**Consultant Paediatric Radiologist**

**Children’s Hospital Group**

**Job Specification and Terms & Conditions**

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| **Job Title**  **Appointment and Contract** | Consultant Paediatric Radiologist x 2 posts  This is an appointment to the Children’s Hospitals Group on a Type B basis under the Consultants’ Contract 2008 (as per standard text issued by the HSE) by the Health Service Executive. The initial commitment for this post will be to the Children’s Hospital Group for 39 hours per week, pending the establishment of and transfer to the New Childrens Hospital, this is a new post. This post will be subject to restructuring in the future to facilitate the reorganisation of acute services in line with new clinical models of acute and community services.  It is noted that the post must be congruent with the requirements of, and facilitate implementation of, the HSE’s National Clinical Programmes including commitment to deliver the relevant performance outcomes. |
| **Campaign**  **Reference** | PaedRad-CHG.002 |
| **Closing Date** | Monday 27th August 2018, by 5pm |
| **Duration of Post** | Permanent |
| **Location of Post** | The Consultant Paediatric Radiologist will join a cross-city team of Radiologists to support the delivery of care at the existing children’s hospitals. Our Lady’s Children’s Hospital, Crumlin; Temple Street Children’s University Hospital; National Children’s Hospital, Tallaght University Hospital. Upon opening, this Paediatric Radiology team will also cover the Paediatric Outpatients and Urgent Care Centres at Connolly and Tallaght Hospitals.  In the period between January 2019 and the opening of the Paediatric Outpatients and Urgent Care Centre at Connolly in July 2019, the initial full-time 39 hours commitment will be based in the department of Paediatric Radiology at one of the existing children’s hospitals.  Upon the opening of the Paediatric Outpatients and Urgent Care Centre at Connolly the commitment will be split between two sites on a rotational basis; 1) at one of the of the existing children’s hospitals and 2) Paediatric Outpatients and Urgent Care Centre at Connolly Hospital. |
| **Context/ Background** | The Government has approved the development of a new children’s hospital to be co-located on a campus shared with St. James’s Hospital with paediatric outpatient urgent care centres at Connolly and Tallaght Hospitals. The Children’s Hospital Group is on a pathway to be legally established in 2019 and to integrate the three children’s hospitals in Dublin: Our Lady’s Children’s Hospital, Crumlin (OLCHC), Temple Street Children’s University Hospital (TSCUH), and National Children’s Hospital, Tallaght Hospital (NCHTH). The legislation to legally establish the Children’s Hospital Group as the entity for paediatric services in the greater Dublin area also gives authority to the new entity to act as the centre to a paediatric clinical network in Ireland. It therefore has a remit to develop and operationalise this networked approach  The Minister appointed the Children’s Hospital Group Board (CHGB) to oversee the integration of the three hospitals into a single entity for paediatric services in the greater Dublin area and act as client for the capital project.  **The Children’s Hospital Programme** is the programme of work for which the Children’s Hospital Group Board is responsible. It has three main pillars: to integrate the three children’s hospitals, develop the ICT solution for the new facilities, and to act as client for the new children’s hospital and two paediatric outpatient and urgent care facilities. This includes all the programme activities required to ensure the successful delivery of the Programme.  **A National Model of Care for Paediatric Healthcare Services in Ireland (2016)** was approved by the HSE and sets out a vision for high quality, accessible healthcare services for children in Ireland, from birth to adulthood. It spans a range of care settings from community services to tertiary and quaternary care. This Model of Care endorses the development of the new children’s hospital as central to a clinical network for paediatrics across Ireland, with strengthened roles for local and regional paediatric units. It describes a ‘hub and spoke’ model for paediatrics in Ireland whereby the new children’s hospital will be the hub, reaching out to regional and local units (the spokes).  The paediatric radiology service will support the development of a national paediatric radiology model of care, standardising and reinforcing the provision of paediatric radiology services throughout Ireland. The service will enable the implementation of the National Model of Care for Paediatric Radiology through engagement with the HSE National Programme for Radiology, the Faculty of Radiologists and interdependent adult and paediatric specialties. |
| **Reporting Arrangements** | Consultant Contract 2008 states that the Consultant’s reporting relationship and accountability for the discharge of his/her contract is:  The Chief Executive Officer/General Manager/Master of the hospital (or other employing institution) through his/her Clinical Director |
| **Key Working Relationships** | * Department Heads in Paediatric Radiology, across the 3 children’s hospitals * The Clinical Directors across the 3 children’s hospitals * Clinical colleagues cross-city across all specialties * Clinical Leads for the Paediatric and Neonatology Clinical Programmes and the Integrated Care Programme for Children * Inter-disciplinary teams in the Paediatric Outpatient and Urgent Care Centre at Connolly Hospital * Hospital Management |
| **Scope of the Role** | The paediatric radiology consultant group currently provides an imaging service to six sites (Crumlin, Temple Street, Tallaght, the National Maternity Hospital, the Coombe, and the Rotunda). At these sites, the group provides imaging services for some of the sickest children in Ireland.  The paediatric radiology department in the new children’s hospital on a campus shared with St James’s Hospital will be one of the largest in Europe. It is envisaged that the paediatric radiology service will continually assess, recognise and respond to changes in the accepted approaches to the imaging requirements and the clinical management of paediatric patients. The service also aims to facilitate the development of clinical and preclinical radiology research that will strengthen the provision of focused paediatric radiology services nationally and internationally.  The presence of paediatric radiology at the Paediatric Outpatients and Urgent Care Centre at Connolly (including PUCC Tallaght), will support these services through the provision of on-site radiography and ultrasound. |
| **Purpose of the Role** | The consultant Paediatric Radiologist will form part of the Children’s Hospital Group paediatric radiology consultant team. This group includes consultants with a broad range of sub-specialty interests including neonatal imaging, musculoskeletal imaging, neuroimaging, interventional radiology, nuclear medicine, cancer imaging, body imaging, ENT imaging, chest imaging, foetal MRI and cardiac CT. It is envisaged that this post holder will have experience in, or a desire to develop expertise in, such a subspecialty area.  As clinical specialities develop throughout the hospital there will be a need for the consultant radiologists to expand the range of subspecialist imaging capabilities and it is expected that this post holder, along with the rest of the consultant group, will embrace continuing education to facilitate the development of relevant expertise.  The Consultant Paediatric Radiologist will join a cross-city team of radiologists and will contribute to the evolving role of the Paediatric Outpatients and Urgent Care Centre at Connolly as part of the overall vision for the Integrated Care Programme for Acute Paediatric Healthcare. This radiology service is always responsive to hospital, national and international developments in paediatrics and in paediatric radiology, and continues to evolve in tandem with the relevant national models of care. |
| **Principal Duties and Responsibilities** | The Consultant Paediatric Radiologist as part of a team of radiologists, will provide a comprehensive radiology service, within one of the three children’s hospitals and the Paediatric Outpatient Department and Urgent Care Centre at Connolly Hospital, Blanchardstown (PUCC, Connolly); pending the transfer to the Children’s Hospital Group.   * Act as Consultant Paediatric Radiologist under the Board/s of Our Lady’s Children’s Hospital, Crumlin (OLCHC), Temple Street Childrens University Hospital (TSCUH) pending the transfer to the Children’s Hospital Group * Liaise with the Chief Executive/s, Clinical Director/s and consultant colleagues and others in all matters pertaining to the efficient management of hospital services * Adhere to the Standard Duties and Responsibilities (Section12a – l) as detailed in the Consultant Contract 2008 * Provide such service commitments and specific duties as detailed in the Health Service Executive letter of approval for this post * The appointee will assist in the development of the Department of Paediatric Radiology and participate in the provision and administration/future development of the Paediatric Radiology services for patients within their base hospital; OLCHC, TSCUH, PUCC Connolly and pending the transfer to the new children’s hospital (including PUCC Tallaght) * Encourage and support research in Paediatric Radiology either directly or in consultation * To participate in clinical audit and proactive risk management and facilitate production of all data/information required for same in accordance with regulatory, statutory and corporate policies and procedures * Participate in the paediatric radiologist Consultant on-call rota and Consultant on service rota * Organise and participate in teaching, including undergraduate and postgraduate teaching, and conference commitments of the department and of the hospital for radiology, other medical, nursing and paramedical staff * To ensure in consultation with the Clinical Director that appropriate medical cover is available at all times having due regard to the implementation of the European Working Time Directive as it relates to doctors in training * To supervise and be responsible for diagnosis, treatment and care provided by non-Consultant Hospital Doctors (NCHDs) under the Consultant’s care * Be responsible for the recruitment, supervision and training of an assigned team of non-consultant hospital doctors, in conjunction with Consultant colleagues. * Ensure all non-consultant hospital doctors assigned to his/her team attend Hospital Orientation and, where appropriate, departmental orientation * Plan, develop and maintain responsibility for clinical audit programmes within the department in conjunction with consultant colleagues and in accordance with the clinical governance structures in the base hospital pending the establishment transfer the Children’s Hospital Group * Maintain good communication channels with all levels of staff throughout the hospital and assist the Public Relations / Communications Officer(s) in relation to any media request pertaining to your profession/area * Maintain a programme of continuing medical education and update himself/herself in service, technological and other advances applicable to the responsibilities of the post in the paediatric radiology department of the children’s hospital you have been assigned to, PUCC Connolly and pending the transfer to the Childrens Hospital Group (including PUCC Tallaght). In addition, staff members are required to attend certain compulsory courses relevant to their profession * Follow the agreed guidance for patient/service user engagement to ensure the voice of the child, young person and family is considered in the development and implementation of the clinical network * Participate in the Case mix Programmes in OLCHC, TSCUH and PUCC Connolly/ PUCC Tallaght pending the transfer to new children’s hospital in 2022 * Attend and participate in meetings relevant to the post, e.g. Medical Board and appropriate division * Liaise with the Chief Executive/s, Group Chief Executive, Group Clinical Director, Clinical Director/s, Director of Nursing, Director of Operational Services, Management Team/s, relevant senior Medical and Nursing staff and other staff in all matters pertaining to the general efficiency of OLCHC, TSCUH, TUH and pending the establishment of and transfer on establishment to the National Paediatric Hospital   ***The above is not intended to be a comprehensive list of all duties involved and consequently, the post holder may be required to perform other duties as appropriate to the post, which may be assigned to them from time to time and to contribute to the development of the post while in office.*** |
| **Our Values** | Our values reflect what we all believe will make the most positive difference to the care we offer and to the way we work with one another.  By ‘living our values’ we will develop our organisation, our people, and continue to improve the quality of the patient experience in everything we do.  The post holder will be expected to embody these values and enable them across the organisation   |  |  | | --- | --- | |  | **The children and families in our care are at the centre of everything we do. We are…** | | * Accountable for our patient’s safety | | * Great team members | | * Passionate about our purpose | |  | **We care about our patients, their families and our colleagues. We are…** | | * Always kind | | * Aware of our impact | | * Leaders in care | |  | **We provide access to the latest knowledge, innovation and technology for the best patient outcomes. We are…** | | * Focused on developing our self and others | | * Always seeking to improve | | * Always looking for innovative solutions | |  |  | |
| **Skills, competencies and/or knowledge** | **Eligibility Criteria**  **Professional Qualifications and Experience:**  **Mandatory:**  **(a)** Registration as a specialist in the Specialist Division of the Register of Medical Practitioners maintained by the Medical Council in Ireland in the speciality of radiology.  **And**  **(b)** Two years certified postgraduate training in paediatric radiology.  The application is open to a radiologist who is currently in paediatric radiology training and within 18 months of completion of subspecialist training (a proleptic appointment).  Successful candidates must be registered as a Specialist in the Specialty of Radiology on the Specialist Division of the Register of Medical Practitioners maintained by the Medical Council of Ireland within 180 days of the day of interview.  “The successful interviewee must be registered as a specialist in the relevant specialty on the Specialist Division of the Register of Medical Practitioners maintained by the Medical Council of Ireland before taking up appointment. Should the successful candidate not be registered as a Specialist at that time, the post may be offered to the next suitable candidate. Should no suitable candidate exist, a further recruitment process may be initiated”.  The above is governed by the Health Service Executive letter of approval for this post  **Skills / Competencies / Knowledge**:   * Significant experience in clinical practice at both local and national levels * Experienced clinician with credibility and the ability to command the respect of all clinical and non-clinical professionals * Experience of developing, applying and reviewing an evidence-based approach to decision making * Excellent inter-personal skills, including experience and familiarity with public, professional, media and political communications and stakeholder relations * Demonstrate commitment to fostering partnerships, multi-professional and multi-disciplinary relationships * Demonstrate a knowledge and undertaking of the current governance structures and anticipated changes with the establishment of a National Paediatric Hospital * Experience in reconfiguring acute services across organisations and regions * Demonstrate leadership and team management skills including the ability to manage his/her staff and service and work with multi-disciplinary team members * Experience of operating in complex and challenging environments * Experienced clinician with credibility and the ability to command the respect of all clinical and non-clinical professionals * Experience of developing, applying and reviewing an evidence-based approach to decision making * Demonstrate commitment to fostering partnerships, multi-professional and multi-disciplinary relationships * Knowledge of the Irish health sector, national health programmes and health reform agendas * Strong negotiation and influencing skills * Effective change management skills * Excellent communication skills, both verbal and written * Risk and issue management skills * Ability to recognise and respect the expertise of others and the contribution of team members and harness good teamwork and open contributions to enable the achievement of programme aims * Demonstrate evidence of effective planning and organising skills including awareness of resource management * Have excellent computer skills   **Health**  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**  Each candidate for and any person holding the office must be of good character  **Age**  Age restrictions shall only apply to a candidate where he/she is not classified as a new entrant (within the meaning of the Public Service Superannuation Act, 2004). A candidate who is not classified as a new entrant must be under 65 years of age. |
| **Health & Safety** | These duties must be performed in accordance with the hospital health and safety policy. In carrying out these duties the employee must ensure that effective safety procedures are in place to comply with the Health, Safety and Welfare at Work Act. Staff must carry out their duties in a safe and responsible manner in line with the Hospital Policy as set out in the appropriate department’s safety statement, which must be read and understood. |
| **Quality, Risk &**  **Safety Responsibilities** | *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 the Children’s Hospital Group Quality and Risk and Safety initiatives as required. * Participate and cooperate with internal and external evaluations of hospital structures, services and processes as required, including but not limited to:   + Legislation and guidelines related to Radiation Safety.   + National Standards for Safer Better Healthcare   + National Standards for the Prevention and Control of Healthcare Associated Infections   + HSE Standards and Recommended Practices for Healthcare Records Management   + HSE Standards and Recommended practices for Decontamination of Reusable Invasive Medical Devices (RIMD   + Safety audits and other audits specified by the HSE or other regulatory authorities * To initiate, support and implement quality improvement initiatives in their area which are in keeping with the organisation’s continuous quality improvement programme.   *It is the responsibility of all managers to ensure compliance with regulatory requirements for Quality, Safety and Risk within their area/department.* |
| **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. |
| **Short listing & next steps** | The criteria for short listing are based on the requirements of the post as outlined in the eligibility criteria and competencies section of this job specification.  Failure to include information regarding these requirements may result in you not being called forward to the next stage of the selection process  To apply for this position, please send a CV and letter of application via email to [executiverecruitment@nchg.ie](mailto:executiverecruitment@nchg.ie), or by post to Human Resources Department, Children’s Hospital Group, Block A Herberton, St James’s Walk, Rialto, Dublin 8.  The closing date for receipt of applications is **Monday 27th August 2018, by 5pm.**  Informal enquiries or further information can be obtained from   * Dr. Ian Robinson, Head of Radiology Dept. at Temple Street Children’s University Hospital. Email: [ian.robinson@cuh.ie](mailto:ian.robinson@cuh.ie)   And   * Dr. Aisling Snow, Joint Cross-Hospital Clinical Lead for Radiology. Our Ladies Childrens’ Hospital Crumlin. Email: [aisling.snow@olchc.ie](file:///C:\Users\jennycampbell\AppData\Local\Microsoft\Windows\Temporary%20Internet%20Files\Content.Outlook\FOLJV0AV\aisling.snow@olchc.ie) |
| The reform programme outlined for the Health Services may impact on the executive remit of this post and as structures change the job description may be reviewed.  This job description is a guide to the general range of duties assigned to the post holder. It is intended to be neither definitive nor restrictive and is subject to periodic review with the employee concerned. | |