



# **Job Description**

## **Consultant Physician in Infectious Diseases**

### **Public Only Consultant Contract**

#### **(HSE Post Ref MRIDID09)**

#### **Mater Misericordiae University Hospital – 37 hours**

#### **Post Title:**

**Consultant Physician in Infectious Diseases – Public Only Consultant Contract 2023 – HSE Post Ref: MRIDID09**

#### **Purpose of the Position**

The Consultant Physician in Infectious Diseases will provide clinical infectious diseases service for the Mater Misericordiae University Hospital. This will be a Public Only Consultant Contract (POCC2023) with a commitment of 37 hours per week at the Mater Misericordiae University Hospital.

#### **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 infectious diseases and general internal medicine.

#### **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 Infectious diseases and general internal medicine 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.

### **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.

### **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 597 beds and has two national specialities: Cardiothoracic Surgery (including heart and lung transplantation) and Spinal Injuries. Regional specialties include 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.

We look to appoint an Infectious Diseases consultant to join the department to facilitate the development and expansion of the department and support the hospital expansion. The Infectious Diseases Consult Service evaluates 1-5 new complex cases per day, with a consultant delivered opinion within 24 hours. Additionally, since the onset of the COVID-19 pandemic, Infectious Diseases have led in the clinical care and management of COVID-19 patients. Infectious diseases have cared for the majority of COVID-19 patients admitted to the MMUH and have been involved in management decisions to determine COVID-19 policies for the entire hospital. Any patients admitted with COVID19 were cared for under the care of Infectious Diseases or respiratory medicine. This was in addition to all of the other services we continue to provide. Recently we have incorporated an inclusion health service into the department of infectious diseases, caring for patients with challenging medical and social care needs.

Infectious Diseases conducts five consultant led clinics (40-50 attendees/clinic) at MMUH, one at the Rotunda for HIV in pregnancy and four Sexually Transmitted Infection (STI) clinics per week. ID cares for in excess of 1,200 outpatients with HIV, with >90% on combination anti-retroviral therapy (cART) leading to complete suppression of HIV, restoration of normal immune function, elimination of transmission and a near normal life-expectancy. In 2008, 375 MMUH patients on cART increased to 1,180 by 2017. A 10-20% increase in HIV outpatients per year, along with generally good outcomes has led to a steady accumulation of patients. About 200 HIV negative persons per year receive cART as post-exposure prophylaxis (PEP) for one month. The total cost of cART at MMUH in 2017 was € 10 million. Nationally, new HIV diagnoses have increased from 300-350 per year pre-2015, to 492<sup>1</sup> in 2017.

The Mater Hospital has one of the largest Outpatient Parenteral Antimicrobial Therapy (OPAT)<sup>2</sup> services in Ireland, saving >13,500 bed days since 2018, many with complex infections, such as osteomyelitis, prosthetic joint infection and diabetic foot infection. Each patient is seen weekly and requires ongoing consultant analysis.

The hospital has a Hepatitis C Treatment Program utilising Directly Acting Anti-virals (DAA) which eliminate chronic infection in almost all patients. In 2017, 77 were cured by ID, 23 co-infected with HIV. In 2017, MMUH DAA budget for HCV was € 9.5 million.

The National Isolation Unit (NIU), is being redeveloped as part of the hospital's emergency ward block and will consist of floor equipped to deal with high consequence (HCID) such as VHF in alignment with international best practice and standards. In addition, there will be an infectious diseases ward with a compliment of negative pressure room to care for patients with other high consequence infections requiring airborne isolation.

### **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 hospital awareness of the primacy of the patient in relation to all of the hospital's activities.
- demonstrate behaviour consistent with the values of the hospital.
- promote open communications throughout the hospital.

### **Specific Accountability**

- Specialist medical opinion and clinical consultations will be provided for patients as appropriate and at the request of medical colleagues.
- The Consultant Physician in Infectious Diseases will facilitate the education of all hospital staff in best practice
- 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: -**

Provide clinical services as a Consultant Physician in Infectious Diseases and General Internal Medicine in accordance with the Consultant Contract, including the submission of a practice plan and weekly schedule, updated appropriately.

The appointee will co-operate with present and future ID consultants at the Mater Misericordiae University Hospital using an integrated multi-disciplinary model, intended to protect time for research, cross-cover for holidays/leave and a collegiate approach to patients, especially those with complex infections.

Participate on the on call rota. In proportion to their sessions, the appointee will participate on the 1:6 ID/GIM on call, the ID inpatient service(s), on-call for the NIU, ID Outpatient Clinics and the ID Consult Service.

In co-operation with the other ID consultants, the appointee will contribute to the NIU on call rota, ordinarily scheduled in tandem with ID/GIM on call. This may include triage by telephone of potential transfers from other hospitals, interaction with the national ambulance service, direct assessment of admission on arrival, and ongoing care and treatment of patients with suspected or proven HCID with potential for mortality. In the event of activation of the National Isolation Plan and in co-operation with the other MMUH ID consultants, the appointee will adjust their commitments elsewhere to prioritize the management of the NIU, including the direct care of patients.

Attend weekly ID MDT meetings.

Attend and run one weekly ID clinic and provide cross-cover for other ID consultants, during holidays and leave, such that all clinics are directly supervised by a consultant.

The appointee will work to develop ID inpatient services with specific focus on pandemic planning and preparedness.

The appointee will supervise the on-going development of the MMUH OPAT service, in co-operation with the other Infectious Diseases consultants.

The appointee will contribute to clinical teaching within the ID Department at the MMUH, including twice weekly scheduled teaching of NCHDs in journal clubs, tutorials and Virology meetings.

- Participate in annual workshops, data updates, GP and NCHD teaching sessions
- Work within the hospital's Clinical Management structures.
- 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
- 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 the hospital.
- Be familiar with the day to day security of the work area to which assigned, with particular awareness of fire regulations and security arrangements.
- 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 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.
- 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.
- 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 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 infectious disease medicine required to fulfill the role and duties of a Consultant Physician in Infectious Diseases.
- 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 policy and HSE policy documents pertaining to Dignity at Work and Trust in Care.

### **Particulars of the Post:**

This is a new full-time permanent consultant post based at the Mater Misericordiae University Hospital. The following conditions apply:-

1. The appointment is permanent, pensionable and of a full-time nature.
2. Appointment to this consultant post is dependent upon the satisfactory completion of a probationary period of 6 months. The probationary period may be extended at the discretion of the Mater Misericordiae University Hospital for a period of not more than 6 months. In such event the specific reasons for the extension shall be furnished in writing to the probationary consultant.

During the probationary period the probationary Consultant will be subject to ongoing review and a formal review will take place not more than 3 months after the date of first appointment.

3. The terms, conditions and benefits of the Public Only Consultant Contract (POCC2023), approved by the Department of Health and Children will apply.
4. Annual leave will be in accordance with the Public Only Consultant Contract (POCC2023). 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 1<sup>st</sup> 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 is necessary.
7. All applications for special leave shall, in addition, be forwarded to the Senior Management of the Mater Misericordiae University Hospital for consideration. No special leave may be taken without the prior approval of the Senior Management of the Mater Misericordiae University Hospital.

8. In the event of resignation three months' notice must be given in writing to the authority of the Mater Misericordiae University Hospital.
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) should be forwarded to the Honorary Secretary, Medical Board, Mater Misericordiae University Hospital, 59 Eccles Street, Dublin, not later than **Wednesday 20<sup>th</sup> December 2023**.
2. Each candidate shall submit, as references, the names and address of three 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. 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.
5. 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.

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*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.*