic attitudes and behaviours in the workplace?</td></tr><tr><td>Have I truly listened to, heard, and responded to the person in front of me in all interactions - digital, in person or otherwise?</td><td>Am I working to the best of my training and ability?</td><td>Do I lead by example with my peers?</td><td>Do I appraise and address under-performance in a fair and compassionate way?</td></tr><tr><td>Am I engaging with people in a compassionate and professional way?</td><td>Do I use health service resources in a way that reduces waste and improves sustainability?</td><td>Do I work as part of a team to improve our service?</td><td>Do I support my team to innovate and improve our service?</td></tr></table> Living these Behaviours is how we express our desired culture to those we serve. When applying these behaviours, we consider these statements and how they translate for CHI employees, in their day to day work.	CHILDREN AND FAMILIES	MYSELF	MY COLLEAGUES	LEADERS AND MANAGERS	Do I use my name and your name?	Am I putting myself in other people's shoes?	Do I acknowledge the work of my colleagues?	Do I value and acknowledge the good work of my team?	Do I take time with people – explain the now and the next?	Am I aware of my own wellness and stress and how it may impact others?	Do I ask colleagues how I can help them and do I listen to understand?	Do I support team members in managing their stress?	Do I regularly do an extra kind thing for the people I meet?	Am I aware that my actions can impact how other people feel?	Do I challenge toxic attitudes and behaviours in the workplace?	Do I address toxic attitudes and behaviours in the workplace?	Have I truly listened to, heard, and responded to the person in front of me in all interactions - digital, in person or otherwise?	Am I working to the best of my training and ability?	Do I lead by example with my peers?	Do I appraise and address under-performance in a fair and compassionate way?	Am I engaging with people in a compassionate and professional way?	Do I use health service resources in a way that reduces waste and improves sustainability?	Do I work as part of a team to improve our service?	Do I support my team to innovate and improve our service?
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Health & Safety	These duties must be performed in accordance with the hospital health and safety policy. In carrying out these duties the employee must ensure that effective safety procedures are in place to comply with the Health, Safety and Welfare at Work Act. Staff must carry out their duties in a safe and responsible manner in line with the Hospital Policy as set out in																								

	the appropriate department's safety statement, which must be read and understood.
Quality, Risk & Safety Responsibilities	<i>It is the responsibility of all staff to:</i> • Participate and cooperate with legislative and regulatory requirements with regard to Quality, Risk and Safety. • Participate and cooperate with the Children's Health Ireland; Quality, Risk and Safety initiatives as required. • Participate and cooperate with internal and external evaluations of hospital structures, services and processes as required, including but not limited to: • National Standards for Safer Better Healthcare • National Standards for the Prevention and Control of Healthcare Associated Infections • HSE Standards and Recommended Practices for Healthcare Records Management • HSE Standards and Recommended practices for Decontamination of Reusable Invasive Medical Devices (RIMD) • Safety audits and other audits specified by the HSE or other regulatory authorities • To initiate, support and implement quality improvement initiatives in their area which are in keeping with the organisation's continuous quality improvement programme. <i>It is the responsibility of all managers to ensure compliance with regulatory requirements for Quality, Safety and Risk within their area/department.</i>
Specific Responsibility for Best Practice in Hygiene	Hygiene in healthcare is defined as <i>"the practice that serves to keep people and the environment clean and prevent infection. It involves preserving one's health, preventing the spread of disease and recognizing, evaluating and controlling health hazards."</i> • It is the responsibility of all staff to ensure compliance with hospital hygiene standards, guidelines and practices. • Department heads/ managers have overall responsibility for best practice in hygiene in their area. It is mandatory to attend hand hygiene and sharps awareness workshops yearly
Competition Specific Selection Process	The criteria for short listing are based on the requirements of the post as outlined in the eligibility criteria and/or the essential & desirable knowledge, skills and competencies section of this job specification. <u>Failure to include information regarding these requirements may result in you not being called forward to the next stage of the selection process</u> To apply for this position, please send a CV and letter of application.

	The closing date for submissions of CV's and letter of application is Sunday November 8th at 11:45pm. Applications must be completed through the advertised post on CHI.jobs by clicking 'Apply for Job'. Applications will not be accepted through direct email or any other method. Informal Enquiries can be obtained from: Niamh.murphy@childrenshealthireland.ie For other queries relating to this recruitment process, please contact Cillian.greene@childrenshealthireland.ie
Panel/s	A panel may be created from which permanent, fixed term and specified purpose vacancies of a full or part time duration may be filled across all Children's Health Ireland locations. The tenure of these panels will be indicated at offer stage.
Information on "Non-European Economic Area Applicants" is available from https://dbei.gov.ie/en/ Children's Health Ireland is legally required to verify that all staff have the right to work in Ireland before they begin employment, regardless of nationality or immigration status. This right-to-work check is also necessary when an individual re-joins CHI or when their immigration permission or employment permit is due to expire. Permit holders can change their permit employer to CHI after a period of nine months has passed since commencing their first employment permit in the State. The change of employer applies to the General Employment Permit (GEP) and to the Critical Skills Employment Permit (CSEP). The change is required to be completed as part of pre-employment clearance. All Permits and Change of Employer applications are processed on the Employment Permits Online. Some recruitment campaigns may be open to candidates who are not citizens of the EEA, Switzerland, or United Kingdom. You can consult the Critical Skills Occupational List see if your profession is currently eligible under this route.	
The programme outlined for Children's Health Ireland may impact on this role and as structures change the job description may be reviewed. Children's Health Ireland is an equal opportunities employer.	
Does the post above identified for filling come within the definition of an Exposure Prone Procedure (EPP) Post?	
YES ☐	NO ☒

Exposure Prone Procedure (EPP) Post

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

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

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

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