



Job Description Consultant Radiologist

Contract – Public Only Consultant Contract 2023

**Mater Misericordiae University Hospital – 18.5 hours
Our Lady's Hospital Navan – 18.5 hours**

Post Title:

Consultant Radiologist - HSE Post Ref: *MRRARA20*.

Contract will be the **Public Only Consultant Contract 2023**.

Purpose of the Position

The Consultant Radiologist will provide general radiology services for the Mater Misericordiae University Hospital and Our Lady's Hospital Navan based on the Public Only Consultant Contract 2023 with a commitment of 18.5 hours per week at the Mater Misericordiae University Hospital and 18.5 hours per week at Our Lady's Hospital Navan.

Professional Qualifications

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 radiology.

Age

Age restriction shall only apply to a candidate where he/she is not classified as a new entrant (within the meaning of the Public Service Superannuation (Miscellaneous Provisions) Act, 2004). A candidate who is not classified as a new entrant must be under 65 years of age on the first day of the month in which the latest date for receiving completed application forms for the office occurs.

Health

A candidate for and any person holding the post must be fully competent and capable of undertaking the duties attached to the post and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.

Character

A candidate for and any person holding the post must be of good character.

Entry to competition / recruitment process

For the purposes of eligibility for entry to any competition or recruitment process associated with this post, a candidate must fulfill the eligibility requirements laid down in the information pack for the post.

The successful interviewee must be registered as a Specialist in Radiology on the Specialist Division of the Register of Medical Practitioners maintained by the Medical Council of Ireland before taking up appointment. The candidate will be allowed a max of 180 calendar days from date of interview to secure this registration and procedure evidence of special interest training where relevant.

Should the successful candidate not be registered as a Specialist at that time, the post may be offered to the next suitable candidate (or, in the case of HSE posts, the Public Appointments Service may choose not to recommend that candidate to the employer). Should no suitable candidate exist, a further process may be initiated.

This post is open to applicants who wish to work on a flexible or part-time basis and may be filled on that basis, subject to the preference of the successful candidate and the decision of the employer.

Accountable to/ Reporting Relationship

The Consultant's reporting relationship and accountability for the discharge of his/her contract is: (i) to the Chief Executive Officer of the hospital through his/her Clinical Director in MMUH and (ii) to the Chief Executive Officer/Hospital Manager of OLHN hospital through his/her Clinical Director in OLHN.

Liaison and Communication

To discharge the duties of this post he/she will require a good level of communication primarily with the patients, Consultants and other Medical Staff, Allied Health Professionals and other stakeholders at the Mater Misericordiae University Hospital and Our Lady's Hospital Navan.

Overview of the Role

Mater Misericordiae University Hospital

The Mater Misericordiae University Hospital (MMUH) is a major voluntary teaching hospital in the HSE Dublin North East region and it delivers education in conjunction with University College Dublin (UCD). Central to the hospital's mission and ethos is the promotion of education and research with the aim of contributing to the highest standard of excellence possible in patient care. The Mater Hospital is one of eight national designated Cancer Centres.

The MMUH has a complement of 710 beds and has national specialities including Cardiothoracic Surgery (including heart and lung transplantation) and Spinal Injuries. Regional specialties include Trauma, Ophthalmology, Dermatology, Breast Cancer Screening and Oncology. The hospital also provides services under a range of medical and surgical specialties including Cardiology, Nephrology, General and Vascular Surgery, Urology and Orthopaedics. In addition the hospital has one of the busiest adult Emergency Departments in the country. The hospital is a National Cancer Control Program (NCCP)- designated cancer centre providing world-class cancer services.

The Department of Radiology at the Mater Misericordiae University Hospital (MMUH) is affiliated to University College Dublin (UCD) and provides Diagnostic and Interventional Radiology Services for local, regional and national referrals. The Group is represented on National and International Bodies promoting education and research in Diagnostic and Interventional Radiology.

The Department of Radiology provides sub-specialty expertise for all Medical and Surgical specialties. The Department also currently provides Consultant Multidisciplinary conferences for the following specialties: Haematology, Neurosciences, Gynaecology Oncology, Ear Nose and Throat, Vascular Surgery, Thoracic Vascular Surgery, Thoracic Radiology, Gastrointestinal, Medical Oncology, Urology, Maternal Medicine (Rotunda Hospital), Intensive Care Medicine, Renal Medicine and Dialysis, Pelvic Floor Dysfunction.

Our Lady's Hospital Navan.

Our Lady's Hospital, Navan currently has a total of 107 beds and provides a general acute hospital service to the catchment area of Meath and a Regional Elective Orthopaedic service and performs approximately 60,000 radiological exams a year.

The acute services are as follows: General Medicine including MAU, General Surgery, Elective Orthopaedics, Regional Rheumatology Service, ICU/HDU, CCU, Emergency Department, Gynaecology Day Surgery and Out-Patient, Medical & Surgical Day Services, Out-Patient Service, Pathology Services, Radiology, Occupational Therapy, Physiotherapy, Pre-Op Assessment, and Anaesthetic Services.

Undergraduate & Postgraduate Education

The Mater Hospital is formally linked with University College Dublin for medical education and training.

Research

There are very active research facilities at the Mater Misericordiae University Hospital. The new post-holder will be expected to participate and to expand his/her areas of research interest.

General Accountability

The person chosen will:

- maintain throughout the hospitals awareness of the primacy of the patient in relation to all of the hospitals' activities.
- demonstrate behaviour consistent with the values of the hospitals.
- promote open communications throughout the hospitals.
- The Public Only Consultant Contract 2023 provides for a working week of 37 hours which will be scheduled to occur between 8.00 a.m. and 10.00 p.m. on rostered Mondays to Fridays and between 8.00 a.m. and 6.00 p.m. on rostered Saturdays.

The post holder will be required to: -

- This is a new Consultant Radiologist position and is a shared appointment between the Mater Misericordiae University Hospital and Our Lady's Hospital Navan. The successful candidate will be responsible for the provision of Diagnostic Radiology including plain film, cross-sectional imaging (Computed Tomography and Magnetic Resonance Imaging) and Interventional Radiology procedures (non-vascular). Experience in Abdominal / Pelvic Radiology would be an advantage. There will be full participation in the Radiology on-call roster for both hospitals.
- The successful candidate will be expected to provide cross cover and ensure efficient service delivery at OLHN and MMUH.
- The successful candidate will be responsible for promoting and developing OLHN and MMUH radiology services in particular in their specialist areas of expertise. Experience in Abdominal / Pelvic Radiology would be an advantage.
- Provide an on-site radiology service in Our Lady's Hospital Navan. When the rota in Our Lady's Hospital Navan allows it may be possible to have off-site reporting sessions.
- The Consultant Radiologist will contribute to Cross-sectional Imaging and Plain Film Interpretation for in-patients, out-patients and referrals from General Practice at MMUH and OLHN.
- The successful candidate will, in addition, be involved in on-going departmental audit quality assurance and research, and in providing teaching and supervision to SPR's on the Faculty of Radiologists National Training Programme through the Royal College of Surgeons in Ireland.
- Participate in the weekly multidisciplinary meetings
- Participate in annual workshops, data updates, GP and NCHD teaching sessions
- Promote research, quality assurance and audit within the Mater Misericordiae University Hospital and Our Lady's Hospital Navan.
- Work within the hospitals' Clinical Management structures at the Mater Misericordiae University Hospital and Our Lady's Hospital Navan.
- Participate in education and teaching, including undergraduate and postgraduate teaching and conference commitments of the hospital for medical, nursing and other staff.

- Develop and collaborate with others in clinical or other research as appropriate to the specialty on a local, regional and national basis.
- Be easily accessible to clinical staff in person or by phone during normal working hours to advice on the treatment and management of patients
- Attend and participate in meetings relevant to the post e.g. Medical Board, Medical Executive, Clinical Directorate and appropriate other Committees at Mater Misericordiae University Hospital and Our Lady's Hospital Navan.
- Be committed to research and audit in the hospitals.
- Liaise with Chief Executive Officer, Management Teams/ Programme Managers, Senior Medical and Nursing staff in all matters pertaining to the general efficiencies and effectiveness of both OLHN and MMUH.
- Be familiar with the day to day security of the work area to which assigned, with particular awareness of fire regulations and security arrangements at both hospitals
- Keep up to date with all relevant mandatory training for the department.
- Participate in business/ service planning, including the introduction and assessment of new methods, evaluation and organisation of staff and equipment requirements.
 - To participate in development of and undertake all duties and functions pertinent to the Consultant's area of competence and in line with policies as specified by the Employer.
 - To ensure that duties and functions are undertaken in a manner that minimises delays for patients and possible disruption of services.
 - To work within the framework of the hospital /agency's service plan and/or levels of service (volume, types etc.) as determined by the Employer. Service planning for individual clinical services will be progressed through the Clinical Directorate structure or other arrangements as apply in both the Mater Misericordiae University Hospital and Our Lady's Hospital Navan.
 - To participate in the development and operation of the Clinical Directorate structure and in such management or representative structures as are in place or being developed in both OLHN and MMUH.
 - To provide, as appropriate, consultation in the Consultant's area of designated expertise in respect of patients of other Consultants at their request.
 - To ensure in consultation with the Chair, Medical Board/ 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) treating patients under the Consultant's care.
 - To participate as a right and obligation in selection processes for Non-Consultant Hospital Doctors and other staff as appropriate. The Employer will provide training as required. The Employer shall ensure that a Consultant representative of the relevant specialty / sub-specialty is involved in the selection process.
 - 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.
 - To participate in and facilitate production of all data/information required to validate delivery of duties and functions and inform planning and management of service delivery.

Skills Competencies and/or knowledge

- It is expected that the appointee will make use of opportunities for continuing medical education on a regular basis in the form of local, regional, national and international clinical meetings in order to accrue the number of Continuing Medical Educational (CME) credits determined by the Royal College of Physicians.
- There is a requirement to participate in the annual consultant appraisal programme.
- Display evidence of professional knowledge and attainment in all aspects of radiology required to fulfill the role and duties of a Consultant Radiologist.
- Demonstrate evidence of capacity to manage and direct the service in its administrative, financial, personnel and other activities.
- Demonstrate evidence of effective planning and organisational skills including awareness of resource management and importance of value for money.
- Demonstrate ability to manage deadlines and effectively handle multiple tasks
- Demonstrate leadership and team management skills including the ability to work with multi-disciplinary team members.
- Display the ability to build teams and to devolve responsibility appropriately and the talent to develop, manage and work in partnership with his/her team.
- Demonstrate commitment to the delivery of a patient focused service. Demonstrate evidence of ability to empathise with and treat patients, relatives and colleagues with dignity and respect.

Interpersonal / Communication Skills

- Demonstrate a high level of verbal and non-verbal communication skills in order to effectively communicate with patients/service users, carers, families, colleagues, managers, other health service staff and stakeholders from other organisations.
- Demonstrate knowledge of all Mater Misericordiae University Hospital and Our Lady's Hospital Navan hospital policies and HSE policy documents pertaining to Dignity at Work and Trust in Care.

Particulars of the Post:

This is a new full-time permanent post based at the Mater Misericordiae University Hospital and Our Lady's Hospital Navan. The following conditions apply:-

1. The appointment is permanent, pensionable and of a full-time nature.
2. The person appointed shall be on probation for six months.
3. The terms and conditions of the Public Only Consultant Contract 2023 approved by the Department of Health and Children will apply.
4. Annual leave will be in accordance with the Public Only Consultant Contract 2023. The annual leave allowance is 30 working days per annum. It will be necessary to ensure that this leave is taken so that, on receipt of notification the Administrative head of the Department/Specialty may make appropriate cover and other arrangements.
5. **Superannuation / Retirement:** The appointee will be covered by the terms of the relevant pension scheme as set out in Sections 5 & 6 of DPER Circular 19/2012. Appropriate deductions will be made from your salary in respect of your contributions to the scheme. In general, 65 is the minimum age at which pension is payable, however, for appointees who are deemed not to be 'new entrants' as defined in the Public Service Superannuation Miscellaneous Provisions Act 2004 an earlier minimum pension age may apply.

Should you be deemed not to be a new entrant (as defined in the Public Service Superannuation (Miscellaneous Provisions) Act 2004) retirement is compulsory on reaching 65 years of age.

Consultants newly appointed on or after 1st January 2013 or persons returning to public service employment after a break of more than 26 weeks will be members of the Single Public Service Pension Scheme. The Single Scheme provides for CPI linked defined benefit

pension awards based on career-average pay. Minimum pension age will be linked to the State Pension age (66 years) initially, rising to 67 in 2021 and 68 in 2028. Pension benefits for new entrants will accrue on a standard basis (i.e. one year's credit for one year's service up to a maximum of 40 years' service) while normal abatements of pension provision will apply to all public sector posts. Compulsory retirement age for most members will be 70 years.

6. Acceptance of the management structures of the Mater Misericordiae University Hospital and Our Lady's Hospital Navan is necessary.
7. All applications for special leave shall, in addition, be forwarded to the Senior Management of the Mater Misericordiae University Hospital and Our Lady's Hospital Navan for consideration. No special leave may be taken without the prior approval of the Senior Management of the Mater Misericordiae University Hospital and Our Lady's Hospital Navan.
8. In the event of resignation three months' notice must be given in writing to the authority of the Mater Misericordiae University Hospital and Our Lady's Hospital Navan
9. Before appointment to the post, a Medical Examination must be undertaken by a qualified Medical Practitioner to be nominated by Senior Management, Mater Misericordiae University Hospital. The examining Doctor will be asked to certify that the candidate is free from any disease or physical defect which might impair his/her capacity to undertake the duties of the post for which s/he is a candidate.
10. Garda Clearance - It is a legal requirement that all employees have completed vetting through the National Garda Vetting Unit prior to taking up employment.

Application:

1. Curriculum Vitae (fourteen unbound copies) including qualifications, publications etc. should be forwarded to the Honorary Secretary, Medical Board, Mater Misericordiae University Hospital, 59 Eccles Street, Dublin, not later than **Friday 19th May 2023**.
2. Each candidate shall submit, as references, the names and address of at least four responsible persons to whom he/she is well known, but not related, of which, at least, two shall be from a recent or current employer.
3. Canvassing directly or indirectly by or on behalf of any candidate will automatically disqualify such candidate.
4. Copies of professional and education certificates should be submitted with Curriculum Vitae. Originals of these documents will be required at interview.
5. Consultants appointed to the staff of the hospital(s) may not accept other medical appointments other than those available by the private conditions of their contract.
6. Candidates will be required to attend in person before an interview board established by the Board of Management but the Board will not be responsible for any expenses a candidate may incur in attendance for interview.

This job description is not intended to be an exhaustive list of duties and responsibilities. It may be reviewed from time to time in discussions with the appointed to reflect the needs of the Mater Misericordiae University Hospital and Our Lady's Hospital Navan.