

Job Description – Non Consultant Hospital Doctor (NCHD)



The Saolta University Health Care Group provides acute and specialist hospital services to the West and North West of Ireland – counties Galway, Mayo, Roscommon, Sligo, Leitrim, Donegal and adjoining counties.

The Saolta University Health Care Group comprises of 7 hospitals across 8 sites:

- **Letterkenny University Hospital (LUH)**
- Mayo University Hospital (MUH)
- Merlin Park University Hospital (MPUH)
- Portiuncula University Hospital (PUH)
- Roscommon University Hospital (RUH)
- Sligo University Hospital (SUH) incorporating Our Lady's Hospital Manorhamilton (OLHM)
- University Hospital Galway (UHG)

The Group's Academic Partner is NUI Galway.

The Saolta Group's region covers one third of the land mass of Ireland, it provides health care to a population of 830,000, employs 10,653 staff (October 2019), and has a budget of €868 million.

The Group provides a range of high quality services for the catchment areas it serves and GUH is a designated supra-regional cancer service provider meeting the needs of all the counties along Western seaboard and towards the midlands from Donegal to North Tipperary.

Saolta University Health Care Group aims to meet its service plan targets. Its priority is to implement the national Clinical Care programmes across the Group and establish a performance management culture with the development of Key Performance Indicators.

Vision

Our vision is to be a leading academic Hospital Group providing excellent integrated patient-centred care delivered by skilled caring staff.

Saolta Guiding Principles

Care - Compassion - Trust - Learning

Our guiding principles are to work in partnership with patients and other healthcare providers across the continuum of care to:

- Deliver high quality, safe, timely and equitable patient care by developing and ensuring sustainable clinical services to meet the needs of our population.
- Deliver integrated services across the Saolta Group Hospitals, with clear lines of responsibility, accountability and authority, whilst maintaining individual hospital site integrity.
- Continue to develop and improve our clinical services supported by education, research and innovation, in partnership with NUI Galway and other academic partners.
- Recruit, retain and develop highly-skilled multidisciplinary teams through support, engagement and empowerment.

Saolta Strategy 2019-2023

We have developed a five year strategy which outlines the vision and framework for the Group's strategic development from 2019 to 2023.

We are committed to ensuring that our patients are at the centre of all service design, development and delivery. Over the five years of the strategy we will further develop our services, both clinical and organisational based around seven key themes: Quality and Patient Safety; Patient Access; Governance and Integration; Skilled Caring Staff; Education Research and Innovation; eHealth and Infrastructure. These will be our key areas of focus to enable us to meet the future needs of our patients.

We continue to work very closely with our colleagues in the community both Community Healthcare West and Community Health Organisation 1 in the North West to deliver more streamlined care to our patients in line with the national focus of bringing services closer to patients.

While the tertiary referral centre for the Group is University Hospital Galway, it is essential that all our hospitals work more closely together in delivering services to address the challenges facing us across our region.

A key theme of our 5 year strategy is the development of Managed Clinical and Academic Networks.

These networks will ensure that specialities in individual hospitals will no longer work in isolation but as a networked team which will improve clinical quality and patient safety. It will also support collective learning/sharing of expertise and will be supported by education, training, research and audit programmes. It will result in safer, standardised and more sustainable services for our patients.

Vision

The formation of the hospitals groups, which will transition to independent hospital trusts, will change how hospitals relate to each other and integrate with the academic sector. Over time, the Group will deliver:

- Higher quality service
- More consistent standards of care
- More consistent access to care
- Stronger leadership

Greater integration between the healthcare agenda and the teaching, training, research and innovation agenda

Letterkenny University Hospital is part of the Saolta University Healthcare Group and is the second-largest Model 3 hospital in the HSE network with approximately 24,000 in-patients per annum.

Letterkenny University Hospital

Letterkenny University Hospital is a 330 bedded University Hospital, which provides a wide range of acute hospital services on an in-patient, day-case and out-patient basis, services include Intensive Care, Coronary Care, General Medicine, Geriatric care, Renal Dialysis, General Surgical and Urology, Obstetrics and Gynaecology, Paediatric care (including a Neo-Natal Unit), Orthopaedics and Consultant-led Oncology and Haematology Services.

There is a full range of clinical and non-clinical support services available on-site including four main theatres, CSSD Department, Pathology/ Laboratory Department, Radiology Department including Interventional Radiology and a Pharmacy Department. Part of the main Letterkenny University Hospital building includes an Acute Psychiatric Inpatient Unit.

Department of General Internal Medicine

The medical service is a combination of in-patient and out-patient activity, and comprises emergency and elective workload. Sub-specialty interests include Respiratory, Gastroenterology, Cardiology, Endocrinology, Nephrology and Care of the Elderly.

There is also an extensive Community Hospital Network of 10 Hospitals throughout the county providing step down care, rehabilitation services and respite care in addition to long term care to LUH patients. A new Stroke Unit was opened earlier in 2021 which comprises 8 beds and has onward referral to the Medical Rehabilitation Unit which is a 19 bedded unit located on the campus of Letterkenny University Hospital.

NCHD Standard Duties and Responsibilities

The NCHD's standard duties and responsibilities include, as directed by the Consultant / Clinical Director / Employer to, inter alia:

- participate as a member of a multi-disciplinary team in the provision of medical care to patients;
- diagnose and treat patients;
- ensure that duties and functions are undertaken in a manner that prioritises the safety and well being of patients;
- assess patients on admission and/or discharge as required and write detailed reports in the case notes;
- order and interpret diagnostic tests;
- initiate and monitor treatment;
- communicate effectively with patients and clients;
- further progress knowledge of diagnosis and management;
- participate in multidisciplinary clinical audit and proactive risk management and facilitate production of all data/information for same;
- co-operate with such arrangements as are put into place to verify the delivery of all contractual commitments;
- co-operate with such measures as are necessary to ensure compliance with the requirements of the European Working Time Directive and related Irish legislation;
- co-operate with investigations, enquiries or audit relating to the provision of health services;
- comply with statutory and regulatory requirements, agreed training principles¹ where appropriate, corporate policies and procedures and human resource policies and procedures (e.g. Dignity at Work, Trust in Care, Flexible Working Scheme etc.);
- attend at NCHD Induction. Induction training before the commencement of the employment relationship is not paid, while induction training during the currency of the employment relationship is paid;

¹ Training Principles to be incorporated into new working arrangements for doctors in training" published by the Medical Education and Training Group, July 2004

- perform other duties as required by the supervising Consultant / Clinical Director / Employer.

Additional duties and responsibilities related to this post may be set out in the job description as issued by the Employer.

The NCHD is entitled during his/her employment to regular review of his/her performance - including MET/Research performance – by and together with the designated supervisory Consultant / Clinical Director / Head of Academic Department.

When carrying out these duties, the NCHD shall abide by the Irish Medical Council 'Guide to Ethical Conduct and Behaviour' (copy available directly from the Medical Council or at www.medicalcouncil.ie).

Yearly Salary

Senior House Officer

€46,058 €48,344 €51,772 €54,028 €58,567 €60,822 €63,023

Registrar

€58,567 €60,822 €63,023 €64,642 €66,801 €68,968

Contracts

6 month and 12 month contracts available