



**CONSULTANT CARDIOTHORACIC SURGEON
WITH A SPECIAL INTEREST IN TRANSPLANTATION
TYPE B
Mater Misericordiae University Hospital – 39 hours
Job Description**

Professional Qualifications required:

1. **Professional Qualifications, experience etc**
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 Cardiothoracic Surgery and one year certified postgraduate training in thoracic organ transplantation surgery.
2. **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.
3. **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.
4. **Character**
A candidate for and any person holding the post must be of good character.
5. **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 fulfil the eligibility requirements laid down in the information pack for the post.

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 before taking up appointment. The candidate will be allowed a max of 180 calendar days from date of interview to secure this registration and produce 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 the candidate to the employer). Should not suitable candidate exist, a further recruitment process may be initiated.
6. **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.
7. **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 (MMUH)

The Mater Misericordiae University Hospital (MMUH) is a major teaching hospital in the HSE Dublin North East and delivers education in conjunction with University College Dublin (UCD). Central to the hospital's mission and ethos is to promote education and research with the aim of contributing to the highest standard of excellence possible in patient care.

The MMUH has a complement of 597 beds and has two national specialities: Cardiothoracic Surgery (including heart and lung transplantation) and Spinal Injuries. Regional specialities include Ophthalmology, Dermatology, Breast Cancer Screening and Oncology. The hospital also provides services under a range of medical and surgical specialities 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.

Undergraduate & Postgraduate Education

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

General Accountability

The person chosen will:

- maintain throughout the Hospitals listed above awareness of the primacy of the patient in relation to all of the Hospitals' 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 Cardiothoracic Surgeon with a special interest in transplantation will facilitate the education of all hospital staff in best practice
- The Consultants' Contract 2008 provides for a normal working week of 39 hours. This 39 hour commitment will normally be delivered across a span of 12 hours between the hours of 8am and 8pm Monday to Friday.

8. The post holder will be required to:-

Act as Consultant Cardiothoracic Surgeon with a special interest in transplantation under the Board of the Mater Misericordiae University Hospital.

Adhere to the Standard Duties and Responsibilities (Section 12 a – I) as detailed in the Consultant Contract 2008.

- To participate in development of and undertake all duties and functions pertinent to the Consultant's area of competence, as set out within the Clinical Directorate Service Plan and in line with policies as specified by the Mater Misericordiae University Hospital.
- To underpin a national transplant rota allowing the service to provide both lung and heart transplant activity to a level commensurate with European data sets.
- 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 and/or levels of service (volume, types etc.) as determined by the Mater Misericordiae University Hospital. Service planning for individual clinical services will be progressed through the Clinical Directorate structure or other arrangements as apply.
- To co-operate with the expeditious implementation of the Disciplinary Procedure.
- To formally review the execution of the Clinical Directorate Service Plan with the Clinical Director / Employer periodically. The Clinical Directorate Service Plan shall be reviewed periodically at the request of the Consultant or Clinical Director / Employer. The Consultant may initially seek internal review of the determinations of the Clinical Director regarding the Service Plan.

- 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. The Consultant shall receive training and support to enable him/her to participate fully in such structures.
- 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 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.
- Maintain throughout the Hospital's awareness of the primacy of the patient in relation to all of the Hospitals' activities.
- Demonstrate behaviour consistent with the values of the Hospital.
- Actively participate in and promote continuing education and research activities consistent with the position.
- Promote open communications throughout the Hospital.
- Cover for fellow Consultants during holidays, sickness or other approved absences.
- Provide a consultative service as required.
- Participate in the development of services in the hospital, including the assumption of appropriate administrative roles.
- Liaise with the Chief Executive, Director of Nursing, Chair of Medical Board, consultant staff and others in all matters pertaining to the efficient management of the hospital services.
- Perform such other duties appropriate to his/her office as may be assigned to him/her from time to time.
- Advise on the development and maintenance of Cardiothoracic Surgery services within the resources of the hospital and in co-operation with management.
- Manage, as required, patients in ICU.
- Encourage and support research and development.
- Organise and participate in the teaching of undergraduate and postgraduate students, Nursing and other staff of the hospital.

SPECIFIC DUTIES OF POST:

- 1: X duty roster
- One full day operating per week
- One outpatient clinic per week
- Attendance at multidisciplinary conference weekly
- Reviewing consultations in hospital
- Some responsibility for organ retrieval and for training organ retrieval team.
- Provision of inpatient care
- Supervision of house staff
- Teaching of medical students

- Surgical instruction of trainees
- Attendance and contribution to business meetings within the hospital
- Rostering for Cardiothoracic Surgery & Transplantation
- Being involved in all aspects of the patient pathway, such as outpatient clinics, in-hospital consults, pre and post operative management of patients and operative management
- Teaching
- Research
- Administration
- Supervision of NCHDs
- Attendance at Multidisciplinary Conferences.

9. Skills Competencies and/or knowledge

- The successful applicant will play a major role in shaping the development and lead the design of cardiothoracic surgery care pathways.
- The successful applicant will play a full and positive role in facilitating and planning service change – they represent an exciting opportunity to develop a new service delivery system and create a sustainable specialist service for the Mater Misericordiae University Hospital
- Contribute to and maintain all aspects of the existing cardiothoracic surgical service, including providing a service to inpatients and outpatients at Mater Misericordiae University Hospital
- Extend existing links with primary care colleagues, where required in developing the regional service.
- 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 cardiology required fulfilling the role and duties of a Consultant Cardiothoracic Surgeon with a special interest in transplantation
- 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.

10. 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 MMUH Hospital policy and HSE policy documents pertaining to Dignity at Work and Trust in Care.

11. Leadership / Teamwork Skills:

- Demonstrate leadership and team management skills including the ability to manage his/her team as clinical team leader and work effectively with multidisciplinary team members.
- Demonstrate an ability to adapt to working with different teams / services in a locum position

12. Organisational Skills:

- Demonstrate evidence of effective planning and organisational skills including awareness of resource management.
- Demonstrate ability to evaluate information and judge situations
- Demonstrate evidence of IT skills

Particulars of Post

This is a new Consultant Cardiothoracic Surgeon with a special interest in transplantation at the Mater Misericordiae University Hospital.

1. The appointment is permanent and of a whole time nature.
2. The person appointed shall be on probation for one year.
3. The terms, conditions and benefits of the Consultants Contract 2008 (as of 24 May 2019), approved by the Department of Health and Children, will apply.
4. Annual leave will be in accordance with the Consultants' Contract 2008. 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. The person appointed shall abide by the respective Ethical Policies approved by the Board of Directors of both the Mater Misericordiae University Hospital and Our Lady's Hospital Navan
7. All applications for special leave shall, in addition, be forwarded to the Executive Council of the Hospital for consideration. No special leave may be taken without the prior approval of the Executive Council of the hospital.
8. In the event of resignation a minimum of three months' notice must be given in writing to the authorities of the hospital.
9. Before appointment a medical examination must be undertaken by a qualified Medical Practitioner to be nominated by the Board of Directors, 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 he/she is a candidate.
10. The scheduled commitment in respect of this post is as follows:-

Mater Misericordiae University Hospital	-	39 hours
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11. Remuneration shall be as per DOHC Consultant Salary Scales for Type B posts.
12. Garda Clearance – Arrangements have been introduced on a national level for the provision of Garda Clearance in respect of candidates for employment in areas of Health Services where it is envisaged that potential employees have substantial access to children or vulnerable individuals.

Application Details

1. Curriculum Vitae (four unbound copies) including qualifications, publications etc. should be forwarded to the Honorary Secretary, Medical Board, Mater Misericordiae University Hospital, 59 Eccles Street, Dublin 7 not later than **Friday 25th October 2019**.
2. Each candidate shall submit, as references, the names and addresses 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
