Peamount Healthcare

Athshlánú Rehabilitation
Cúram Cónaithe Residential
Comhphobail Community

Dietitian Job Specification and Terms & Conditions

Job Title & Grade	**Staff Grade Dietitian** Permanent, Full-time 35 hours / week.
Campaign Reference	**RQ1197**
Closing Date	Sunday 22nd November 2026 by Midnight
Interview Date	Monday November 30th - Shortlisted candidates are expected to make themselves available.
Taking Up Appointment	January 5th 2027
Panel	A panel may be created from which permanent, fixed term and specified purpose contract vacancies of full or part-time duration may be filled.
Informal enquires	**Dietitian Manager- Jackie Boyle** 01-6010326 Email: jboyle@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 are also provided for the older person, adults with neurological disabilities and individuals with intellectual disabilities. **Diversity, Equity and Inclusion Statement** 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	**The post holder:** Dietitian Manager

Purpose of Post	To work with in collaboration with the dietitian manager, dietitian colleagues, HSCP's and healthcare staff in Peamount Healthcare to ensure the coordination, development and delivery of a quality, person centred nutrition and dietetic service to meet the needs of service users and the objectives of the organisation that is in keeping with best practice and standards. The dietitian will be responsible for the provision and delivery of a high-quality nutrition and dietetic service within the designated clinical area and will carry out clinical, educational and administrative duties as required.
	
	Areas of work:
	• Initially will be providing a service to Age Related Rehabilitation Patients as well as to Age Related and Intellectual Disability long term care residents, with support and supervision from senior dietitians.
	• Flexibility will be required to provide cover & support in other areas at times:
	  ○ Respiratory Rehabilitation
	  ○ Neurological Rehabilitation
	  ○ Rheumatology rehabilitation
	  ○ Other clinical areas as deemed appropriate
	• Working closely with MDT / IDT colleagues on service and quality improvement initiatives
	• Involvement in nutrition related committees, audits, projects, food service improvements, providing staff education on nutrition related topics, staff health promotion and providing dietetic student training where required / supporting dietetic assistant volunteers and human nutrition students.
	• Actively keeping up to date with CPD to include actively contributing to in house CPD sessions for dietitians and other HSCP's
	• Lead and support health promotion activities within the organisation.
	
	The specific duties in above areas will be discussed and agreed with the Dietitian manager upon commencement in post and with regular review. Flexibility is essential and will be required at times to cover the range of different areas and tasks as listed above. Other areas not listed above may be discussed and agreed with the Dietitian manager.

Eligibility Criteria Qualifications & Experience	**This 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.** **Health** Essential: 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. **Character** Essential: Each candidate for and any person holding the office must be of good Character

Eligibility Criteria, Qualifications and Experience

Criteria	Essential - <u>candidates for this role must:</u>	Desirable:
Qualification	• Be registered, or be eligible for registration as a dietitian by the dietitian registration board at CORU. **AND** • Provide proof of statutory registration on the dietitian register maintained by the dietitian registration board at CORU before a contract of employment can be issued. **AND**	• Evidence of CPD for older adults in rehabilitation and residential settings and adults in intellectual disability settings, adults with respiratory conditions, adults with neurological conditions, malnutrition, frailty, sarcopenia, respiratory conditions, dementia etc in line with all Peamount Healthcare specialities.
Experience	• Have the requisite knowledge and ability, including a high standard of suitability and professional ability, for the proper discharge of the duties of this post as a staff grade dietitian. **AND** • Sufficient clinical knowledge and ability to apply this to evidence-based practice to carry out duties and responsibilities of the role. **AND** • A flexible approach to carrying out the duties of the post including providing dietetic cover to all clinical areas of Peamount healthcare as required. **AND** • Excellent interpersonal, communication and an ability to communicate in a manner suited to individuals, target groups and health care professionals. **AND** • Demonstrates team working skills and ability to build strong working relationships with multidisciplinary team members and colleagues of all grades	• Experience working with adults and older adults with malnutrition, intellectual disabilities, dysphagia, frailty, sarcopenia, respiratory, neurological and rheumatology conditions, chronic diseases, dementia etc, in line with Peamount Healthcare specialities. • Nutrition support to include experience with a range of ONS, enteral tube feeding and dysphagia. • Excellent presentation and facilitation skills i.e. ability to present clearly and concisely • Knowledge of relevant national HIQA standards, relevant national nutrition clinical guidelines and policies. • Catering and food service skills experience. • Experience in Health Promotion activities for patients / residents / staff. • Experience in practice education / supervision of nutrition and dietetic students • Contributing to special interest groups of the INDI or national nutrition related working groups. • Clean full drivers licence.
Additional Skills, Competencies and Knowledge	**IT Skills** • A willingness to develop Information Technology skills relevant to the role. • A willingness to engage with digital health technologies, virtual learning and digital platforms to support innovative models of care delivery, eduction & learning.	

Skills, Competencies and Knowledge Continued	• Existing Computer skills i.e. Microsoft Word, Excel, PowerPoint, Canva, Nutritics etc **Professional Knowledge & Experience** • Provide evidence based, quality Nutrition and Dietetic services to the clinical areas assigned. Specific areas of cover will be discussed and agreed in advance of post commencing, however a level of flexibility will be required to cover other areas as required and advised by the dietitian manager. • Demonstrate clinical knowledge, clinical reasoning skills and evidence-based practice appropriate to carrying out the duties and responsibilities of the role in line with relevant legislation and standards in order to provide safe, efficient and effective service in the assigned area of practice. • Demonstrate evidence of using appropriate assessments and interventions and a knowledge of the implications of outcomes to patients / residents. • Demonstrate general knowledge of the structure and operation of the Irish health service, particularly in the context of dietetics and the multidisciplinary team. • Demonstrate knowledge of health strategies, core standards, quality initiatives and outcome measurement. • Demonstrate a commitment to continuing professional development. **Planning and Managing Resources** • Evidence of effective planning, organising and time management skills • Demonstrate strong organisational skills and an ability to prioritize tasks and meet deadlines on an ongoing basis. • Develop, implement and monitor nutrition care plans, based on assessment of the patients' / residents nutritional needs. • Review existing resources and compile, develop and evaluate new resources to support and meet the needs of the patients / residents. • Demonstrates flexibility and adaptability in response to workforce demands. • Demonstrate ability to take initiative and to be appropriately self-directed. • Maintains appropriate patient / resident records and statistics in line with the department policy and as defined by the Dietitian Manager. • Demonstrates the ability to plan activities and co-ordinate resources to ensure value for money and maximum benefit for the organisation. **Evaluating Information and Judging Situations** • Demonstrate the ability to evaluate information and make effective decisions. • Explains the rationale behind decisions confidently when faced with opposing or competing demands. Is objective but also aware of sensitivities in their approach. • Regularly recognises, quantifies and evaluates activities against service plans and takes timely action to correct potential difficulties. • Demonstrates an ability of being able to effectively judge a situation and advocate for an alternative course of action if this is required. To know when this is required and how it may impact other stakeholders. **Communication, Teamworking and Interpersonal Skills** • Display effective communication skills (clear verbal & written & active listening). • Tailors the communication method and message to match the needs of the audience.

- Demonstrates effective interpersonal skills including the ability to collaborate in partnership with others.
- Liaise and communicate closely with all members of the MDT / IDT to include medical, nursing, catering, HSCPs and other team members on the nutritional management of patients / residents and in the development & improvement of services & resources.
- Engages with healthcare & non-healthcare professionals in a respectful, co-operative and professional manner.
- Ability to communicate with members of MDT's and managers assertively and with diplomacy to ensure nutritional care-plans are implemented and monitored.
- Participate and contribute to care planning meetings, multi-disciplinary team meetings, committee or working group meetings, journal clubs / lunch and learns and ward rounds as appropriate / required.
- Liaise with catering staff regarding the provision of therapeutic diets, and advice on menu development to provide nutritionally balanced diets for all patients / residents
- Demonstrates an understanding of how and why communication can break down and how to address this.
- Demonstrates sensitivity, diplomacy and tact when dealing with others; is patient and tolerant when dealing with conflict situations.
- Demonstrates strong problem solving and negotiation skills; ability to understand others perspectives, remains assertive but calm and respectful and measured when putting forward a point of view using evidence and best practice to support.
- Knows when to seek support and guidance to manage conflict.
- Has the ability to admit when an error has been made and can reflect on errors to support ongoing progression with communication and interpersonal skills.

Education, Training and Development

- Complete 100% of all mandatory training required by Peamount Healthcare on time.
- Be responsible for following the Standard requirements for continuing professional development as advised by the Dietitians registration board of CORU.
- Be responsible for their own professional development and keep abreast of developments in Nutrition and Dietetics and share new learnings with colleagues.
- Maintain standards of practice and levels of clinical knowledge by participating in continuous professional development initiatives and attendance at relevant courses as agreed with the Dietitian Manager.
- Attend and contribute to journal clubs, lunch and learn sessions, case conferences, workshops, working groups and committees, nutrition CPD sessions, conferences, INDI SIG meetings as agreed with the dietitian manager
- Maintain professional knowledge on relevant scientific research and practice development.
- Engage in career and personal development planning in collaboration with the dietitian manager.
- Provide training of students on placement in Peamount Healthcare - as deemed appropriate by the Dietitian Manager.
- Demonstrates an understanding of high-quality clinical placements, attend relevant training in order to be able to safely and efficiently provide student training and demonstrate an ability to implement university and local agreed protocols.
- Demonstrate experience in delivering relevant presentations to staff / students.
- Provide evidence-based nutrition training to health care professionals/ non-healthcare professionals and colleagues as agreed with the Dietitian Manager.

	• Provide induction training to medical/ healthcare staff as required and agreed with the dietitian manager and assist in induction of staff grade dietitians / dietetic assistant volunteers as required. **Commitment to providing a Quality Service** • Displays motivation and commitment to providing a quality nutrition & dietetic service. • Demonstrates innovation in the provision of person-centred care and in overcoming resource limitations. • Engages in initiatives addressing review of practices and service delivery ensuring effectiveness and efficiency of service. • The ability to effectively evaluate information and make appropriate decisions • Ensures that all patients / residents are treated with dignity and respect and ensures that their welfare and needs are always a key consideration. • Evidence of ability to empathise with and treat service users, relatives and colleagues with dignity and respect, using a person-centred respectful approach. • Works at an operational level to build alliances and learn how to best position service delivery to meet the needs of its service users. • Is open to change and supports the implementation of positive change. • Work within own scope of professional competence in line with principles of best practice, professional conduct and clinical governance. • Know the limits of their practice and when to seek advice and support from colleagues. • Provide cover for colleagues during periods of leave. • Promote a culture that values equality, diversity and respect in the workplace. • Participate in and support with the design & implementation of audits and research relating to patient care and dietetic service provision and related clinical areas. • Demonstrates initiative, innovation and problem-solving ability and ability to identify and implement solutions and change and open to new ideas. **Leadership - Managing and Developing (Self and Others)** • Demonstrate an ability to manage and develop self and any assigned students in a busy working environment. • Demonstrate the ability to work independently as well as part of a team, collaborates well with others. • Demonstrates the ability to react constructively to setbacks and to both give direction / feedback, and take direction / feedback, from others. • Demonstrate a commitment to continuous professional development and knowledge sharing. • Actively participates with the departmental supervision process. • Demonstrates the ability to lead out on projects as agreed with the dietitian manager.
Other requirements	Have access to appropriate transport to fulfil the requirements of the role.
	The 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

Principal Duties & Responsibilities	**post which may be assigned to them from time to time and to contribute to the development of the post while in office.** **<u>General Accountability</u>**
Principal Duties & Responsibilities Continued	The successful candidate will: • Maintain throughout Peamount Healthcare, awareness of the privacy of the service user in relation to all hospital activities. • Demonstrate behaviour consistent with the values of Peamount Healthcare **<u>Specific Accountability</u>** **Clinical** The successful candidate will: • Be responsible for the organisation, provision and evaluation of Nutrition and Dietetic services to the patients / residents under their care. • Support the development, delivery and evaluation of group education / intervention programmes • Develop, implement and monitor nutrition care plans, based on assessment of the patients / residents nutritional needs • Liaise with the IDT and MDT, medical, nursing, health & social care professionals and other team members on the nutritional management of patients / residents. • Communicate with medical, nursing, catering, health and social care professionals and non-clinical staff about service users under their care, thus supporting and strengthening a multidisciplinary approach to patient care. • Participate and contribute to case conferences, multi-disciplinary team meetings, journal clubs / lunch and learns and ward rounds as appropriate. • Work in close liaison with health care professional colleagues in the development and improvement of services and resources. • Liaise with catering and household staff regarding the provision of therapeutic diets and advice on menu development to provide nutritionally balanced diets for service users/residents • Engage in Healthy Eating/ Health Promotion activities agreed with catering dept and dietitian manager. • Be informed of the findings of HIQA inspection reports and CARF accreditation surveys within the campus and address related non compliances or areas for improvement accordingly in consultation with the Dietitian Manager. • Maintain appropriate patient / resident records and statistics in line with the department policy and as defined by the Dietitian Manager / Director of Rehabilitation. • Keep up to date with relevant scientific research findings and current practices and identify and update relevant measures in response to these findings. **Professional** The successful candidate will: • Work within the CORU scope of professional competence in line with principles of best practice, professional code of conduct and clinical governance. • Promote a culture that values equality, diversity and respect in the workplace. • Maintain professional standards with regard to service user and data confidentiality and adhere to GDPR requirements.

Principal Duties & Responsibilities Continued	• Carry out any other duties and responsibilities appropriate to the post that may be assigned by the Dietitian Manager / director of rehabilitation. • Engage with INDI activities as agreed with the Dietitian Manager. **Education & Training** In agreement with / as advised by the dietitian manager, the successful candidate will: • Provide training and supervision of students on placement in Peamount Healthcare - student dietitians, nutrition students or transition year students as deemed appropriate. • Be responsible for their own professional development and keep abreast of developments in Nutrition and Dietetics and share new learnings with colleagues. • Be responsible for following the Standard requirements for continuing professional development as advised by the Dietitians registration board of CORU. • Maintain professional knowledge on relevant scientific research and practice development. Maintain standards of practice and levels of clinical knowledge by participating in continuous professional development initiatives and attendance at relevant courses. • Engage in career and personal development planning in collaboration with the dietitian manager. • Provide evidence-based nutrition training to health care professionals/ non-healthcare professionals and colleagues. • Attend all mandatory training programmes and maintain an up-to-date training Register as determined by Peamount Healthcare. • Attend and contribute to journal clubs / lunch and learn sessions, case conferences, workshops, working groups and committees, nutrition study sessions, conferences, INDI SIG meetings etc. • Provide induction training to medical / healthcare staff as required assist in induction of staff grade dietitians and nutrition and dietetic students as required. **Audit & Research, Service Evaluation and Development of a Quality Service** The successful candidate will: • Be responsible for reading, understanding, signing and complying with all relevant policies, procedures and standards of care within Peamount Healthcare. • Participate in and support the design & implementation of audits and research projects relating to patient care and dietetic service provision and related clinical areas. • Engage in initiatives addressing review of practices and service delivery ensuring effectiveness and efficiency of service. • Participate in the design, implementation and evaluation of policies & standard operating procedures (SOPs) for nutrition & dietetic service provision. • Contribute actively to continuing quality improvement initiatives, undertaken by the department and be committed to improving the quality of the service. • Assist in the ongoing review and development of nutrition resources and nutrition education material in collaboration with colleagues, including accessible reading versions. • Participate and commit to the development of annual operation plans for the services & contribute to annual service plan for dept. • Assist the Dietitian Manager in the planning and development of the annual service plan and future Nutrition and Dietetic service plans. **Information Technology** The successful candidate will:

	• Ensure that the Nutrition and Dietetics team makes the most effective and efficient use of developments in information technology for both patient care and administrative support in a manner which integrates well with systems throughout the organisation. • Collect, interpret and present in conjunction with departmental staff, ongoing data and information on the Department's activities i.e. statistics **Health & Safety** The successful candidate will: • Comply with and enact Health and Safety responsibilities as outlined in hospital policies, protocols and procedures relevant to your area. • Work in a safe manner with due care and attention to the safety of self and others • Be familiar with risk management reporting structures, identify and be responsible in highlighting risks to appropriate unit level managers & Dietitian Manager. • Report any adverse incidents or near misses. • Be familiar with the Health Information and Quality Authority (HIQA) Standards: Residential care; Disabilities; Safer Better Healthcare; Prevention and control of Healthcare Associated Infections; Hygiene standards. *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. Adaptability and flexibility is essential, and other clinical area's as listed within job description may need to be covered at times. The job description must be regarded as an outline of the major areas of accountability at the present time which will be reviewed and assessed on an on-going basis. Hence the senior dietitian will be required to maintain, enhance and develop their knowledge and skills necessary to respond to a changing situation.*
Campaign Specific Selection Post	A ranking and or short-listing exercise may be carried out based on the 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 relation to 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	On appointment, dietitians must maintain annual registration on the dietitians register maintained by the dietitian registration board at CORU.

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.

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Terms & Conditions of Employment

Peamount Healthcare, Newcastle, Co. Dublin

Tenure	The current vacancy available is a Permanent, full time Staff Grade Dietitian Role The post is pensionable. A panel may be created from which permanent and specified purpose vacancies of full or part time duration may be filled. The tenure of these posts will be indicated at "expression of interest' stage. Appointment as an employee of 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: Dietitian, Current salary scale with effect from 1st June 2026: € 45,514 (point 1) to € 65,068 (point 14 Max Point).
Working Week	The hours allocated to this post are 35 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 31st 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	*It is the responsibility of all staff to:* • 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. *It is the responsibility of all managers to ensure compliance with regulatory requirements for Quality, Safety and Risk within their area/department.*
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 *"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."* • 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 complete hand hygiene training every 2-years and sharps awareness workshops yearly.