National Maternity Hospital
***Founded in 1894***



**PERSON SPECIFICATION**

**&**

**JOB DESCRIPTION**




## CONSULTANT GENERAL ADULT PSYCHIATRIST

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| The National Maternity Hospital, Holles St (NMH) | – 26.5 hours |
| Wexford General Hospital | – 7.0 hours |
| St Vincent's Healthcare Group | – 3.5 hours |

LINK to NMH Careers Page

## THE NATIONAL MATERNITY HOSPITAL
## ABOUT US, OUR MISSION AND VISION

### THE HOSPITAL

The National Maternity Hospital is one of Europe's largest maternity hospitals and a leading provider of maternity, women's health and reproductive care, established over 130 years ago. Our expert multidisciplinary team is dedicated to providing the highest standard of care to women and their families, through a range of services including maternity, women's health and neonatology. Over the years, subspecialties have expanded to include expert, evidence-based care for women and babies incorporating fetal medicine, maternal medicine, anaesthetic care, perinatal genetics, perinatal mental health, bereavement care, pathology, radiology.

Our women's health services have also expanded exponentially and our gynaecology team treats over 10,000 outpatients annually. Our colposcopy service is funded by the National Cancer Screening Service and has one of the largest units in Europe. We have also developed specialist services catering for urogynaecology, gynaecological cancer, complex menopause care, paediatric and adolescent gynaecology, pain management, fertility and also transgender care.

The Neonatal Intensive Care Unit is recognised as a national tertiary referral centre for care of very premature babies and sick infants, with expertise in all advanced therapies such as neonatal therapeutic hypothermia. The Hospital is also contributing to the National Neonatal Transport Program which offers a national 24-hour service for the nineteen maternity units in Ireland.

The NMH established a community midwifery service in 1998, offering domino births, early transfer home programmes and homebirth. This service covers Dublin and North Wicklow and continues to be the busiest community midwifery service in Ireland. Over the decades, the hospital has built up an international reputation for undergraduate and postgraduate training and education for the multidisciplinary team of healthcare providers in all related specialties. Staff are also able to avail of extensive professional development which is facilitated in association with our education providers including University College Dublin and the Royal College of Surgeons of Ireland.

### MISSION STATEMENT

We are the national centre of clinical excellence in maternal, neonatal and gynaecological health. Our mission as leaders in women's healthcare is to deliver the highest quality of safe, evidence based care. We are committed to providing choice, listening to and learning from our patients' experiences. Through excellence and innovation in research and education, we drive the advancement of women and babies' healthcare in Ireland. Our team is our greatest asset, and we are dedicated to investing in and supporting our people.

### VISION

To continuously advance the health of women and babies through excellence in healthcare led by our dedicated teams.

**VALUES;** Quality, Compassion, Respect Collaboration, Innovation, Sustainability

*"Delivering the future"*

The National Maternity Hospital
Vita Gloriosa Vita ~ Life Glorious Life

# WHY WORK AT THE NMH?

## STAFF BENEFITS INCLUDE:

### FLEXIBLE WORKING / WORK LIFE BALANCE:

- Exceptional Annual leave allowance
- Recognition for long service (once off 5 extra A/L days for 25years service)
- Access to flexible working options
- Access to Career Breaks & Sabbaticals
- Family Friendly Policies

### SUSTAINABILITY:

- Access to bike to work tax saver scheme
- Access to Annual tax saver travel tickets
- The NMH was the 1st ISO accredited Maternity Hospital in Ireland

### FINANCIAL:

- Generous statutory defined benefit Pension scheme (including for monthly AVC's)
- Paid Sick Leave
- Fully Paid Maternity Leave
- Employee Discounts (through staff app & WRKIT app)
- Subsidised Staff Restaurant with access to a hot meal Mon - Sun
- Access to Health Service Staff Credit Union
- Financial Planning advice and support (through our EAP service and Pension team)
- Access to Parking
- Death in Service payment

### EDUCATIONAL:

- Access to co-funding for relevant courses
- Access to paid study leave
- NMH Staff App
- Access to The NMH's eLearning Hub & App
- Alumni Network

### WELLBEING:

- Social Committee
- The NMH are in partnership with WrKit who offer a number of wellbeing supports
- Drop in clinics with our Occupational Health team
- Employee Assistance Programme
- Employee Schwartz Rounds

JOIN US | DEVELOP WITH US | EXCEL WITH US

THE NATIONAL MATERNITY HOSPITAL
DELIVERING THE FUTURE

| JOB SPECIFICATION / TERMS AND CONDITIONS | |
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| JOB TITLE: | CONSULTANT GENERAL ADULT PSYCHIATRIST |
| GRADE: | Consultant |
| DEPARTMENT | Psychiatry |
| REPORTS TO | The post holder will report to:<br>1. Master– NMH<br>2. Executive Clinical Director - CHO 5 clinically and administratively to the Clinical Director of Wexford General Hospital<br>3. CD/Executive Clinical Director Mental Health Service SVUH |
| QUALIFICATIONS | The following professional qualifications and experience shall apply to this appointment:<br><br>(a) Registration as a specialist in the Specialist Division of the Register of Medical Practitioners maintained by the Medical Council in Ireland in the speciality of Psychiatry.<br><br>**Desirable**<br>One year certified Higher Specialist Training in Perinatal Psychiatry, or equivalent experience as a Consultant Perinatal Psychiatrist and two years Higher Specialist Training in General Adult Psychiatry. |
| TERMS & CONDITIONS | **TENURE:** This is a Full Time permanent contract of employment.<br><br>**REMUNERATION:** Remuneration is in accordance with salary scales approved by the Department of Health / Health Service Executive. The salary scale for this post currently ranges from €238,221 to €286,151. Assimilation onto the scale is based on relevant work experience and in accordance with circular 17/0213 for existing permanent employees. Payment is made on a monthly basis by credit transfer.<br><br>**HOURS:**<br>37 hours per week, exclusive of unpaid rest breaks.<br><br>**ANNUAL LEAVE:**<br>30 working days per annum.<br><br>**SUPERANNUATION/SPOUSES & CHILDREN'S CONTRIBUTORY PENSION SCHEMES:**<br>All employees must join the Superannuation Scheme. An explanatory booklet on the Superannuation Scheme you are aligned to is attached. If you require further details on the |

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| | scheme please contact the Superannuation Officer, Human Resources on ext. 3360.<br><br>**RETIREMENT AGE:**<br>Persons who entered the Public Service **before the 1st April 2004 (Non New Entrants)** have a normal retirement age (NRA) of 60 with a compulsory retirement age of 70**.** Persons who entered the Public Service **on or after the 1st April 2004 (New Entrants)** have a normal retirement age of 65 with no maximum compulsory retirement age**.** Persons entering the Public Service **from 1st January 2013 (SPSPS)** have a NRA in line with State Pension, currently age 66, with a compulsory retirement age of 70.<br><br>**HEALTH:**<br>A candidate for and any person holding the office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.<br><br>**GARDA VETTING:**<br>Satisfactory Garda (Police) vetting is a condition of employment for this position. It is expected, that you fully disclosed all<br>information pertaining to any convictions recorded against you in the<br>Republic of Ireland or elsewhere, or a statement of all convictions and/or<br>prosecutions, successful or not, pending or complete, in the State or<br>elsewhere as the case may be. Failure to do so will result in instant dismissal. |
| **RESPONSIBILITIES & ACCOUNTABILITIES**<br><br>(*IN NO PARTICULAR ORDER OF PRIORITY*) | The post holder will be responsible for providing a Perinatal Mental Health Service at the National Maternity Hospital in conjunction with the existing Consultant Psychiatrist in post. They will also be responsible for providing 7 hours of specialist perinatal mental health cover per week at Wexford General Hospital. This will in the first instance be to prioritise services to those who have the greatest need and where service provision will have the greatest impact. The Consultant will provide the highest quality of care for patients attending the service.<br><br>Standard duties and responsibilities include:<br>• Lead the specialist multidisciplinary mental health team which consists of a Consultant, Senior Registrar, Senior Mental Health Social Worker, and Senior Psychologist, two Clinical Psychiatric Nurse Specialists, Senior Occupational Therapist, two Mental Health Midwives, team secretary and administrative support.<br>• Provide supervision, support and ongoing tertiary care for the smaller spoke maternity units in South Tipperary General Hospital, University |

Hospital Waterford, and Kilkenny General Hospital (note under Slaintecare the Consultant will be responsible for a different alignment of spoke hospitals).

- Participates in the adult psychiatry on call rota in SVUH.
- Under the SPHMS Model of Care, it is anticipated that an inpatient Mother and Baby Unit (MBU) will be developed on the SVUH site. Under this Model of Care, the Specialist Perinatal Mental Health team at the NMH will work in an integrated way with the Mother and Baby Unit team at St Vincent's. The Consultant will provide consultant input and care for the inpatients of the MBU in conjunction with other Consultant/s who will be appointed to the MBU and provide on call services also to the MBU. The consultant will be involved in ensuring that there are clear links and collaborative working relationships between the SPHMS at MBU and its specialist team, and the other psychiatric services, including Liaison Psychiatry at SVUH.
- Provide assessment, management and treatment for the mental health needs of all women attending the hospital in pregnancy and up to the first year after birth.
- Supports the teaching program at SVUH, provides second opinions and clinical support for patients attending SVUH for mental health issues related to pregnancy and a liaison service as necessary.
- Provide timely access to high quality care and treatment to women in pregnancy and early postpartum. This is to ensure that the special needs of such women are met and the potential risk to both mother and child are minimised.
- Prevention of avoidable relapses and recurrence of mental illness in vulnerable women.
- Provision of advice on the use of psychotropic medications given the change in pharmacokinetics in pregnant women and the special precautions required in treating pregnant or breastfeeding women because of potential effects on the foetus or baby.
- Pre-conception advice to women at-risk of significant mental health issues postnatal.
- Advice on the Protection of Life during Pregnancy Act (2013).
- Any other duties deemed appropriate to the post. Please note that the duties of this post may change over time. Ensure that duties and functions are undertaken in a manner that minimises delays for patients and possible disruption of services.
- Co-operate with the expeditious implementation of the Disciplinary Procedure.
- 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.
- Supervise and be responsible for diagnosis, treatment and care provided by non-Consultant Hospital Doctors (NCHDs) treating patients under the Consultant's care.
- 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.
- 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. Operational, strategic, developmental, clinical, administrative and other duties that will apply to the post:
- Responsible for the care and treatment of patients in his/her clinical charge and to ensure mechanisms for the coordination of the care with the multidisciplinary team and between the team and other health and social care agencies are established and maintained.

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- To assist in the development of best practice protocols in line with emerging research and best practice. Work with a multidisciplinary team providing assessment and therapeutic services and to have special administrative responsibility if required for the Service.
- The person appointed to the office is a Designated Officer under the "Protections for Persons Reporting Child Abuse Act, 1998" and consistent with Children's First Guidelines 2011 to receive reports of child abuse. Such officers will, on receiving a report of child abuse, formally notify the relevant Child and Family Services Manager (Tusla).
- Prepare clinical and court reports pursuant to Section 25 of the Mental Health Act 2001.
- 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.
- 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. Operational, strategic, developmental, clinical, administrative and other duties that will apply to the post.
- 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 Employer.
- 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 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

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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.

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**Specific skills, competencies and/or knowledge that are essential for the post holder to have to carry out this post.**

**Working with Others**

- Ability to work effectively and manage relationships with the key stakeholders.
- Demonstrate knowledge and understanding of the complex needs of patients with severe enduring mental health problems and to work with families and carers of these patients.
- Demonstrate evidence of ability to treat patients, relatives and colleagues with dignity and respect.
- Develop networks and work in partnership with patients/service users, carers and colleagues within and across systems to deliver and improve services.
- Encourage and create an environment where others have the opportunity to contribute.
- Work with others to improve services.

**Managing Services**

- Demonstrate evidence of effective planning, team leadership and organising skills including awareness of resource management and appropriate accountability.
- Demonstrate effective time management, prioritisation and appropriate delegation skills.
- Contribute to the development of business and service plans to achieve service goals.
- Manage resources to ensure the delivery of safe and effective services.
- Manage people by providing direction, reviewing performance, motivating others and promoting equality and diversity.

**Setting Direction**

- Demonstrating leadership and management skills including the ability to work with others.
- Demonstrate knowledge, awareness and appreciation of Perinatal Mental Health Services, relevant policies, reports and service plans, regulation and relevant legislation together with key challenges faced.
- Applies knowledge and evidence, gathering information to produce an evidence-based challenge to systems and processes to identify opportunities for service improvement.

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| | • Makes sound evidenced-based decisions consistent with the values and priorities of the organisation and profession.<br>• Measures and evaluates outcomes taking corrective action where necessary and being accountable for decisions.<br><br>**Improving Services**<br>• Critically evaluates services to identify where services can be improved, working individually or as part of a team.<br>• Encourages improvement and innovation, creating a climate of continuous service improvement.<br>• Facilitates transformation, actively contributing to change processes that lead to improved healthcare.<br><br>**Demonstrating Personal Qualities**<br>• Demonstrate effective communication skills including:<br>• The ability to present information in a clear and concise manner,<br>• The ability to lead and manage through challenges and demands placed on them,<br>• The ability to give constructive feedback so as to encourage learning and improved service functioning.<br>• Organises and manages self while taking into account the needs and priorities of others.<br>• Learns from participating in continuous professional development and feedback.<br>• Acts with integrity, behaving in an open, honest and ethical manner. |
| **POLICIES AND PROCEDURES:** | For a full list of all the Hospitals Policies and Procedures please refer to q-pulse.<br>In particular, those as outlined within the Contract of Employment which you are required to familiarise and comply with, during the course of your employment.<br><br>**QUALITY:**<br>To ensure the provision of the highest possible quality of service to our patients, all employees at the National Maternity Hospital have a responsibility to ensure adherence to and participation in internal and external quality control and assurance programmes on an ongoing basis.<br><br>**HEALTHCARE ASSOCIATED INFECTIONS (HCAIS):** |

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| | In order to reduce the risk of HCAIs, compliance with Infection Prevention and Control policies and the attendance at infection control training, are essential for all staff members. It is paramount that each staff member practice good hand hygiene techniques. Staff members have a responsibility to report any obstacles to maintaining high standards of Infection Control and hand hygiene to their line manager or Infection Control Team.<br><br>**REMINDER ON CONFIDENTIALITY:**<br>In the course of his / her employment, the person appointed may have access to or hear information concerning the medical or personal affairs of patients or staff or other health service business. Such records or information are strictly confidential and unless acting on instructions of an authorised officer on no account must information be divulged or discussed except in the performance of normal duty. In addition records must never be left in such a manner that unauthorised persons can obtain access to them and must be kept in safe custody/destroyed in accordance with policy when no longer required. |
| **Note:** This job description is an outline of current broad areas of responsibility and accountability and should not be regarded as a comprehensive listing. As the role develops in the Hospital this job description may be reviewed in light of possible new structures and/or changing needs of the Hospital. | |