Children's Health Ireland

Job Specification and Terms & Conditions

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Consultant Paediatrician with a special interest in Community Child Health (Forensic Medicine)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Campaign Reference</td>
<td>OCPDCH08</td>
</tr>
<tr>
<td>Closing Date</td>
<td>Friday 23rd December 2022 by 5pm</td>
</tr>
<tr>
<td>Hours</td>
<td>Children’s Health Ireland are seeking to fill this Consultant Paediatrician with a special interest in Community Child Health (Forensic Medicine) post on a permanent basis. This post has 37 hours per week at Children’s Health Ireland (CHI) which will initially be allocated 18.5 hours at CHI at Crumlin and 18.5 hours at CHI at Tallaght.</td>
</tr>
</tbody>
</table>
| Location of Post | Children’s Health Ireland (CHI), comprises of the three children’s hospitals at **CHI at Crumlin**, Dublin 12, **CHI at Temple Street**, Dublin 1 and **CHI at Tallaght**, Dublin 24 and the Paediatric Outpatients and Urgent Care Centre, **CHI at Connolly Hospital**, Dublin 15. The new OPD and Emergency Care Unit in Tallaght opened in November 2021.  
CHI’s Programme Office, **CHI Herberton** is located in Rialto, Dublin 8 adjacent to the new children’s hospital which is on the campus shared with St. James’s Hospital.  
The hours are allocated to Children’s Health Ireland (CHI) and will initially be carried out at the CHI at Crumlin, Dublin 12 and CHI at Tallaght, Dublin 24 sites. |
| Context/Background | Children’s Health Ireland (CHI) operates as a single service across the existing Dublin children’s hospitals, Crumlin, Temple Street and Tallaght. Also, the paediatric outpatients and urgent care centres, Connolly which opened in July 2019 and Tallaght which opened in November 2021. CHI governs and operates local paediatric services for the Greater Dublin Area and all national paediatric specialist services, some of which are on an all-island basis.  
- Just under 25% of our population are children under 18 years of age. It was estimated in 2016 that 16% of our children have a chronic disease, such as, diabetes, allergies and asthma and this was increasing. 2% are acutely ill or have complex and multiple care needs requiring national services.  
- CHI currently has a staff of 4,150 delivering care annually to 334,500 children, young people and their families through 39 clinical specialities and 442 in-patient & day care beds.  
- 2019 activity: In-patients 24,500; Day cases 33,500; Outpatients 147,500; ED 129,000 |
Ireland will have a world class new children’s hospital that is purpose built to deliver the best care and treatments that are available for future generations to come.

The new children’s hospital, which will open in 2025 will bring together the three children’s hospitals into a world class building on a campus shared with St James’s Hospital. This will be a leading campus in healthcare and research in Ireland, a leading adult teaching hospital, a children’s hospital and in time, a new maternity hospital, when the Coombe Women and Infants University Hospital is relocated on the campus.

CHI is leading on the clinical and operational transformation on how children’s healthcare will be delivered in the future to deliver better, safer and more sustainable healthcare in the future. The new hospital is planned as the first ‘Digital Hospital’ in the system with the implementation of an Electronic Healthcare Record, as well as, other evidence based standards, such as, 100% single rooms.

Children’s Hospital Programme is a major programme of work led by CHI, focused on transformative service change to enhance services for children, young people and their families, to integrate the three existing hospitals, while maintaining existing and new services, ensuring patient safety and quality until transition is complete.

For further information about CHI, check out our recruitment website www.CHI.jobs

**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**

- Clinical Directors across the three Children’s hospitals and new Paediatric OPD and Urgent Care Centres.
- Clinical colleagues within the cross-city General Paediatric department.
- Clinical Lead for General Paediatrics and Clinical Leads for the other Paediatric and Neonatology Clinical Programmes and the Integrated Care Programme for Children.
- Inter-Disciplinary Teams within the hospitals and at the Paediatric Outpatients and Urgent Care Centre at Connolly.
**Scope of the Role**

This Consultant Paediatric post will have a 50% commitment to the Child Protection/Forensic Medical Service, 25% commitment to lead the Forensic Medical Service within Barnahus and 25% commitment to the General Paediatric service in CHI at Crumlin.

The establishment of a state of the art Forensic Medical Service for Children and Adolescents, located within the proposed Barnahus model in Dublin and Cork, and within the existing Barnahus model in Galway, is underway. This will bring Medical, Social work, Gardaí and Assessment and Therapy services together to provide a cohesive service for child and adolescent victims of sexual abuse.

Assessments following the disclosure of child sexual abuse / assault (CSA) have been provided by three Consultant Paediatricians with specialist training in Child Protection at the Laurels clinic, at CHI at Tallaght Outpatient and Urgent Care Centre. This is in addition to their current, fulltime consultant roles. The acute Forensic Medical service is currently only available from Monday to Friday, during standard working hours. Since the appointment of a Forensic Unit Nurse Coordinator (2017) new patient assessments increased from 37 in 2015 to 105 in 2020. This includes both urgent assessments, which involve the Gardaí, and the collection of forensic evidence and non-urgent assessments. Assessments are currently provided for children from Dublin and 14 surrounding counties.

A General Paediatric post with a 50% commitment to the Child Protection and Forensic Medical service has already been approved and is currently being recruited - NCHPDP06.

The HSE, in order to support the development of the Barnahus model, has approved the funding for this post and a second wte post to facilitate the expansion of the service to offer a 12 hour, 7-day acute Forensic Medical service. The establishment of a new service requires dedicated time to provide a leadership role and to develop the service. **This post includes 0.25 wte to lead the development and delivery of the Forensic Medical service within CHI and Barnahus model.**

CHI at Crumlin provides secondary, tertiary and national paediatric services. Child Protection concerns can arise in any department within the hospital. While Child Protection is the responsibility of all clinicians, the benefit of specialist training and expertise in the assessment and management of child abuse, is well recognised. This post holder would assist and support colleagues when complex Child Protection cases arise. In addition, the post holder would play an essential role in the development of all aspects of Child Protection at CHI, including planning for service delivery in the new children’s hospital.

The General Paediatric service in CHI at Crumlin will be delivered by 8 permanent consultants (7.5wtes). The successful candidate will partake in the General Paediatrics on call service, outpatient clinics and be part of the general paediatric team in CHI at Crumlin.
Purpose of the Role

At the present time, assessments following the disclosure of CSA have been provided by three consultant General Paediatricians with specialist training in Child Protection in addition to their current roles as General and Community Paediatricians. These assessments are provided for children and young people from Dublin and surrounding counties. The vision is to deliver a properly resourced, reliable 12 over 7 service. Barnahus East, located in Dublin, will be one of 3 National Barnahus, the other services located at Cork and Galway. The appointee will have a dedicated commitment to the delivery of Child Protection services, and in particular Paediatric Forensic Medical Examination (FME) and will allow the expansion of the current service. The establishment of a new service requires dedicated time to provide a leadership role and to develop the service. The appointee will improve access to the Forensic Medical Service, shorten waiting lists for planned clinic appointments and provide clinical and academic leadership to the Forensic Medical service and Child Protection service within CHI.

The post holder will also play a pivotal role in the development of a dedicated Child Protection team within CHI, providing support to consultants and other colleagues when Child Protection cases arise.

Principal Duties and Responsibilities

Role within the Forensic Medical Service and Child Protection:

- The successful applicant, as an appropriately trained specialist in Child Protection and Forensic Medical Examination (FME) will assume a full clinical role in the provision of a timely expert service to children and young people where there is a concern that they have been sexually abused.
- The successful applicant, as an appropriately trained specialist in Child Protection and FME will assume a full clinical role in the provision of timely expert advice and support, within the hospital, to consultant colleagues, in the assessment and management, where there is a concern that a child or young person has been physically or emotionally abused or neglected.
- The successful applicant will take part in the provision of the Child Protection and FME service, along with supervision of junior colleagues in training, sharing of administrative duties and contributing to the educational programme within the hospital.
- The successful candidate will take a leadership role within the proposed Barnahus East team and lead the development of the Forensic Medical service and the Barnahus service.
- Will assist in the development of the Department of Child Protection and Forensic Medical service within CHI at Crumlin, and within CHI.
- The successful candidate will support the development of expanded nursing roles within Child Protection and Forensic Medical service as is seen internationally.
- The successful candidate will contribute to clinical governance and clinical operation’s improvement activities within the Child Protection and Forensic Medical service.
- The successful candidate will participate in the collection, analysis and the reporting of data necessary for quality assurance activities within the Child Protection and Forensic Medical service.
- The successful candidate will be involved in research activities in the Child Protection and Forensic Medical service, as appropriate to a Consultant Paediatrician post in CHI.
Consultant Paediatrician with a special interest in Community Child Health (Forensic Medicine)

- The successful candidate will engage in clinical audit activity and provide leadership in multidisciplinary clinical audit within the Child Protection and Forensic Medical service.
- The successful candidate will undertake Child Protection duties associated with the role of Consultant General Paediatrician within the services provided at the hospital. The Consultant General Paediatrician will play a lead role in ensuring systems are in place for the care of other at-risk or vulnerable general and specialist paediatric patient groups.

Role within the General Paediatric Department:
- The successful applicant, as an appropriately trained specialist in General Paediatrics, will assume a full clinical role in the stabilisation, investigation and clinical management of patients presenting with the full spectrum of General Paediatric requirements.
- The successful applicant will act as a Consultant General Paediatrician for Children’s Health Ireland (CHI).
- OPD responsibilities will include delivery of patient care, supervision of junior colleagues in training, sharing administrative duties and contributing to the educational programme within the department of General Paediatrics.
- Clinical management of the Department of General Paediatrics or Urgent Care Centre, in conjunction with other General Paediatric Consultant colleagues. The precise division of responsibilities between the Consultants in General Paediatrics will be agreed between the Consultant, the Clinical Director, the General Paediatric Clinical Lead and the CEO or their appropriate delegate. These responsibilities will be reviewed on an annual basis.
- The successful applicant will participate in the consultant on-call rota in the General Paediatric Department of one of the existing children’s hospitals, and subsequently, in the General Paediatric Department of the new children’s hospital at St. James’ campus.
- The successful candidate will contribute to clinical governance and clinical operations improvement activities in the Department of General Paediatrics.
- The successful candidate will participate in the collection, analysis and the reporting of data necessary for quality assurance activities in the Department of General Paediatrics.
- The successful candidate will be involved in research activities in the General Paediatrics department, as appropriate to a Consultant Paediatrician post in CHI.
- The successful candidate will engage in clinical audit activity and provide leadership in multidisciplinary clinical audit within the General Paediatric department.
- The successful candidate will participate in conference commitments of the department and of the hospital for General Paediatrics.
- The successful candidate will demonstrate a willingness to develop special interest aspects of General Paediatrics as appropriate to one’s competencies at the Department of General Paediatrics and Children’s Health Ireland.
- The successful candidate will be an ongoing participant in Major Incident Planning for the Department of General Paediatrics, Urgent Care Centre(s) and the new children’s hospital and the Health Service Executive.

Roles and Responsibilities of the Consultant Paediatrician within CHI:
- The successful applicant will undertake essential supporting duties for clinical care including, inter alia, risk management, critical incident investigation and oversight of rosters.
- The successful candidate will participate in the Clinical Directorate structure. The Consultant will receive training and support to enable him/her to participate fully in such structures.
| The successful candidate will organise and participate in teaching, including undergraduate and postgraduate teaching in general, and specialist, paediatrics, and other medical, nursing, (including Advanced Nurse Practitioners) and paramedical staff. |
| The successful candidate will supervise and be responsible for diagnosis, treatment and care provided by non-Consultant Hospital Doctors (NCHDs) under the Consultant’s care. |
| The successful candidate will be responsible for the recruitment, supervision and training of an assigned team of non-consultant hospital doctors, in conjunction with Consultant colleagues. |
| The successful candidate will ensure all non-consultant hospital doctors assigned to his/her team attend Hospital Orientation and, where appropriate, departmental orientation. |
| The successful candidate will supervise and be responsible for diagnosis, treatment and care provided by non-Consultant Hospital Doctors (NCHDs) under the Consultant’s care. |
| The successful candidate will ensure all non-consultant hospital doctors assigned to his/her team attend Hospital Orientation and, where appropriate, departmental orientation. |
| The successful candidate will be responsible for the recruitment, supervision and training of an assigned team of non-consultant hospital doctors, in conjunction with Consultant colleagues. |
| The successful candidate will ensure all non-consultant hospital doctors assigned to his/her team attend Hospital Orientation and, where appropriate, departmental orientation. |
| The successful candidate will supervise and be responsible for diagnosis, treatment and care provided by non-Consultant Hospital Doctors (NCHDs) under the Consultant’s care. |
| The successful candidate will ensure all non-consultant hospital doctors assigned to his/her team attend Hospital Orientation and, where appropriate, departmental orientation. |
| The successful candidate will be responsible for the recruitment, supervision and training of an assigned team of non-consultant hospital doctors, in conjunction with Consultant colleagues. |
| The successful candidate will ensure all non-consultant hospital doctors assigned to his/her team attend Hospital Orientation and, where appropriate, departmental orientation. |
| The successful candidate will be responsible for the recruitment, supervision and training of an assigned team of non-consultant hospital doctors, in conjunction with Consultant colleagues. |
| The successful candidate will ensure all non-consultant hospital doctors assigned to his/her team attend Hospital Orientation and, where appropriate, departmental orientation. |
| The successful candidate will be responsible for the recruitment, supervision and training of an assigned team of non-consultant hospital doctors, in conjunction with Consultant colleagues. |
| The successful candidate will ensure all non-consultant hospital doctors assigned to his/her team attend Hospital Orientation and, where appropriate, departmental orientation. |
| The successful candidate will be responsible for the recruitment, supervision and training of an assigned team of non-consultant hospital doctors, in conjunction with Consultant colleagues. |
| The successful candidate will ensure all non-consultant hospital doctors assigned to his/her team attend Hospital Orientation and, where appropriate, departmental orientation. |
| The successful candidate will be responsible for the recruitment, supervision and training of an assigned team of non-consultant hospital doctors, in conjunction with Consultant colleagues. |
| The successful candidate will ensure all non-consultant hospital doctors assigned to his/her team attend Hospital Orientation and, where appropriate, departmental orientation. |
| The successful candidate will be responsible for the recruitment, supervision and training of an assigned team of non-consultant hospital doctors, in conjunction with Consultant colleagues. |
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.

**Professionalism at CHI**

“Professionalism” at CHI involves forming values and developing behaviours and attitudes which foster professional relationships, promote public trust and enhance patient safety.

*Medicine is a profession in which a doctor’s knowledge, clinical skills and judgement are put in service for the benefit of human health. This purpose is realised through a partnership between patient and doctor, one based on mutual respect, individual responsibility and appropriate accountability.*

*Medical students and doctors should be committed to compassion, effective communication, integrity and honesty, working in partnership with the wider healthcare team/s, advocacy, ethical practice, altruism/selflessness, reflective practice that promotes continuous improvement, evidence based practice, cultural sensitivity and self-care, all culminating in improved child/patient centred service.*

*These commitments aspire to excellence, professional identity formation and leadership.*

**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 patients’ safety
- Great team members
- Passionate about our purpose
Consultant Paediatrician with a special interest in Community Child Health (Forensic Medicine)

**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

<table>
<thead>
<tr>
<th>Skills, competencies and/or knowledge</th>
<th>Eligibility Criteria</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Professional Qualifications and Experience</strong></td>
<td><strong>Mandatory:</strong></td>
</tr>
</tbody>
</table>
|  | a) Registration as a specialist in the Specialist Division of the Register of Medical Practitioners maintained by the Medical Council in Ireland in the specialty of Paediatrics  
   And  
   b) One year certified postgraduate training in Community Child Health.  
   c) A minimum of one-year Clinical fellowship, or specialist training, in Child Protection / Forensic Medical Examination national or international is essential. |

“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, within 180 days of the day of interview and before taking up appointment. In exceptional circumstances proleptic appointments may be considered for candidates engaged in relevant training programmes.

The Consultant must, at all times while continuing to hold office, continue to be registered with the Medical Council of Ireland. Documentary evidence of Medical Council Registration is required and must be produced annually to the Medical Administration Department within the Children’s Health Ireland.
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”.

Essential:
Skills / Competencies / Knowledge:

- Significant experience in clinical practice in delivery of acute unscheduled care 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 the new children’s 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.
- 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, competencies and knowledge of hospital data/ information systems.

**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 Health Ireland; Quality, 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:
  - 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.
- It is mandatory to attend hand hygiene and sharps awareness workshops yearly.

**Competition Specific Selection Process**

The criteria for short listing are based on the requirements of the post as outlined in the eligibility criteria and/or the essential & desirable knowledge, skills 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.

The closing date for submissions of CV’s and letter of application is 5p.m. on Friday, 23rd December 2022. Applications must be completed through the advertised post on [www.CHI.jobs](http://www.CHI.jobs) by clicking ‘Apply for Job’.

**Applications will not be accepted through direct email or any other method.**
Informal Enquiries can be obtained from: Dr. Sinead Harty, Consultant General Paediatrician via email: sinead.harty@olchc.ie or tel: +353 1409 6175.

For other queries relating to this recruitment process, please contact Cathy Crowe, HR Recruitment Specialist via email: cathy.crowe1@nchg.ie or tel: 087 3314 390.

<table>
<thead>
<tr>
<th>Panel/s</th>
<th>A panel may be created from which permanent, fixed term and specified purpose vacancies of a full or part time duration may be filled across all Children’s Health Ireland locations. The tenure of these panels will be indicated at offer stage.</th>
</tr>
</thead>
</table>

Information on “Non-European Economic Area Applicants” is available from [https://dbei.gov.ie/en/](https://dbei.gov.ie/en/)

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.

Children’s Health Ireland is an equal opportunities employer.