

**CONSULTANT HAEMATOLOGIST (CLINICAL AND LABORATORY)**

**S.I PAEDIATRIC HAEMATOLOGY**

**Children's Health Ireland (CHI)**

**Job Specification and Terms & Conditions**

<b>Job Title</b>	Consultant Haematologist (Clinical and Laboratory) s.i. Paediatric Haematology
<b>Campaign Reference</b>	145221
<b>Closing Date</b>	Monday, 19 <sup>th</sup> April 2021.
<b>Hours</b>	Children's Health Ireland are seeking to fill this Consultant Haematologist post on a permanent basis. 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). The initial commitment for this post will be to CHI at Temple Street for 28 hours per week and CHI at Crumlin for 11 hours per week. This 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. The post is open to applicants who wish to work on a flexible or part-time basis, and may – subject to preference of the successful applicant(s) and the decision of the employer – be filled on that basis.
<b>Location of Post</b>	<p>Children's Health Ireland (CHI), comprises of the three children's hospitals at <b>CHI at Crumlin</b>, Dublin 12, <b>CHI at Temple Street</b>, Dublin 1 and <b>CHI at Tallaght</b>, Dublin 24 and the Paediatric Outpatients and Urgent Care Centre, <b>CHI at Connolly Hospital</b>, Dublin 15. The new OPD and UCC in Tallaght is due to open in 2021.</p> <p>CHI's Programme Office, <b>CHI Herberton</b> is located in Rialto, Dublin 8 adjacent to the new children's hospital which is on the campus shared with St James's Hospital.</p> <p>The initial commitment for this post will be to CHI at Temple Street for 28 hours per week and CHI at Crumlin for 11 hours per week.</p>
<b>Context/ Background</b>	Children's Health Ireland (CHI) operates as a single service across the existing Dublin children's hospitals, Crumlin, Temple Street and Tallaght. Also, the paediatric outpatients and urgent care centres, Connolly, which opened in July 2019, and Tallaght, which is due to open in 2021. CHI governs and operates local paediatric services for the Greater Dublin Area and all national paediatric specialist services, some of which are on an all-island basis.

	<ul style="list-style-type: none"> <li>• Just under 25% of our population are children under 18 years of age. It was estimated in 2016 that 16% of our children have a chronic disease, such as, diabetes, allergies and asthma and this was increasing. 2% are acutely ill or have complex and multiple care needs requiring national services</li> <li>• CHI currently has a staff of 4,150 delivering care annually to 334,500 children, young people and their families through 39 clinical specialities and 442 in-patient &amp; day care beds</li> <li>• 2019 activity: In-patients 24,500; Day cases 33,500; Outpatients 147,500; ED 129,000</li> </ul> <p>Ireland will have a world class new children's hospital that is purpose built to deliver the best care and treatments that are available for future generations to come</p> <p>The new children's hospital, which will open in 2023 will bring together the three children's hospitals into a world class building on a campus shared with St James's Hospital. This will be a leading campus in healthcare and research in Ireland, a leading adult teaching hospital, a children's hospital and in time, a new maternity hospital, when the Coombe Women and Infants University Hospital is relocated on the campus.</p> <p>CHI is leading on the clinical and operational transformation on how children's healthcare will be delivered in the future to deliver better, safer and more sustainable healthcare in the future. The new hospital is planned as the first 'Digital Hospital' in the system with the implementation of an Electronic Healthcare Record, as well as, other evidence based standards, such as, 100% single rooms.</p> <p>Children's Hospital Programme is a major programme of work led by CHI, focused on transformative service change to enhance services for children, young people and their families, to integrate the three existing hospitals, while maintaining existing and new services, ensuring patient safety and quality until transition is complete.</p> <p><i>For further information about CHI, check out our recruitment website <a href="http://WWW.CHI.jobs">WWW.CHI.jobs</a></i></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 the three Children’s hospitals and new Paediatric OPD and Urgent Care Centres.</li> <li>• Clinical colleagues within the cross-city Haematology department</li> <li>• Clinical Leads for the Paediatric and Neonatology Clinical 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 Connolly</li> <li>• Clinical consultant colleagues in CHI across all disciplines</li> <li>• Laboratory managers, Directors of Laboratory in the Departments of Laboratory Medicine in Temple Street and Crumlin</li> <li>• Haemovigilance Officers in Temple Street</li> </ul>
<p><b>Scope of the Role</b></p>	<p>In paediatric haematology nationally, the speciality is currently divided into:</p> <ul style="list-style-type: none"> <li>• Malignant haematology/bone marrow transplant group</li> <li>• Benign Paediatric Haematology group</li> </ul> <p>The benign paediatric haematology on-call rota is provided by the benign haematology consultants group (based between Crumlin and Temple Street) on a rota and this is a tertiary referral service from paediatric and maternity (neonatal) services nationwide, for general haematology, haemoglobinopathy, haemophilia, and bone marrow failure/neutropenia syndromes in children and neonates.</p> <p>In Temple Street, benign paediatric haematology is currently a single handed consultant-provided service (28 hours per week) that covers both clinical haematology and laboratory haematology. This service is consultant provided, with a single NCHD, who may not have any prior haematology experience, and 0.6 WTE clinical nurse specialist.</p> <p><b>Clinical haematology:</b> The clinical workload includes patients with general paediatric haematology conditions, eg, anaemia, ITP, and subspecialized haematology conditions of severe/chronic neutropenias and bone marrow failure. The latter service is an ad hoc national referral service for these conditions. There is also a busy haematology consult service for Temple Street hospital, which includes among others the national centres for paediatric neurosurgery, paediatric kidney transplantation, a national paediatric ICU, a paediatric trauma centre, all specialties with high dependence on the blood transfusion laboratory and frequent clinical interactions with the haematology service.</p> <p><b>Laboratory haematology:</b> consultant haematologist laboratory services for Temple Street hospital, (28 hours per week) including clinical governance of the haematology and blood transfusion laboratories, oversight and interpretation of full blood counts, coagulation screens, review of non-conformances, advice re corrective and preventative action, reporting of blood films, bone marrow aspirates, participation in laboratory continuing education, consensus training and external quality assurance schemes. In addition, clinical advice</p>

	<p>regarding blood transfusion, transfusion committee attendance, transfusion non-conformances and haemovigilance service.</p>
<p><b>Purpose of the Role</b></p>	<p>This post holder will integrate with service provided by Dr Melanie Cotter for benign paediatric haematology service in Temple Street and Crumlin, and provide the subspecialist consultant expertise in neutropenia and bone marrow failure. This will allow onsite haematology clinical, laboratory and transfusion/Haemovigilance support for Temple Street to be available year round, as currently there is no onsite provision for same when the Temple Street consultant is on leave. This will benefit the wide range of specialties in Temple Street that require haematology consultation every week. In addition, this service serves as a de facto national service for inherited bone marrow failures and congenital neutropenia conditions.</p> <p>In addition, the post holder will take part in the benign haematology consultant rota, which provides tertiary consultant haematology cover for children and neonates both in CHI and in paediatric units and neonatal units nationally, including in the areas of haemoglobinopathy and haemophilia/haemostasis and thrombosis.</p>
<p><b>Principal Duties and Responsibilities</b></p>	<p>The successful candidate will fulfil the role of Consultant Haematologist si. Paediatric Haematology at Children's Health Ireland (CHI) at Temple Street and CHI at Crumlin (pending transfer to the National Paediatric Hospital) with duties including:</p> <p>To practice as Consultant Clinical and Laboratory Haematologist, (special interest paediatric haematology, subspecialist interest bone marrow failure and neutropenia syndromes) Children's Health Ireland at Temple St [28 hours per week] and Crumlin [11 hours per week];</p> <ul style="list-style-type: none"> <li>• The appointee will be required to participate in a consultant rota for the provision of benign haematology services within the benign paediatric haematology group at CHI.</li> <li>• To provide care of the highest international standards and be an advocate for children and families affected by the conditions of inherited bone marrow failure and neutropenia and chronic neutropenia conditions, and to seek to develop a strategy for the development adult haematology services for these conditions going forward.</li> <li>• Perform specialised clinical and laboratory paediatric haematology work including provision of consultation, bone marrow aspirates and biopsies, training and oversight of haematology junior doctors, consultant oversight</li> </ul>

and training of the haematology and blood transfusion laboratories, and haemovigilance in CHI at Temple Street, as required in accordance with the schedule approved by the Consultant Appointments Unit, the Departments of Paediatric Laboratory Medicine in Temple Street and Crumlin as required.

- To ensure that duties and functions are undertaken in a manner that minimizes delays for patients and possible disruption of services.
- To work within the framework of the hospital 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 formally review the execution of the Clinical Directorate Service Plan with the Clinical Director / Employer periodically. The Consultant may initially seek internal review of the determinations of the Clinical Director regarding the Service Plan.
- 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 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.

*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.*

<p><b>Professionalism at CHI</b></p>		<p><i>“Professionalism” at CHI involves forming values and developing behaviours and attitudes which foster professional relationships, promote public trust and enhance patient safety.</i></p> <p><i>Medicine is a profession in which a doctor’s knowledge, clinical skills and judgement are put in service for the benefit of human health. This purpose is realised through a partnership between patient and doctor, one based on mutual respect, individual responsibility and appropriate accountability.</i></p> <p><i>Medical students and doctors should be committed to compassion, effective communication, integrity and honesty, working in partnership with the wider healthcare team/s, advocacy, ethical practice, altruism/selflessness, reflective practice that promotes continuous improvement, evidence based practice, cultural sensitivity and self-care, all culminating in improved child/patient centred service to</i></p> <p><i>These commitments aspire to excellence, professional identity formation and leadership. “</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.</p> <p>The post holder will be expected to embody these values and enable them across the organisation</p>	

	<div data-bbox="411 248 721 517"> <p><b>Child-Centred</b></p>  </div> <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 data-bbox="422 618 730 887"> <p><b>Compassionate</b></p>  </div> <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 data-bbox="411 987 738 1272"> <p><b>Progressive</b></p>  </div> <p><b>We provide access to the latest knowledge, innovation and technology for the best patient outcomes. We are...</b></p> <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><b>Skills, competencies and/or knowledge</b></p>	<p><b>Eligibility Criteria</b>  <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 haematology (clinical and laboratory) and one year certified postgraduate training in paediatric haematology.</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 before taking up appointment. The candidate will be allowed a max of 180 days from date of interview to secure this registration and produce evidence of special interest training where relevant.</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”.

The employer may decide to make a proleptic appointment as provided for at Section 2 d) of Consultants’ Contract 2008.

The Consultant must, at all times while continuing to hold office, continue to be registered with the Medical Council of Ireland.

The above is governed by the Health Service Executive letter of approval for this post TSHAKH02

**Desirable Criteria:**

One or more year’s clinical experience at consultant or fellowship level in benign paediatric haematology, in particular in the area of bone marrow failure and neutropenia syndromes.

**Essential:**

**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
- Ability to recognise and respect the expertise of others and the contribution of team

	<p>members and harness good teamwork and open contributions to enable the achievement of programme aims</p> <ul style="list-style-type: none"> <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> <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> </ul> </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>

	It is mandatory to attend hand hygiene and sharps awareness workshops yearly
<b>Competition Specific Selection Process</b>	<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.</p> <p>The closing date for submission of CV's to include the names and address of three referees, two to be recent, is <b>Monday 19<sup>th</sup> April 2021</b>. Applications must be completed through the advertised post on <b>CHI.jobs</b> by clicking 'Apply for Job'.</p> <p><b>Applications will not be accepted through direct email or any other method.</b></p> <p>Informal Enquiries can be obtained from:</p> <p style="padding-left: 40px;">Dr. Melanie Cotter, Consultant Haematologist, Children's Health Ireland Phone: +353-1-8784200</p> <p>For other queries relating to this recruitment process, please contact; Iris Cranley, Medical HR Manager, CHI at Temple Street. <a href="mailto:iris.cranley@cuh.ie">iris.cranley@cuh.ie</a></p>
<b>Panel/s</b>	A panel may be created from which permanent, fixed term and specified purpose vacancies of a full or part time duration may be filled across all Children's Health Ireland locations. The tenure of these panels will be indicated at offer stage.
<b>Information on "Non-European Economic Area Applicants" is available from <a href="https://dbei.gov.ie/en/">https://dbei.gov.ie/en/</a></b>	
<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> <p><b>Children's Health Ireland is an equal opportunities employer.</b></p>	