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| **APPLICATION FORM** |

**Chief I Cardiac Physiologist**

**UL Hospitals Group – University Hospital Limerick**

**ULHG0098-22**

**Closing Date: 12 noon Thursday, 18th August 2022**

Thank you for applying to the HSE. Please read the Job Specification which provides useful information about the requirements of this role.

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| **Closing Date & Time** | 12 noon, Thursday 18th August 2022 |
| **Job Title and Grade** | Chief I Cardiac Physiologist  Grade Code 3001 |
| **Return Application Forms To** | Please complete this application form in full and submit on Rezoomo (link on Job Advert)  **CV’s will not be accepted** |
| **Anticipated Interview Date(s)** | To be confirmed. It is anticipated that interviews will be held as soon as possible following the closing date and you may be called forward for interview at short notice. |

Please carefully note the following instructions:

# Please ensure you read in full, the instructions for the completion of this application form and complete all areas, including the supplementary questions section, in full. Failure to complete all areas of the application form may result in you not being brought forward to the interview stage of the selection process.

* In relation to details of employment, if the space provided is insufficient, please attach additional pages ensuring to use the same format.
* Should you be invited for interview, you may take a copy of your application form with you.
* The Health Service Executive will run this campaign in compliance with the Code of Practice prepared by the Commission for Public Service Appointments (CPSA). The Codes of practice are available on the CPSA website [www.cpsa.ie](http://www.cpsa.ie/) . Further information is also available in the Additional Campaign Information document available on <http://www.hse.ie/eng/staff/jobs/job_search/>.
* The Health Service Executive is an Equal Opportunities Employer.
* The Health Service Executive recognises its responsibilities under the Data Protection Acts 2003 & 1988 and the Freedom of Information Act 2014.

**APPLICANT DETAILS**

|  |  |
| --- | --- |
| Position Applied For: | Chief I Cardiac Physiologist |
| Campaign Reference: | ULHG0098-22 |

|  |  |
| --- | --- |
| First Name: |  |
| Last Name: |  |
|  |
| Address: |  |
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|  |  |
| --- | --- |
| Contact Telephone**:** |  |
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| --- | --- |
| Email Address**:** |  |

Are you eligible to work in the Republic of Ireland? **Yes  No**

Please enclose a copy of your Valid Work Visa/Permit (if applicable)

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Expiry date of Visa/Permit (if applicable):

1. **Superannuation Schemes**

|  |  |  |
| --- | --- | --- |
| Are you currently in receipt of a pension from any of the following superannuation schemes? **(This means are you retired?)** | | |
|  | **YES** | **NO** |
| 1. Local Government Superannuation Scheme (LGSS) |  |  |
| 1. Health Service Executive Employee Superannuation Scheme |  |  |
| 1. Voluntary Hospital’s Superannuation Scheme (VHSS) |  |  |
| 1. Nominated Health Agencies Superannuation Scheme (NHASS) |  |  |

If you have answered ‘yes’ in relation to any of the above Superannuation Schemes you are not eligible to apply for this recruitment campaign. Former Health Service and public sector employees must ensure that they adhere to their contractual obligations where they have previously availed of the Incentivised Scheme of Early Retirement (ISER), 2010 Voluntary Early Retirement Scheme (VER) or 2010 Voluntary Redundancy Scheme (VRS). Please read Appendix 5 in ‘Additional Campaign Information’ for further details.

1. **Current Contractual Status**

* **I am currently a HSE employee\* Yes**  **No**

**Please tick the HSE Area in which you work**

|  |  |  |  |
| --- | --- | --- | --- |
| Dublin Mid Leinster |  | South |  |
| Dublin North East |  | West |  |

If you answered yes to the above question, please choose the option below which best matches your current contractual status:

* **I have a permanent contract**

**or**

* **I have a temporary contract**

\*HSE Employee = you are a direct employee of the HSE and not in a post funded or partially funded by the HSE

1. **Proficiency in Irish**

Candidates will be afforded the added opportunity to demonstrate their ability to perform the duties of the office through Irish. This assessment will be on a pass/fail basis and will not disturb the marks awarded in the selection process. Where vacancies arise for which proficiency in Irish is a management requirement, the HSE will offer such posts in order of merit to candidates who have successfully passed the Irish assessment. Please indicate if you wish to undertake an Irish assessment exam Yes  / No

**QUALIFICATIONS & ELIGIBILITY CRITERIA**

Please indicate below how your qualifications and professional experience meet the eligibility criteria for the post of Chief I Cardiac Physiologist. **Please note that if you omit information in this section pertinent to the eligibility criteria you will be deemed ineligible and subsequently not called forward to interview.** (Please read Appendix 1 of Additional Campaign Information before completing each of the following sections.)

|  |  |
| --- | --- |
| 1. **Eligible candidates will be those, who on the closing date for the competition:** | **Please tick appropriate box** |
| (i) Possess the BSc in Clinical Measurement from Dublin Institute of Technology.  **OR** |  |
| (ii) Possess the BSc in Clinical Measurement from Technological University Dublin (TU Dublin).  **OR** |  |
| (iii) Possess an equivalent relevant scientific qualification (Level 8) as confirmed by the Irish Institute of Clinical Measurement Science (IICMS). |  |
| (iv) (a) Possess the Certificate in Medical Physics and Physiological Measurement (MPPM) from Dublin Institute of Technology  **OR**  (b) An equivalent scientific qualification as confirmed by the Irish Institute of Clinical Measurement Science awarded in or before 2005 (**See Note 1\*)**  **Note 1\* - In exceptional cases, where the IICMS are not in a position to validate pre 2005 qualifications, the Clinical Measurement Physiologists experts on the eligibility / selection board may, at their discretion, deem as eligible:**  **HSE applicants who are currently employed as Clinical Measurement Physiologists, and who were employed in or before 2005, on the presentation of proof of their qualification/s that was acceptable on the commencement of their employment** |  |

**(b) Candidates must have the requisite knowledge and ability (including a high standard of suitability and professional ability) for the proper discharge of the duties of the office.**

**Please provide details of your qualification in the table below:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Date of Award (00/00/00)** | **College / Educational Institution** | **Conferring Body** | **Name of Course** | **Award** |
|  |  |  |  |  |

|  |  |
| --- | --- |
| **If your educational award has not been obtained in the Republic of Ireland, have you received recognition of your qualifications? (Refer to Appendix 1 of Additional Campaign Information for further information).**  ***Please tick as appropriate:*** | |
| **Yes** | **No** |

**ADDITIONAL EDUCATIONAL ACHIEVEMENTS**

**Please include second level and any additional third level educational achievements:**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Dates**  **From MM/YY**  **To MM/YY** | **Educational Institution** | **Conferring**  **Body** | **Course of Study** | **Qualification Achieved** | **Grades Achieved** |
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**2. CAREER OVERVIEW**

**IMPORTANT: Please ensure all career history is clearly outlined below (e.g. if you took a career break, spent time out of work, please include this information so there are no gaps in your career history from when you left full-time education to present date).**

|  |  |  |  |
| --- | --- | --- | --- |
| **From** | **To** | **Title** | **Employer** |
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**Overview of Career History, listing the most recent first:**

### DETAILED CAREER HISTORY – listing the most recent first

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Dates**  **DD/MM/YY** | | **Employer** | **Title of Post** | **Main Roles and Responsibilities** |
| **From** | **To** |
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### Supplementary Questions 1 - 4

**A guide to completing supplementary questions is available in Appendix 1 of this application form. It is strongly recommended that you read the guide before completing this section of your application form.**

**In the spaces below, briefly describe what you consider to be a good example of demonstrating your ability in each of the skill areas 1- 4. A summary definition of each of skill areas is provided for your information. This is a summary of what we mean by each skill heading. Please provide the information in the format requested at (a), (b), and (c) on the “Information on completing the Supplementary Questions” Section. Remember anything you say may be used as part of a shortlisting/ranking exercise and may be discussed in more depth at interview, should you be called to one**

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| --- |
| 1 Planning and Managing Resources  It is important that the Chief I Cardiac Physiologist demonstrates the ability to plan and manage resources to ensure optimum service delivery. This includes the ability to contribute to the planning, delivery and performance management of the specialist area and Chief I Cardiac Physiologist service. S/he must demonstrate flexibility and adaptability in response to workforce demands and plan and organize work in line with these demands. S/he will be required to anticipate the changing needs of the service and develop professional practice accordingly.  *In the space below, please give an example of a situation where you best demonstrated your ability in this area.* |
|  |

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| --- |
| 2 Commitment to Providing a Quality Service  An effective Chief I Cardiac Physiologist demonstrates a commitment to providing a quality service. S/he will ensure high standards in service delivery ensuring services are delivered in line with evidence based practice and appropriate clinical governance and risk management whilst ensuring the welfare, dignity and respect of the service user is a key consideration at all times. S/he monitors and reviews his/ her own work, and that of the team to ensure its quality and accuracy.  *In the space below, please give an example of a situation where you best demonstrated your ability in this area.* |
|  |

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| --- |
| 1. **Evaluating Information and Judging Situations**   It is important for a Chief I Cardiac Physiologist to make decisions and solve problems in a timely manner. S/he will gather and analyze information from a variety of (relevant) sources before making a decision and will use opportunities to empower others as appropriate. The Chief I Cardiac Physiologist will display the ability to explain the rationale behind decisions confidently when faced with opposing or competing demands. In the space below, please give an example of a situation where you best demonstrated your ability in this area. |
|  |

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| 4 Managing & Developing (Self & Others)  A key responsibility of the Chief I Cardiac Physiologist is the management and development of others. It is important that s/he can adapt his/her leadership style to suit the demands of the situation and the people involved. S/he must also demonstrate a commitment to continuing professional development and facilitate staff development by providing support such as supervising, mentoring, coaching and formal development planning. In the space below, please give an example of a situation where you best demonstrated your ability in this area. |
|  |

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| **4. Knowledge / Experience Relevant To The Role**  Please provide below SPECIFIC DETAILS from your experience to date that you feel help you meet the requirements for this post as detailed in the Job Specification; *Please include dates i.e. from x date to x date, the name of the employer /department you worked in, and details as to how you meet the requirements specified in the eligibility criteria section of the Job Specification).* |

|  |  |  |
| --- | --- | --- |
| **Date**  **Date from – Date to**  ***in the format***  **DD/MM/YY** | **Number of Months** | **Employer & Department Name** |
|  |  |  |
| **Please outline your clinical experience, as relevant to the Chief I Cardiac Physiologist post(s) for which you are applying** | | |

**General Declaration**

It is important that you read this Declaration carefully and then sign it in the space below.

**Part 1:** Obligations Placed on Candidates who participate in The Recruitment Process.

The Public Service Management (Recruitment and Appointments) Act 2004 makes very specific provisions in relation to the responsibilities placed on candidates who participate in recruitment campaigns and these are detailed in Section 4 of the Code of Practice issued under the Act.

These obligations are as follows:

Any canvassing by or on behalf of candidates shall result in disqualification and exclusion from the recruitment process. Candidates shall not:

* knowingly or recklessly make a false or a misleading application
* knowingly or recklessly provide false information or documentation
* canvass any person with or without inducements
* impersonate a candidate at any stage of the process
* knowingly or maliciously obstruct or interfere with the recruitment process
* knowingly and without lawful authority take any action that could result in the compromising of any test material or of any evaluation of it
* interfere with or compromise the process in any way

Any person who contravenes the above provisions, or who assists another person in contravening the above provisions, shall be guilty of an offence.

It is the policy of the HSE to report any such above contraventions to An Garda Siochana.

In addition, where a person found guilty of an offence was or is a candidate at a recruitment / selection process, then, in accordance with the Public Service Management (Recruitment and Appointments) Act 2004.

* where he / she has not been appointed to a post, he / shall be disqualified as a candidate; and
* where he / she has been appointed as a result of that process, he / she shall forfeit that appointment

**Part 2**

**Declaration:** “I declare that to the best of my knowledge and belief there is nothing in relation to my conduct, character or personal background of any nature that would adversely affect the position of trust in which I would be placed by virtue of my appointment to this position. I hereby confirm my irrevocable consent to the Health Service Executive to the making of such enquiries, as the Health Service Executive deems necessary in respect of my suitability for the post in respect of which this application is made.

I hereby accept and confirm the entitlement of the Health Service Executive to reject my application or terminate my employment (in the event of a contract of employment having been entered into) if I have omitted to furnish the Health Service Executive with any information relevant to my application or to my continued employment with the Health Service Executive or where I have made any false statement or misrepresentation relevant to this application or my continuing employment with the Health Service

Executive.

Furthermore, I hereby declare that all the particulars furnished in connection with this application are true, and that I am aware of the qualifications and particulars for this position. I understand that I may be required to submit documentary evidence in support of any particulars given by me on my Application Form. I understand that any false or misleading information submitted by me will render me liable to automatic disqualification or render me liable to dismissal, if employed.”

Failure to sign application will render it invalid[[1]](#footnote-1).

**Signed:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ *(Name of Applicant)* **Date:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

References:

Please give **three** referees (including your current employer). Please ensure that the referees you provide are from a clinical perspective. We retain the right to contact all previous employers. Do you wish us to contact you prior to contacting your referees?

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| --- | --- | --- | --- |
| Yes: |  | No: |  |

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| --- | --- | --- | --- |
| **1. Name and Job Title of Referee:** | |  | |
| Professional Relationship to candidate: | |  | |
| Postal Address: | |  | |
|  | |
|  | |
| Telephone Contact Details: | | Mobile: | Landline: |
|  | | | |
| Email Address: |  | | |

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| --- | --- | --- | --- |
| **2. Name and Job Title of Referee:** | |  | |
| Professional Relationship to candidate: | |  | |
| Postal Address: | |  | |
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| Telephone Contact Details: | | Mobile: | Landline: |
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| Email Address: |  | | |
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| --- | --- | --- |
| **3. Name and Job Title of Referee:** |  | |
| Professional Relationship to candidate: |  | |
| Postal Address: |  | |
|  | |
|  | |
| Telephone Contact Details: | Mobile: | Landline: |
|  | | |
| Email Address: |  | |

**Equality Monitoring Information**

Candidates please note this data is for administrative records only, and **does not** form part of the information submitted to the interview board, or any portion of the appointments process.

|  |  |  |  |
| --- | --- | --- | --- |
| Candidate Name |  | Date of Birth |  |

|  |  |
| --- | --- |
| Nationality |  |

|  |  |  |  |
| --- | --- | --- | --- |
| Gender Male |  | Female |  |

**Applicant Checklist - Important**

We recommend that you check your application form carefully to ensure that you have included / clearly illustrated / answered:

|  |  |  |  |
| --- | --- | --- | --- |
| 1 | Mobile Telephone Number  Email Address  Postal Address |  | **Mandatory** |
| 2 | That the information you have provided with regard to eligibility to apply on page 4 shows clear dates e.g. DD/MM/YY, education courses, job titles, college names, qualification titles |  |
| 3 | That you have selected your job choice(s) within a **maximum** of two Specialty Care Areas |  |  |
| 4 | Supplementary Questions 1 – 4  (Each question must be fully completed to ensure eligibility to progress in this campaign – |  |  |
| 5 | Work Permit Documentation (if relevant to non EU applicants) (Please refer to Appendix 2 of the Additional Campaign information document for details of documentation required) |  |
| 6 | That your application is submitted by the closing date and time **of 12 noon Thursday, 18th August 2022** |  |
| 7 | That you have downloaded the job specification and Additional Campaign Information for future reference. | | |

**If all required details / documentation (as above) are not submitted with your application we will be unable to process your application to the next stage of the process i.e. short listing / interview**

# Appendix 1

**SUPPLEMENTARY QUESTIONS GUIDE**

**Information on completing the Supplementary Questions:**

In the supplementary questions section, you are required to describe some of your personal achievements to date that demonstrate certain necessary skills and qualities required for the position of **Chief I Cardiac Physiologist.** The skills and qualities are outlined in the Questions Areas 1 - 4.

All question areas must be completed and remember that you will be questioned on all areas at interview**.** The instructions below will help you to complete your answers, but you should also consider these instructions when you are preparing for interview.

For each **Question Area** **1-4**, you are given a description of a skill or quality. You are then asked to describe a situation, from your own experience, which you think is the best example of what **YOU** have done which demonstrates this skill or quality. It is essential that you describe how **you** demonstrated the skill or quality in question.

The information you present here may form part of a ranking exercise process, and may also be used to help structure your interview, if you are invited to one. A ranking exercise may apply based on the information you provide in your application form. This means that a ranking board will “rank” applicants based on information put forward in the supplementary questions section of your application form. Interviews may be held on a phased basis, inviting applicants to interview based on the position held in the ranking exercise. A primary panel will be formed of candidates successful in the first phase of interviews. If subsequent interviews are held candidates successful at these interviews will be added to the end of the primary panel and will be listed with a lower order of merit.

Therefore, compose your replies carefully in this section and try to structure what you write so that you give specific information about what youhave done - for example, do not simply say that “X was successful”, describe exactly whatyou did and how you demonstrated the skill or quality in question.

**Do not exceed the space allowed in the boxes.** One of the key skills required of the **Chief I Cardiac Physiologist** is the ability to **write clearly and concisely and your written communication skills will be assessed against what you write on your application form**.

For each example please include the following:

**(a)** **the nature of the task, problem or objective;**

**(b) what you actually did and how you demonstrated the skill or quality (and, where appropriate, the date you demonstrated it);**

**(c) the outcome or result of the situation and your estimate of the proportion of credit you can claim for the outcome.**

Please do not use the same example to illustrate your answer to more than two skill areas.

Please note that, should you be called to interview, the board may look for **additional examples** of where you demonstrated the skills required for this post so you should think of a number of examples of where you demonstrated each of the skills.

Notes:

1. You may use a word processor to reproduce these pages and type your replies

* It is recommended that you keep a copy of this section of the application form

Guidelines for Completing the Supplementary Questions

Supplementary Questions are designed to help you to present **relevant evidence** in order that decision makers can evaluate how well you ‘fit’ the requirements of a particular role. Relevant evidence is usually drawn from your work experience and the way in which you have accomplished a range of activities. Those involved in screening the applications will be evaluating the information you give against **specific skills** required for effective performance in the role. To do this they need you to give enough detail so that they can tell **what you actually did** and **how you did it.**

The people doing the screening **will not** assume that you demonstrate a skill at the right level just because of your current role, length of experience or educational qualifications. These do not give enough evidence about how you accomplished relevant tasks.

So, if a question is about your approach to decision making, you need to do more than describe your current role and list important decisions you have made. You will need to describe **how** you reached relevant decisions.

Some guidelines for presenting yourself well are given below:-

* **Give specific examples** – most questions will ask you to describe an example of when you have demonstrated a skill: try to do this concisely but with enough detail so that the reader will be clear about **what you actually did**.This detail might include information about timescales, the number of people involved, budgets etc. It can help to use bullet points to that the sequence of events is clear to the reader.
* **Give a range of examples** – if possible, base your answers on different situations or challenges you faced rather than rely on just one experience. This helps the reader to evaluate how you tackle different challenges and not just your behaviour in a ‘one off’ situation.
* **Be concrete rather than theoretical** – a clear description of **how you actually behaved** in a particular situation (and why) is of much more use to the reader than a vague or general description of what you consider to be desirable attributes.

# Examples on how to complete this section of the application form

**Skill Area: Communication Skills:** *able to adapt your communication style to particular situations and audiences….. able to produce clear and concise written information….*

***Example 1:*** *I was responsible for producing important management reports and supporting presentations for a range of important and high profile clients. Through my understanding of the clients’ needs and my effective communication skills, I have ensured that the reports that go to the clients are relevant and focused, and are continually improved. The reports I have produced and the presentations I have made were well received by all my clients. As a result of the combination of my analytical thinking and interpersonal and communication skills, my brief has been extended to lead the development of the strategic plan for the organisation.*

***Example 2:*** *(a) The unit I was attached to was responsible for producing a management report and supporting oral presentation for several large clients, some with significant problems and issues to report. In some cases the management report was publicly available and was subject to a great deal of scrutiny. A new style/format of management letter needed to be developed for my clients, as many of the clients were complaining that the letters were too large/long and difficult to read.*

*(b) I was tasked with developing a new style of management letter for the clients. I had to meet stringent quality requirements/criteria whilst addressing the need to reduce its size. Following consultation, mainly over the phone and face-to-face, with the majority of our clients, I realised that a summarised report format with a better visual and more interactive presentation was the answer. I developed a format for a summarised report, reducing the average length from 40 pages to just 10. I achieved this through careful editing of information and increased use of graphs etc. I then developed a more focused presentation to clients and included more graphical displays and incorporated short presentations by colleagues directly involved in producing the work. During the presentations I encouraged clients to ask questions and develop their understanding of the issues at hand.*

*(c )The summarised management report and improved presentations were seen as a success by the clients, who with exception, in responding to an evaluation survey, found the new format/style better than the previous, and all requested that the revised system should be continued. 80% credit*

**Example 1 (above):**

This is **not** a good example because it:

* does not give sufficient details of exactly what the person did or how they actually demonstrated their *“ effective communications skills”*
* also, it is not clear where the information requested at (a), (b) and (c) (supplementary section) is presented.

**Example 2 (above):**

This is a **better** example because it:

* describes exactly what the person did and how they communicated, for example

***“…..consultation, mainly over the phone and face-to face” & “developed a format for a summarised report, reducing the average length from 40 pages to just 10” “achieved this through careful editing of the information and increased use of graphs”. “encouraged clients to ask questions”***

* also, it is clearer where the information requested at (a), (b) and (c) of the supplementary question section is presented.

**Reminder:**

**Once you have completed Question Areas 1-4, you should progress to Question Area 5 - a Knowledge/Experience Question. Please note that all 5 areas must be completed at the time of application.**

1. If you are submitting your application form via email we will accept the application form unsigned but you will be required to sign the Declaration at interview should you be invited to one. [↑](#footnote-ref-1)