

SOUTH INFIRMARY-VICTORIA UNIVERSITY HOSPITAL
Old Blackrock Road, Cork



Job Description for the post of:

Psychologist – Staff Grade
Department of Pain Medicine

Permanent Part-time – 17.5 hours per week

This document sets out the manner in which applications are accepted for the above post. It also sets out the prescribed Particulars and Qualifications of the post, the Job Description and other relevant information.

Application Process:

Please apply with an up-to-date Curriculum Vitae for the attention of the Human Resources Manager on the following website:

<https://www.rezooom.com/company/south-infirmary-victoria-university-hospital/>

The latest date for receipt of applications is:

1.00pm, Friday, 8th May 2026

Please note successful candidates will be required to submit documentary evidence of all qualifications referred to on application when requested to do so post interview.
A panel may be formed.

The South Infirmary -Victoria University Hospital is an equal opportunities employer

The South Infirmary-Victoria University Hospital

We at the South Infirmary-Victoria Hospital are committed to providing the highest quality service to all our patients in a friendly, safe and caring environment. We endeavour to provide an effective, efficient service in a timely manner with equal access for all our patients. We aim to provide individual patient centred care to each patient and their families and promote patient participation in their care. We encourage good interpersonal relationships. We promote staff and service development through education, motivation and encouragement. We are committed to providing an effective learning environment for future health service staff.

We are a 182 bed Voluntary Teaching Hospital affiliated to University College Cork and catering for approximately 42,100 discharges and 94,000 Consultant Controlled OPD attendances in 2024. We are part of the HSE South West Region.

The Hospital is the Regional Centre for E.N.T., Ophthalmology and Dermatology Services. The Hospital also plays a very prominent role in Endocrinology and Rheumatology services in the region. Services are continually developing and expanding at the Hospital.

The following medical disciplines are specialties in the Hospital:

- Anaesthesiology
- Combined Clinic in E.N.T. and Radiotherapy held at regular intervals
- Dermatology
- E.N.T. including an extensive Head & Neck service
- Endocrinology
- General Surgery
- Gynaecology
- Medical Oncology
- Ophthalmology
- Oral & Maxillofacial Surgery
- Orthopaedic Surgery
- Paediatrics - Consultation Service
- Pain Medicine
- Plastic Surgery
- Radiology
- Rheumatology

The SIVUH is primarily an elective hospital with a particular concentration on day surgery, short length of stay and day of surgery admission. There are 11 theatres in total in the complex; 4 General Theatres, 2 Orthopaedic Theatres, 1 Day Surgery, 1 Theatre in the Victoria Wing, and 2 Ophthalmology Theatre. In addition there is an Endoscopy Suite, Pain Management Procedure Rooms and a Minor Procedures Room.

The SIVUH has an extensive Day Surgery service including a Peri-operative Assessment Clinic which is supported by SIVUH Consultant Anaesthetist staff. In addition there is a Pre-admission Assessment Unit.

Informal enquires

Can be directed to Dr Caitriona O'Malley, Senior Clinical Psychologist, Pain Medicine Unit (085) 8552530

Our website is accessible on

www.sivuh.ie

Details of the Post

Title / Grade

The title and grade of the post is Psychologist – Staff Grade.

Grade Code:

Psychologist Clinical: 3689

Psychologist Counselling: 3691

Responsible to

The post holder will be accountable to the CEO SIVUH and the Senior Clinical Psychologist, Department of Pain Medicine, SIVUH.

Report to

The post holder will report to the Senior Clinical Psychologist, Department of Pain Medicine, SIVUH.

Working Relationships

The post holder will liaise with multidisciplinary Hospital Staff including Medical, Nursing, Health and Social Care Professionals, Heads of Departments, Clerical/Administration staff, other Hospitals, external agencies and patients/carers, GPs etc., as required

Qualifications & Experience

A candidate must possess, on the latest date for receipt of applications for the post:

1. Statutory Registration, Professional Qualifications, Experience, etc

- (i) A Psychological Society of Ireland (PSI) accredited qualification at not less than a Level 8 at 2.1 honours grade on the QQI qualifications framework in which psychology was a major subject. See: <https://www.psychologicalsociety.ie/>
OR
- (ii) A doctoral degree (or equivalent) in clinical or counselling psychology accredited by the [Psychological Society of Ireland](https://www.psychologicalsociety.ie/) (PSI), with mandatory experience in a health setting. Applicants must have completed at least 60 days of clinical placement (or 150 hours direct client contact for counselling).
OR
- (iii) A Level 8 honours degree in another subject together with an accredited conversion qualification at a minimum of (2.1) as conferring eligibility for graduate membership of the Psychological Society of Ireland. See: <https://www.psychologicalsociety.ie/>
OR
- (iv) A qualification equivalent to the above accredited by the British Psychological Society for graduate membership of the British Psychological Society. See: <http://beta.bps.org.uk/public/become-psychologist/accredited-courses?type=UG>
OR
- (v) A qualification equivalent to either (i) or (ii) which would allow the applicant to become a graduate member of the Psychological Society of Ireland.
AND
- (vi) Experience of delivering psychological interventions within health settings (e.g. adult, child, disability)
- (vii) Candidates must possess the requisite knowledge and ability including a high standard of suitability and administrative ability for the proper discharge of the duties of the office.
- (viii) Strong clinical assessment, formulation and therapeutic skills

Note:

Original documentation will be sought for:

- (i) All qualification requirements for the post. Applications from overseas applicants must have validation form the Department of Health at the time of application.
- (ii) Proof of eligibility to work in Ireland (EU passport, IRP card).
- (iii) Any additional qualification(s) that you may be awarded marks for at interview.

In the event that a number of years experience is required for a post, you will be requested to:

- (i) Provide documentary evidence that you possess same.

2. Health

Candidates 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. For the purpose of satisfying the requirements as to health, the successful candidate, before being appointed, shall undergo a pre placement health assessment. This assessment will be provided by the Hospital.

3. Character

Candidates for and any person holding the office must be of good character.

Purpose of the Post

The post-holder will work in the Chronic Pain service at SIVUH providing specialist psychological assessment and treatment of highly complex presentations, using individual and group therapies in person and online. The Psychologist will form one part of the multidisciplinary team comprised of Psychology, Specialist Physiotherapy, Nursing and Medical staff.

The Psychologist will be a core discipline involved in the design, delivery and evaluation of the ongoing interdisciplinary Pain Programme, SIVUH. This involves weekly delivery (in-person / online) group pain education workshops, offsite. It also involves virtual follow-up appointments with Pain programme workshop attendees to track their progress, discuss their ongoing treatment needs.

Referrals for individual psychological input will come directly from Consultant led outpatient clinics (under the governance of Pain Medicine Consultants). All referrals will be screened for suitability for psychological intervention. The post-holder will select and deliver evidence based psychological interventions in line with best practice guidelines. Some work will be directly patient facing, some will consist of liaison / consultation with other professionals / services involved with Chronic Pain SIVUH patients, to determine suitability for direct psychological input by the post-holder.

The Psychologist will work collaboratively with the Pain Medicine Consultant to ensure optimal outcomes for patients who may be receiving medical management alongside psychological intervention. The post-holder will report on treatment recommendations and outcomes directly to the Pain Medicine Consultant.

The Psychologist will offer advice and consultation on patients' psychological care to non-psychologist colleagues and to other non-professional carers, working autonomously within professional guidelines and the overall framework of the team's policies and procedures. The Psychologist will support colleagues in the multidisciplinary team in developing and maintaining their psychosocial practice. They will attend the weekly multidisciplinary team meetings where patient discussions take place.

The Clinical Psychologist will utilise research skills for audit, research, policy and service development within the Pain service.

Main Duties & Responsibilities

Main duties and responsibilities of the Psychologist will include (but may not be limited to):

1. To provide specialist psychological assessments of clients referred to the Pain Services based upon the appropriate use, interpretation and integration of complex data from a variety of sources including psychological and neuropsychological tests, self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews with clients, family members and others involved in the client's care.
2. To formulate and implement plans for the formal psychological treatment and/or management of a client's psychological needs, based upon an appropriate conceptual framework of the client's problems, and employing methods based upon evidence of efficacy, across the full range of care settings.
3. To be responsible for implementing a range of psychological interventions for individuals, and groups, adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses.
4. To evaluate and make decisions about treatment options taking into account both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the individual, family or group.
5. To exercise autonomous professional responsibility for the assessment, treatment and discharge of clients.
6. To provide specialist psychological advice guidance and consultation to other professionals contributing directly to clients' formulation, diagnosis and treatment plan.
7. To contribute directly and indirectly to a psychologically based framework of understanding and care to the benefit of all clients of the service, across all settings and agencies serving the client group.
8. To undertake risk assessment and risk management for individual clients and to provide advice to other professions on psychological aspects of risk assessment and risk management.
9. To communicate in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of clients under their care and to monitor progress during the course of both uni- and multi-disciplinary care.

Post specific Requirements

The candidate must demonstrate their relevant experience of:

- 1) Providing psychological assessment and intervention for adults.
- 2) Providing psychological assessment and intervention with people with physical health conditions;
- 3) Multi- disciplinary team working and consultation.

Skills, Competencies and/or Knowledge

Professional Knowledge & Experience

- Demonstrate depth and breadth of professional experience in the successful development and delivery of high quality, integrated, accountable and efficient psychology services for adults.
- Demonstrate their relevant experience and/or knowledge of psychological assessment and therapeutic skills for adults coping with acute illness/ injury and/or chronic physical illness/ long term physical health conditions.
- Demonstrate how they contribute a psychological perspective to services and multi- disciplinary teams and/ or when liaising and working with a range of professionals/ services and establish good working relationships with others.
- Demonstrate their knowledge of what psychology can bring to hospital services.
- Demonstrate commitment and motivation for this complex role.
- Demonstrates an ability to apply knowledge to best practice.
- Demonstrates a clear understanding of professional ethics.
- Demonstrates knowledge of research methods.
- Demonstrates commitment to continuing professional development and a clear commitment to the supervision process.

Planning and Managing Resources

- Demonstrates the ability to plan and deliver care in an effective and resourceful manner within a model of person-centred care.
- Demonstrates flexibility, adaptability and the ability to prioritise, is committed to the delivery of targets.
- Demonstrates innovation to overcome resource limitations.

Managing and Developing (Self and Others)

- Demonstrates the ability to work independently as well as part of a team.
- Adapts leadership style to suit the demands of the situation and the people involved.
- Is motivated, perseveres despite setback and ensures that goals are achieved.
- Demonstrates an ability to manage and develop self and others in a busy working environment.
- Demonstrates a commitment to continuing professional development.

Commitment to Providing a Quality Service

- Demonstrates a commitment to assuring high standards and striving for a user centred service.
- Is aware of policy, legislative and professional requirements to ensure appropriate standards in area of responsibility.
- Is open to change and supports the services' ongoing change agenda.
- Ensures that all service users are treated with dignity and respect and that service user welfare is a key consideration at all times.

Evaluating Information and Judging Situations

- Gathers and analyses appropriate information to make well-founded decisions.
- Makes decisions in a transparent manner by involving and empowering others where appropriate.
- Formulates, articulates and demonstrates sound clinical reasoning.
- Adequately identifies, assesses, manages and monitors risk within their area of responsibility.

Communications and Interpersonal Skills

- Demonstrates the communication skills (verbal & written) to effectively carry out the duties and responsibilities of the role.
- Displays effective interpersonal skills including the ability to collaborate with colleagues, service users, families, carers etc. to understand and establish expectations and desired outcomes.
- Demonstrates sensitivity, diplomacy and tact when dealing with others, treating others with dignity and respect.

Professional / Clinical

- e responsible for the delivery of professional psychology services appropriate to the post in line with best practice.
- Work within limits of professional competence in line with principles of best practice, professional conduct and clinical governance.
- Carry a clinical caseload appropriate to the post.
- Provide psychological assessments for the client group based upon the appropriate use, interpretation and integration of data from a variety of sources including psychological tests, self-report measures, direct and indirect observation and interviews with clients, family members and / or carers.
- Formulate and implement plans for psychological therapeutic intervention or management based on an appropriate conceptual framework, working in home and clinical settings as appropriate.
- Exercise autonomous professional responsibility for the assessment, treatment and discharge of clients whose problems are managed using psychologically based care plans.
- Represent and advocate for the psychological needs of service users.
- Communicate effectively and work in co-operation with team members and others to ensure integrated service provision.
- Develop and maintain close liaison with key stakeholders.

- Contribute a psychological perspective to case planning and multi-agency case working and review and call multi-professional meetings when appropriate.
- Ensure co-ordinated interdisciplinary and inter-agency service delivery.
- Be aware of and refer the service user to other services as necessary.
- Act as a representative of the psychology service / profession as required.
- Initiate and participate in needs assessment and health promotion as appropriate.
- Provide professional reports as required in accordance with professional standards.
- Participate in meetings, committees and/or conferences as required.
- Work in and promote an ethical and professional manner at all times.
- Promote a culture that values equality, diversity and respect in the workplace.

Research & Evaluation

- Undertake project management including audit and service evaluation with colleagues within the service to help develop service provision.
- Participate in evaluation of clinical / professional activity and provide such information as required.
- Utilise evidence-based literature and research to support effective practice.
- Conduct and promote service related research, providing research advice as appropriate.
- Publish research outcomes in professionally recognised journals and share information on outcomes at professional conferences where appropriate.
- Represent a professional viewpoint in relation to nationally accepted good practice, promoting a high level of ethical standards and professional conduct.
- Lead and contribute to developments and innovative practice in Psychology in the SIVUH.

Education & Training

- Engage in regular clinical professional supervision and support the Senior Clinical Psychologist in supervision of trainee psychologists if required.
- Provide supervision to the work of non-psychologists in delivery of psychological interventions as appropriate.
- Provide supervision as appropriate on running intervention groups for other professions.
- Provide post-graduate teaching and support the Senior Clinical psychologist in offering training to professional postgraduates including Doctoral Psychology trainees.
- Provide psychological training, advice and consultation to staff from health and other agencies in areas relevant to direct clinical work and to psychology service provision.
- Provide advice, consultation and training to staff working with the client group across a range of agencies and settings where appropriate.
- Attend mandatory training programmes.
- Be informed of advances in professional knowledge and practice and developments in national policies, strategies and legislation and perceived impact on practice.
- Take responsibility for continuous professional development and ensure compliance with statutory registration requirements.
- In collaboration with the team, attend training courses as informed by service requirements and career & personal development planning.
- Be responsible for the induction of new staff as appropriate.

Quality and Risk, Health and Safety Management

- Adequately identify, assess, manage and monitor risks within their area of responsibility.
- Comply with and contribute to the development of policies, procedures 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 the role for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc. and comply with associated HSE protocols for implementing and maintaining these standards as appropriate to the role.
- Support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service.
- Work co-operatively within a group and across Departments and services to achieve goals

- Foster a collegiate environment.
- Have the ability to understand and be tolerant of differing needs and viewpoints.
- Demonstrate an ability to lead, encourage, inspire and support others to deliver on priorities
- Possess the ability to understand how individuals, at all levels, operate and how best to use that understanding to achieve objectives in the most efficient and effective way.
- Provide information, instruction, training and supervision of staff members under your remit, if applicable, in the context of management of Health & Safety such as PPE usage, chemical safety etc.
- There is a responsibility on all staff to participate in internal and external audit and review as appropriate.
- To work in a manner with due care and attention to safety of self, patients, staff and other persons in the workplace with reference to the Safety, Health & Welfare at Work Act 2005.
- To report immediately to Line Managers/nominated persons, any accidents or incidents involving patients, staff and/or members of the public in line with hospital policy.
- To comply and be familiar with all hospital policies and procedures and in particular those relating to Safety, Health and Welfare, Infection Control, Hygiene, Risk Management and Decontamination.
- The post holder will work within a Risk Management Framework to achieve the HIQA Safer, Better Healthcare Standards and other quality standards as appropriate.

Administrative

- Provide line management supervision to assigned staff.
- Manage and co-ordinate service delivery in their area of responsibility.
- Assign duties and responsibilities as appropriate to ensure effective service delivery.
- Ensure the maintenance of appropriate service user records and statistics, Freedom of Information Act, Data Protection Acts and other relevant legislation.
- Provide service reports / data as required.
- Contribute to the development and implementation of information sharing protocols, audit systems, referral pathways and integrated care arrangements.
- Actively participate in the development and continuing improvement initiatives of psychology services in conjunction with the Principal Psychologist and relevant others.
- Contribute to policy development, performance monitoring, business / service planning and budgetary control in conjunction with Principal Psychologist and relevant others.
- Maintain an awareness of HR policies and procedures / engage in recruitment processes and other HR functions as required.
- Assist in ensuring that the psychological service makes the most efficient and effective use of developments in IT.
- Maintain professional standards with regard to service user and data confidentiality.
- Acts as spokesperson for the Organisation as required.
- Demonstrates pro-active commitment to all communications with internal and external stakeholders.
- Keep up to date with organisational developments within the Irish Health Service.
- To perform/undertake any other duties within the hospital as assigned from time to time by the Senior Clinical Psychologist the Chief Executive or nominated deputy.

Note:

The rate and pace of change in the health service is such that the post holder will be required to update their knowledge and skills to fit the changing requirements of the service. Therefore this job description is an outline of the current broad areas of responsibility and accountability and should not be regarded as a comprehensive listing. It will be reviewed and updated in line with future needs as required.

The post holder will be required to be flexible in this position and must be prepared to undertake any other duties as may be assigned by the Head of Department/Line Manager dependent on service needs. Such duties can be outside the area of one's normal work and may be for other associated Departments as the Hospital may require.

Particulars of the Post

1. **Remuneration**

Salary Scale: €62,596 - €107,162 pro-rata per annum.

Salary payment frequency will be monthly. Incremental credit may be granted in respect of recognised experience. Recognisable experience refers to “previous service in a similar grade in the Civil Service, Local Authority Service, Health Service and other public service bodies or agencies, in Ireland or abroad”. New employees wishing to claim incremental credit for previous employment/s must submit a Salary Confirmation form to the Wages & Salaries Department, SI-VUH within the first year of their employment, otherwise the Hospital will not be liable for retrospective payments. New employees experiencing difficulty with a previous employer in obtaining any documentation in this regard should notify the Wages & Salaries Department as soon as possible.

2. The post is **permanent, part-time** and **pensionable**.

3. **Annual Leave**

Annual leave and public holidays are granted in accordance with the provisions of the Organisation of Working Time Act, 1997 and in conjunction with Hospital policy and in compliance with national circulars governing leave. Public holidays are dealt with in accordance with the provisions of the Organisation of Working Time Act, 1997 as reflected in the Annual Leave and Public Holiday policy. The annual leave entitlement is 28 days per annum pro-rata.

4. **Working Hours**

17.5 hours per week. Flexibility in consideration of service needs is required. You will be required to work the agreed roster/ on call arrangements advised to you by the Board. Your contracted hours of work are liable to change between the hours of 8am to 8pm over seven days to meet the requirements for extended day services as may be introduced by the hospital.

5. **Superannuation**

There are various Superannuation Schemes in operation. You will be a member of the scheme relevant to you based on your entry date to the public service and previous service if any. You will be issued with the relevant superannuation information directly from the Superannuation Section, Wages & Salaries Department in due course.

6. **Probation**

The appointment shall be made subject to the conditions that: the person appointed shall hold the appointment for a probationary period of 9 months which the South Infirmary–Victoria University Hospital may, in exceptional circumstances, extend by a maximum of 6 weeks. The specific reasons for the extension shall be made known in writing to the person appointed. Performance and conduct of the person appointed will be monitored on an on-going basis within the probationary period, with written reviews every 3 months, to determine suitability for continued employment. Termination of the appointment within or at the end of the probationary period will be at the sole discretion of the South Infirmary-Victoria University Hospital. At the end of a satisfactory probationary period, the South Infirmary-Victoria University Hospital shall certify that the service has been satisfactory and confirm the appointment on a permanent basis. All new employees must complete satisfactory probation/performance monitoring period maximum 9 months prior to being eligible for any benefits under the hospital’s sick pay scheme.

7. **Notice**

When resigning, the post holder is required to give four week’s notice in writing prior to resigning the post, or in default, to forfeit one month’s amount of salary, to be deducted as liquidated damages from any remuneration due at the time of such resignation.

8. **Healthcare Insurance**
VHI / LAYA Healthcare Insurance details are available on the Intranet Human Resources page / HR General. Salary deduction for healthcare insurance can be facilitated for long term temporary (12 months or longer) or permanent employees only.
9. **Confidentiality**
In the course of his/her employment, the person appointed may have access to, or hear information concerning the medical or personal affairs of patients and/or staff, or other health service business. Such records and information are strictly confidential and unless acting on the instructions of an authorised officer, on no account must information concerning staff, patients or other health service business be divulged or discussed except in the performance of normal duty. In addition, records must never be left in such a manner that unauthorised persons can obtain access to them and must be kept in safe custody / destroyed in accordance with policy, when no longer required.
10. **Safety, Health and Welfare at Work**
The South Infirmary-Victoria University Hospital is committed to ensuring the safety, health and welfare of all employees. In line with the Safety, Health and Welfare at Work Act, 2005, a Safety Statement is provided by the Hospital and all staff must comply with Hospital safety regulations. The post holder has personal responsibility for Health and Safety in the workplace.
11. **Hospital Policies & Procedures (PPPGs)**
Details of the Hospital's policies and procedures, including the Grievance and Disciplinary Procedure will be issued to the post holder upon commencement of employment. All hospital policies and procedures are available on the intranet (hard copy can be accessed via the hospital library) and employees are obliged to read and familiarise themselves and adhere to same at all times.
12. **Personal and Hospital Property**
Management does not accept responsibility for property lost, stolen or damaged on hospital premises, whether by fire, theft or otherwise. The right to search your person and/or property (including your motor vehicle) while on or departing from the premises is reserved by Management. Where you are found to be in unauthorised possession of articles which are the property of the hospital, the property of an employee, a patient, a visitor, a contractor or a client of the hospital, you may be liable to sanction up to and including dismissal and may also be prosecuted. A witness, i.e. union representative/colleague (whoever is available) may be present during any such search. Please note CCTV is in operation throughout the hospital.
13. **Garda Vetting**
Garda Vetting is sought for all South Infirmary-Victoria University Hospital employees, who may have significant interaction with children and/or vulnerable adults in the course of their duties, either while in the Hospital or in the community. This is done for the protection of these vulnerable groups. Garda Vetting will be sought for the successful candidate(s). Candidates must comply fully with this process. Failure to comply with this process or to provide false or misleading information will result in exclusion from the recruitment process.
14. **Availability of CPD / Ongoing Professional Training**
Relevant Continuous Professional Development will be available to the Psychologist. This will be discussed in supervision and if there are funding supports needed for the Psychologist, this can be requested through SIVUH Conference / Seminar / Workshop / Short Course request form with signoff needed by the Senior Clinical Psychologist and the Chief Executive of SIVUH. in line with SIVUH policy on short courses.
15. **Travel Expenses**
The SIVUH Pain Education Programme is delivered off-site currently. There will be an expectation that the Psychologist will be able to travel to this external site on a weekly

basis. Taxi / car-pooling will be available with other team members, or the Psychologist can travel independently to the off-site venue in line with SIVUH policy on work related travel.

16. **Supervision**

Formal clinical supervision will be provided to the Psychologist by the Senior Clinical Psychologist on a fortnightly basis for a period of one hour. Informal supervision will also be readily available, as needed, on site. Supervision will cover clinical and research duties, as well as providing a space for support and reflection on the work of the Psychologist and their personal and professional development. A written record will be kept by both the Senior Clinical Psychologist and the Psychologist of the agenda and action points / learning points from each supervision session.

This document sets out the prescribed Particulars and Qualifications of the post, the Job Description and other relevant information. It is subject to review and amendment as required.

JD – Psychologist - Staff Grade – April 2026