



## Consultant Orthopaedic Surgeon s.i. Paediatric Orthopaedic Surgery

### Children's Health Ireland (CHI) Job Specification and Terms & Conditions

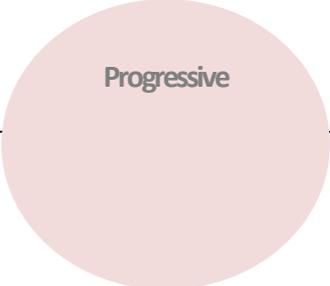
<b>Job Title</b> <b>Appointment and Contract</b>	<p>Consultant Orthopaedic Surgeon s.i. Paediatric Orthopaedic Surgery</p> <p>This is an appointment to Children's Health Ireland on a Type B basis under the Consultants' Contract 2008 (as per standard text issued by the HSE) by Health Service executive. The initial commitment for this post will be to CHI at Crumlin 35 hours per week and CHI at Tallaght 4 hours per week, pending the establishment of and transfer to the New Childrens Hospital. This is a permanent post.</p>
<b>Campaign Reference</b>	<p>CHI.COSP.02/10</p>
<b>Closing Date</b>	<p>Tuesday 5<sup>th</sup> November 2019, by 5pm.</p>
<b>Hours</b>	<p>This post is a 39 hour per week with Children's Health Ireland. The posts are open to applicants who wish to work on a flexible basis and may – subject to preference of the successful applicant(s) and the decision of the employer – be filled on that basis.</p>
<b>Location of Post</b>	<p>Initial commitment to Crumlin and Tallaght. This Children's Health Ireland post may 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.</p> <p>It is noted that the post must be congruent with the requirements of, and facilitate implementation of national health policy, the HSEs National clinical Programmes including commitment to deliver the relevant performance outcomes.</p>
<b>Context/ Background</b>	<p><b>Children's Health Ireland (CHI)</b> is leading on the clinical and operational transformation of acute paediatric healthcare and consists of hospitals at Crumlin, Temple Street and Tallaght. The three children's hospitals and CHI's Corporate Office transitioned from four separate, independently governed entities into one new single organisation on 1st January 2019 to govern and operate paediatric services in Dublin. The legislation to legally establish Children's Health Ireland as the entity for paediatric services in the greater Dublin area also gives authority to the new entity to act as the centre of a paediatric clinical network in Ireland. It therefore has a remit to develop and operationalise this networked approach.</p> <p>This new organisation operates as a single service across the existing locations of Crumlin, Temple Street, Tallaght and the CHI Corporate Office and will transition to the</p>

	<p>new facilities at the two paediatric outpatient and urgent care centres at Connolly and Tallaght Hospitals and the new children's hospital on the campus shared with St James's Hospital.</p> <p>The Minister for Health appointed a new Board in September 2017, initially on an administrative basis to support CHI's Chief Executive and management team in the planning and implementation of the Children's Hospital Programme and to prepare for the transition of services from the existing three children's hospitals under the governance of the legally established Board, which commenced on 1st January 2019.</p> <p><b>The Children's Hospital Programme</b> is the programme of work for which the Children's Health Ireland 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.</p> <p><b>A National Model of Care for Paediatric Healthcare Services in Ireland (2016)</b> 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).</p> <p>The new children's hospital will be at the centre of a new model of care with two new Paediatric Outpatients and Urgent Care Centres (OPD &amp; UCCs) central to the delivery of this new model of care. The OPD &amp; UCCs will be based at Connolly Hospital on the North side of Dublin (opened 31<sup>st</sup> July 2019) and one at Tallaght Hospital on the South side of Dublin. The addition of the new OPD &amp; UCC, together with the opening of the new hospital in time, will transform how healthcare is delivered to children in Ireland.</p>
<p><b>Reporting Arrangements</b></p>	<p>Consultant Contract 2008 states that the Consultant's reporting relationship and accountability for the discharge of his/her contract is:</p> <p>The Chief Executive Officer/General Manager/Master of the hospital (or other employing institution) through his/her Clinical Director</p>
<p><b>Key Working Relationships</b></p>	<ul style="list-style-type: none"> <li>• Clinical Directors across CHI</li> <li>• Clinical colleagues within the cross-city Department of Orthopaedic Surgery.</li> </ul>

	<ul style="list-style-type: none"> <li>• Clinical Lead for Orthopaedic Surgery and Clinical Leads for the other Paediatric and Neonatology Clinical Programmes, the Emergency Medicine programme and the Integrated Care Programme for Children</li> <li>• Inter-Disciplinary Teams within the hospitals and at the Paediatric Outpatients and Urgent Care Centre at Tallaght</li> </ul>
<p><b>Scope of the Role</b></p>	<p>As part of the workforce plan the Department of Orthopaedic Surgery requires 14 paediatric orthopaedic surgeons in order to deliver services across the Children's Health Ireland in time for the proposed opening of the new children's hospital.</p> <p>This post will be to support the Orthopaedic services with the establishment of, in the first instance, the Paediatric Outpatient and Urgent Care Centre at Tallaght and then the new children's hospital.</p>
<p><b>Purpose of the Role</b></p>	<p>As part of the Children's Hospital Programme, it is proposed that trauma care will be provided at two Paediatric Outpatient and Urgent Care Centres at the campuses of Connolly Hospital Blanchardstown and Tallaght Hospital. These paediatric ambulatory care sites are to be opened on a phased basis from July 2019. Surgical trauma care will continue at CHI at Crumlin and CHI at Temple Street until care is transitioned to the new children's hospital.</p> <p>This plan separates the provision of trauma and elective clinics. This new model is being developed by Children's Health Ireland through the clinical integration project with the clinical teams in CHI at Crumlin, CHI at Temple Street, CHI at Tallaght and CHI at Connolly. One fellowship-trained consultant orthopaedic surgeon with s.i paediatrics is required to provide trauma care at the Paediatric Outpatient and Urgent Care Centres and CHI at Crumlin before transitioning to the new children's hospital. This consultant post would be responsible for coordinating and providing paediatric trauma care in an outpatient and surgical capacity within the Children's Health Ireland sites and for other activities in line with the requirements of the orthopaedic service for Children's Health Ireland.</p> <p>These activities will be further defined as part of the future clinical operating model in line with the national clinical programme for orthopaedics.</p>
<p><b>Principal Duties and Responsibilities</b></p>	<p>The successful applicant, as appropriately trained specialists in Paediatric Orthopaedic Surgery, will assume a full clinical role in the stabilisation, investigation and clinical management of patients presenting to CHI at Crumlin and at Tallaght with the full spectrum of Paediatric Trauma and Orthopaedic conditions.</p> <p>The responsibilities will include:</p> <ul style="list-style-type: none"> <li>• Participate as part of the existing teams in the provision of Paediatric Orthopaedic surgical services in CHI to include:</li> </ul>

	<ul style="list-style-type: none"> <li>(i) Ward Rounds</li> <li>(ii) Out-Patient Clinics</li> <li>(iii) Operative Surgical Lists for orthopaedics</li> <li>(iv) Participation in the on-call and emergency services rotas of the hospital for paediatric trauma surgery</li> </ul> <ul style="list-style-type: none"> <li>• The responsibilities at each site 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 Orthopaedic Surgery</li> <li>• Clinical management of the Department of Orthopaedic Surgery or Urgent Care Centre, in conjunction with other Consultant colleagues. The precise division of responsibilities between the Consultants in Orthopaedics Surgery s.i. Paediatric Orthopaedic Surgery will be agreed between the Consultant, the Clinical Director and the CEO or their appropriate delegate. These responsibilities will be reviewed on an annual basis</li> <li>• Participation in the consultant on-call rota in the Department of Orthopaedics Surgery in one of the existing children's hospitals and subsequently in the Department of Orthopaedic Surgery of the new children's hospital on St James's campus</li> <li>• To undertake essential supporting duties for clinical care including, <i>inter alia</i>, risk management, critical incident investigation and oversight of rosters</li> <li>• Undertake Child Protection duties associated with the role of Consultant in Orthopaedic Surgery and services provided at the hospital. The Consultant in Orthopaedics Surgery s.i. Paediatric Orthopaedic Surgery will play a lead role in ensuring systems are in place for the care of other at-risk or vulnerable patient groups</li> <li>• To participate in the Clinical Directorate structure. The Consultant shall receive training and support to enable him/her to participate fully in such structures</li> <li>• Contribute to clinical governance and clinical operations improvement activities in the Department of Orthopaedic Surgery.</li> <li>• Participate in the collection, analysis and the reporting of data necessary for quality assurance activities in the Department of Orthopaedic Surgery.</li> <li>• Organise and participate in teaching, including undergraduate and postgraduate teaching in Paediatric Orthopaedic Surgery, other medical, nursing, Advanced Nurse Practitioners, and paramedical staff</li> <li>• Participate in conference commitments of the department and of the hospital for Paediatric Orthopaedic Surgery</li> <li>• To supervise and be responsible for diagnosis, treatment and care provided by non-Consultant Hospital Doctors (NCHDs) under the Consultant's care</li> <li>• Be responsible for the recruitment, supervision and training of an assigned team of non-consultant hospital doctors, in conjunction with Consultant colleagues</li> <li>• Ensure all non-consultant hospital doctors assigned to his/her team attend Hospital Orientation and, where appropriate, departmental orientation</li> </ul>
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- Contribute to the provision of structured training and situational learning opportunities for NCHDs on recognised training programmes and support the clinical and professional development of medical staff in the Department of Orthopaedic Surgery.
- Active participation in Orthopaedic and hospital educational activities and the development of training and education in emergency care for Children's Health Ireland
- Involvement in research activities in the department, as appropriate to a Consultant in Orthopaedic Surgery s.i. Paediatric Orthopaedic Surgery in post in the hospital
- Engage in clinical audit activity and provide leadership in multidisciplinary clinical audit in the Department of Orthopaedic Surgery.
- Actively engage in Continuing Professional Development and comply with Professional Competence Assurance requirements
- A willingness to develop special interest aspects of Paediatric Orthopaedic Surgery as appropriate to one's competencies, the Department of Orthopaedic Surgery and Children's Health Ireland
- Ongoing participation in Major Incident Planning for the Children's Health Ireland at Crumlin, at Temple Street, at Tallaght and Urgent Care Centre(s) and the new children's hospital and the Health Service Executive
- Participate in Major Incident and structured Pre-hospital responses outside the hospital as appropriate to one's professional competency and skills in this area, if requested to do so on behalf of the hospital and within the governance of the HSE
- Attendance at management and service development meetings at departmental, hospital, regional or national meeting of strategic importance to the department or hospital. This may include participation in other professional and administrative groups as appropriate to the role of Consultant in Orthopaedic Surgery s.i. Paediatric Orthopaedic Surgery
- To ensure in consultation with the Clinical Director that appropriate medical cover is available at all times
- Provide such service commitments and specific duties as detailed in the Health Service Executive letter of approval for this post
- 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
- 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

	<p>in all matters pertaining to the general efficiency of Crumlin, Temple Street, Tallaght, Connolly and pending the transfer to the new children's hospital</p> <ul style="list-style-type: none"> <li>• Perform such other duties appropriate to his/her office as may be assigned to him/her from time to time by the Clinical Director/Chief Executive or their designated officer, of their base hospital, pending the transfer to the new children's hospital</li> </ul> <p><i>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.</i></p>
<p><b>Our Values</b></p>	<p>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.</p> <p>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</p> <div style="display: flex; flex-direction: column; align-items: flex-start;"> <div style="margin-bottom: 20px;">  <p><b>The children and families in our care are at the centre of everything we do. We are...</b></p> <ul style="list-style-type: none"> <li>○ Accountable for our patients' safety</li> <li>○ Great team members</li> <li>○ Passionate about our purpose</li> </ul> </div> <div style="margin-bottom: 20px;">  <p><b>We care about our patients, their families and our colleagues. We are...</b></p> <ul style="list-style-type: none"> <li>○ Always kind</li> <li>○ Aware of our impact</li> <li>○ Leaders in care</li> </ul> </div> <div>  <p><b>We provide access to the latest knowledge, innovation and technology for the best patient outcomes. We are...</b></p> </div> </div>

	 <ul style="list-style-type: none"> <li>○ Focused on developing our self and others</li> <li>○ Always seeking to improve</li> <li>○ Always looking for innovative solutions</li> </ul>
<p>Skills, competencies and/or knowledge</p>	<p><b>Eligibility Criteria</b></p> <p><b>Professional Qualifications and Experience</b></p> <p><b>Mandatory:</b></p> <p>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 orthopaedic surgery and one year certified postgraduate training in paediatric orthopedic surgery.</p> <p>“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.</p> <p>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.</p> <p>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”.</p> <p>The above is governed by the Health Service Executive letter of approval for these posts</p> <p><b>Desirable:</b></p> <p>Clinical fellowship in paediatric orthopaedic surgery, national or international</p> <p><b>Skills / Competencies / Knowledge:</b></p>

	<ul style="list-style-type: none"> <li>• Significant experience in clinical practice in delivery of Trauma and Orthopaedic care at both local and national levels</li> <li>• Experienced clinician with credibility and the ability to command the respect of all clinical and non-clinical professionals</li> <li>• Experience of developing, applying and reviewing an evidence-based approach to decision making</li> <li>• Excellent inter-personal skills, including experience and familiarity with public, professional, media and political communications and stakeholder relations</li> <li>• Demonstrate commitment to fostering partnerships, multi-professional and multi-disciplinary relationships</li> <li>• Demonstrate a knowledge and undertaking of the current governance structures and anticipated changes with the establishment of the new children's hospital</li> <li>• Demonstrate leadership and team management skills including the ability to manage his/her staff and service and work with multi-disciplinary team members</li> <li>• Experience of operating in complex and challenging environments</li> <li>• Knowledge of the Irish health sector, national health programmes and health reform agendas</li> <li>• Strong negotiation and influencing skills</li> <li>• Effective change management skills</li> <li>• Excellent communication skills, both verbal and written</li> <li>• Risk and issue management skills</li> <li>• 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</li> <li>• Demonstrate evidence of effective planning and organising skills including awareness of resource management</li> <li>• Have excellent computer skills, competencies and knowledge of hospital data/information systems</li> </ul>
<p><b>Health &amp; Safety</b></p>	<p>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.</p>
<p><b>Quality, Risk &amp; Safety Responsibilities</b></p>	<p><i>It is the responsibility of all staff to:</i></p> <ul style="list-style-type: none"> <li>• Participate and cooperate with legislative and regulatory requirements with regard to Quality, Risk and Safety.</li> <li>• Participate and cooperate with the Children's Health Ireland; Quality, Risk and Safety initiatives as required.</li> <li>• Participate and cooperate with internal and external evaluations of hospital structures, services and processes as required, including but not limited to: <ul style="list-style-type: none"> <li>• National Standards for Safer Better Healthcare</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>• National Standards for the Prevention and Control of Healthcare Associated Infections</li> <li>• HSE Standards and Recommended Practices for Healthcare Records Management</li> <li>• HSE Standards and Recommended practices for Decontamination of Reusable Invasive Medical Devices (RIMD)</li> <li>• Safety audits and other audits specified by the HSE or other regulatory authorities</li> <li>• To initiate, support and implement quality improvement initiatives in their area which are in keeping with the organisation's continuous quality improvement programme.</li> </ul> <p><i>It is the responsibility of all managers to ensure compliance with regulatory requirements for Quality, Safety and Risk within their area/department.</i></p>
<p><b>Specific Responsibility for Best Practice in Hygiene</b></p>	<p>Hygiene in healthcare is defined as <i>“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.”</i></p> <ul style="list-style-type: none"> <li>• It is the responsibility of all staff to ensure compliance with hospital hygiene standards, guidelines and practices.</li> <li>• Department heads/ managers have overall responsibility for best practice in hygiene in their area.</li> </ul> <p>It is mandatory to attend hand hygiene and sharps awareness workshops yearly</p>
<p><b>Short listing &amp; next steps</b></p>	<p>The criteria for short listing are based on the requirements of the post as outlined in the eligibility criteria and/or the essential &amp; desirable knowledge, skills and competencies section of this job specification.</p> <p><u>Failure to include information regarding these requirements may result in you not being called forward to the next stage of the selection process</u></p> <p>To apply for this position, please send a CV and letter of application via email to <a href="mailto:executiverecruitment@nchg.ie">executiverecruitment@nchg.ie</a>, or by post to Jenny Campbell, HR Recruitment Lead, Children’s Health Ireland, Block A Herberton, St James’s Walk, Rialto, Dublin 8</p> <p>The closing date for receipt of applications Tuesday 5<sup>th</sup> November 2019, by 5pm.</p>
<p><b>Information on “Non-European Economic Area Applicants” is available from <a href="https://dbej.gov.ie/en/">https://dbej.gov.ie/en/</a></b></p> <p>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.</p> <p>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.</p>	