Paediatric Emergency Medicine Consultants
Children’s Health Ireland

Job Specification and Terms & Conditions

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<tr>
<th>Job Title</th>
<th>Paediatric Emergency Medicine Consultants</th>
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<tr>
<td>Campaign Reference</td>
<td>OGC-CHI.NOV19</td>
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<tr>
<td>Closing Date</td>
<td>17th January 2020</td>
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<tr>
<td>Hours</td>
<td>Childrens Health Ireland provides flexible working arrangements and are seeking to fill a number of Consultant posts on a permanent and locum basis.</td>
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<td>Location of Post</td>
<td>This consultant post will join the cross-city department of Paediatric Emergency Medicine (PEM) to support the delivery of care at the existing children’s hospitals: CHI at Crumlin, CHI at Temple Street and the Paediatric Outpatients and Urgent Care Centre at CHI at Connolly. Upon the opening of the Paediatric Outpatients and Urgent Care Centres, the first of which is CHI at Connolly and opened July 2019, the commitment will be split between two sites on a rotational basis; 1) at one of the of the Emergency Departments (existing children’s hospitals and then the new children’s hospital) and 2) one of the Paediatric Outpatients and Urgent Care Centres at Connolly or Tallaght.</td>
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<td>Context/Background</td>
<td>The Government has approved the development of a new children’s hospital to be co-located on a campus shared with St. James’s Hospital with paediatric outpatient urgent care centres at Connolly and Tallaght Hospitals. The Children’s Health Ireland was legally established on 1st January 2019 to integrate the three children’s hospitals in Dublin: Our Lady’s Children’s Hospital, Crumlin (OLCHC), Temple Street Children’s University Hospital (TSCUH), and National Children’s Hospital, Tallaght University Hospital (TUH). 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. The Minister for Health appointed a new Board in September 2017, initially on an administrative basis to support the Group 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 on 1 January 2019. The Children’s Hospital Programme 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</td>
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children’s hospital and two paediatric outpatient and urgent care facilities. This includes all the
programme activities required to ensure the successful delivery of the Programme.

A National Model of Care for Paediatric Healthcare Services in Ireland (2016) was approved by
the HSE and sets out a vision for high quality, accessible healthcare services for children in
Ireland, from birth to adulthood. It spans a range of care settings from community services to
tertiary and quaternary care. This Model of Care endorses the development of the new
children’s hospital as central to a clinical network for paediatrics across Ireland, with
strengthened roles for local and regional paediatric units. It describes a ‘hub and spoke’ model
for paediatrics in Ireland whereby the new children’s hospital will be the hub, reaching out to
regional and local units (the spokes).

The 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 & UCCs) central to the delivery of this new model
of care. The POPD & UCCs will be based at Connolly Hospital on the North side of Dublin (due
to open Summer 2019) and one at Tallaght Hospital on the South side of Dublin (due to open
2020). The addition of the new OPD & UCC, together with the opening of the new hospital in
time, will transform how healthcare is delivered to children in Ireland.

| 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

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<th>Key Working Relationships</th>
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<td>• Clinical Directors across the three Children’s hospitals</td>
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<td>• Clinical colleagues within the cross-city Paediatric Emergency Medicine department</td>
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<td>• Clinical Lead for Paediatric Emergency Medicine and Clinical Leads for the other Paediatric and Neonatology Clinical Programmes, the Emergency Medicine programme and the Integrated Care Programme for Children</td>
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<td>• Inter-Disciplinary Teams within the hospitals and at the Paediatric Outpatients and Urgent Care Centre at Connolly</td>
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<th>Scope of the Role</th>
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| The Department of PEM will deliver an emergency and urgent care service across a number of
sites; initially three EDs located at CHI at Crumlin, CHI at Temple Street and CHI at Tallaght
and the Paediatric Outpatient & Urgent Care Centre, CHI at Connolly. Subsequent
development of the service with additional recruitment will see the PEM service located
across four sites: Crumlin, Temple Street (emergency medicine) and Connolly and Tallaght
(Urgent Care). The EDs at Crumlin and Temple Street will then transition to the ED at the
new children’s hospital located on the St James’s campus, Dublin 8.

Clinical duties will be cross site and equitable throughout the consultant team group and
consultants will be expected to lead a multi-disciplinary clinical team. The Paediatric
Emergency Medicine (PEM) Consultant role will deliver care to patients with emergent or
urgent care needs as part of a highly responsive service. The role will include regular on call commitments to the emergency department.

With the recent opening of the Urgent Care Centre, CHI at Connolly, clinical commitments will include on-site work across two locations; in CHI at Connolly and one of the existing children’s emergency departments as well as on call to the emergency departments. The PEM team are working towards a consultant led service 16 hours a day, 7 days a week, with protected clinical and non-clinical duties across the 39 hour week.

| Purpose of the Role | The formal introduction of a stand-alone Urgent Care facility progresses the model of care for acute unscheduled care for children in the Dublin area while allowing the ongoing operation of the existing EDs within the three children’s hospitals. This post along with the other Paediatric Emergency Medicine consultants will facilitate appropriate consultant presence to ensure appropriate safe patient care. CHI at Connolly, as a standalone facility has a requirement for highly skilled supervising consultant presence to ensure a high level of patient safety is maintained. The new model of care will deliver on the vision of the National Model of Care for Paediatric Healthcare Services (2016) and the National Emergency Medicine Programme for the delivery of safe and appropriate care to paediatric patients as close to home as possible so that children and young people with urgent care needs get the right advice at the right place, first time. PEM consultants will also oversee the short stay observation model, which helps prevent inpatient admissions and is associated with reduced average length of stay, reduced hospital costs and high levels of parental satisfaction. |
| Principal Duties and Responsibilities | The successful applicant, as an appropriately trained specialist in Paediatric Emergency Medicine (PEM) will assume a full clinical role in the stabilisation, investigation and clinical management of patients presenting with the full spectrum of paediatric emergencies. From July 2019 this includes a clinical role in the delivery of patient care at the Urgent Care Centre at Connolly Hospital. The responsibilities at each site will include:

- Act as Paediatric Emergency Medicine Consultant under the Children’s Health Ireland Board; pending the transfer to the Children’s Health Ireland
- From July 2019, this will include a clinical role in the delivery of patient care at CHI at Connolly
- 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 PEM
- Clinical management of the ED or Urgent Care Centre, in conjunction with other PEM Consultant colleagues. The precise division of responsibilities between the Consultants in PEM 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 |
• Responsibility for the care of patients admitted to the Short Stay Observation Unit, if available on site
• Participation in the consultant on-call rota in the ED of one of the existing children’s hospitals and subsequently in the ED of the new hospital at St James’ campus.
• To undertake essential supporting duties for clinical care including, *inter alia*, risk management, critical incident investigation and oversight of rosters
• Undertake Child Protection duties associated with the role of Consultant in PEM and services provided at the hospital. The Consultant in PEM will play a lead role in ensuring systems are in place for the care of other at-risk or vulnerable ED patient groups
• To participate in the Clinical Directorate structure. The Consultant shall receive training and support to enable him/her to participate fully in such structures
• Contribute to clinical governance and clinical operations improvement activities in the Department of PEM
• Participate in the collection, analysis and the reporting of data necessary for quality assurance activities in the Department of PEM.
• Organise and participate in teaching, including undergraduate and postgraduate teaching paediatric emergency medicine, other medical, nursing, Advanced Nurse Practitioners, and paramedical staff
• Participate in conference commitments of the department and of the hospital for paediatric emergency medicine
• To supervise and be responsible for diagnosis, treatment and care provided by non-Consultant Hospital Doctors (NCHDs) under the Consultant’s care
• Be responsible for the recruitment, supervision and training of an assigned team of non-consultant hospital doctors, in conjunction with Consultant colleagues
• Ensure all non-consultant hospital doctors assigned to his/her team attend Hospital Orientation and, where appropriate, departmental orientation
• 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 PEM
• Active participation in PEM 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 PEM post in the hospital
• Engage in clinical audit activity and provide leadership in multidisciplinary clinical audit in the Department of PEM
• Actively engage in Continuing Professional Development and comply with Professional Competence Assurance requirements
• A willingness to develop special interest aspects of PEM as appropriate to one’s competencies, the Department of PEM and the Children’s Health Ireland
• Ongoing participation in Major Incident Planning for the ED(s), 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 PEM

• 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 in all matters pertaining to the general efficiency of Crumlin, Temple Street, Tallaght and Connolly pending the establishment of and transfer to the new children’s hospital

• 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

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.

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**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

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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
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

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<th>Skills, competencies and/or knowledge</th>
<th>Eligibility Criteria</th>
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<td>Professional Qualifications and Experience</td>
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<td></td>
<td>Mandatory:</td>
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|                                      | 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 emergency medicine  
  And  
  b) Two years postgraduate training and experience in related paediatric specialties of which one year must be full time in paediatric emergency medicine. |
|                                      | OR |
|                                      | 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) Two years postgraduate training and experience in related emergency specialties of which at least one year must be full time in paediatric emergency medicine |
“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.

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”.

The above is governed by the Health Service Executive letter of approval for this post

Desirable:
Clinical fellowship in paediatric emergency medicine, national or international

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
| 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:  
  - National Standards for Safer Better Healthcare  
  - National Standards for the Prevention and Control of Healthcare Associated Infections  
  - HSE Standards and Recommended Practices for Healthcare Records Management  
  - HSE Standards and Recommended practices for Decontamination of Reusable Invasive Medical Devices (RIMD)  
  - Safety audits and other audits specified by the HSE or other regulatory authorities  
- To initiate, support and implement quality improvement initiatives in their area which are in keeping with the organisation’s continuous quality improvement programme.  

It is the responsibility of all managers to ensure compliance with regulatory requirements for Quality, Safety and Risk within their area/department. |
| Specific Responsibility for Best Practice in Hygiene | Hygiene in healthcare is defined as “the practice that serves to keep people and the environment clean and prevent infection. It involves preserving one’s health, preventing the spread of disease and recognizing, evaluating and controlling health hazards.”  
- It is the responsibility of all staff to ensure compliance with hospital hygiene standards, guidelines and practices.  
- Department heads/managers have overall responsibility for best practice in hygiene in their area.  
It is mandatory to attend hand hygiene and sharps awareness workshops yearly |
| Short listing & next steps | 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 Friday 17th January, 2020 by 5pm. Applications must be completed through the advertised post on 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 Ciara Martin, CHI at Tallaght, Ciara.Martin@tuh.ie or Dr Carol Blackburn, CHI at Crumlin, Carol.Blackburn@olchc.ie

Information on “Non-European Economic Area Applicants” is available from 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.