



**HSE Job Specification, Terms and Conditions  
Expression of Interest**

**Clinical Lead for National Clinical Programme for Palliative Care**

<b>Job Title</b>	<p>Clinical Lead for the National Clinical Programme for Palliative Care (2.5 days per week/0.5 WTE) for a 2 year period</p> <p><b>Appointment will be on the basis of a grade to grade transfer and current remuneration applies</b></p>
<b>Location of Post</b>	The successful candidate will maintain their existing base/location of work and will be expected to be available for Dublin-based meetings as required.
<b>Closing Date</b>	25 November 2021
<b>Proposed Interview</b>	Skills Match Interviews will take place after the closing date has passed.
<b>Informal Enquires</b>	<p>Dr Siobhán Ní Bhriain National Lead for Integrated Care Clinical Design &amp; Innovation Email: <a href="mailto:lead.integratedcare@hse.ie">lead.integratedcare@hse.ie</a></p> <p>Dr Brian Creedon Clinical Lead for National Clinical Programme for Palliative Care (Outgoing) Email: <a href="mailto:brian.creedon@hse.ie">brian.creedon@hse.ie</a></p>
<b>Taking up Appointment</b>	The successful candidate will be expected to take up post as soon as possible after selection but no later than two months after the post has been offered.
<b>Details of the Service</b>	<p><b>Clinical Design and Innovation, Office of the Chief Clinical Officer:</b></p> <p>The Office of the Chief Clinical Officer (CCO) was established as part of an overall investment by the HSE to strengthen governance and accountability for the planning and delivery of high quality services with the aim of driving transformational change across our healthcare system through clinical leadership, design of new models of care, promotion of culture of safety and quality improvement and through patient and service user involvement.</p> <p>Clinical Design and Innovation (CDI) function of the Office of the CCO provides clinical innovation, design leadership and clinical recommendations on strategic decisions across HSE Strategy &amp; Planning, HSE Operations and the wider organisation.</p> <p>A National Lead for Integrated Care leads and directs the Clinical Design and Innovation Team, and supports other CCO activities including the corporate plan development, modelling demand and capacity amongst others. This ensures that the work of the Team and the National Clinical Programmes develops an integrated care approach in the design, planning and delivery of</p>

	<p>the health services with evidence informed clinical participation to support population needs assessment, service designs, planning and the implementation of person centred, clinically effective, safe care valued by patients, service users and their families.</p> <p>The responsibilities of CDI include:</p> <ul style="list-style-type: none"> <li>• Engaging with the clinical community to promote integrated care approaches, develop sustainable service and clinical excellence across the health services;</li> <li>• Developing service design and models of care that are patient centred, population based, multi-disciplinary and demonstrate integration across all service domains;</li> <li>• Leading the development of clinical governance frameworks and guidance;</li> <li>• Leading the work of the National Clinical Advisor and Group Lead (NCAGLs) and National Clinical Programmes in line with Sláintecare goals.</li> </ul> <p>The work of the National Clinical Programmes (NCPs) needs to be aligned to HSE priorities and to respond to the principles of Sláintecare. In line with Goal 2 of the Sláintecare Implementation Plan, the NCPs will support the design of models of care which support high quality, accessible and safe care that meets the needs of the population. To this end, the NCPs should be the primary reference point for providing cross-service and cross programme solutions in relation to:</p> <ul style="list-style-type: none"> <li>• New models / pathways of care based on population need;</li> <li>• Clinical components of community-based care expansion;</li> <li>• Acute and Unscheduled Care Development;</li> <li>• Integrated end to end models of care.</li> </ul>
<p><b>Scope and Purpose of Post</b></p>	<p><b>The post holder will:</b></p> <ul style="list-style-type: none"> <li>• Provide clinical design &amp; innovation leadership and advice for Palliative Care.</li> <li>• Provide clinical leadership for the NCP Palliative Care, by identifying and setting priorities, steering the work of the Programme, engaging and collaborating with clinical colleagues nationally, including other clinical leads, CHOs, patients and patient advocacy organisations and all other relevant stakeholders.</li> <li>• Link with the relevant clinical advisory committee to oversee, plan and design a clinical strategy, model of care, patient pathways and guidance. This must adopt a strategic, integrated and equitable approach to planning and developing palliative care services that will meet the needs of the population of Ireland into the future.</li> <li>• Contribute as a subject matter expert (SME) to the development of key materials, reports, briefing papers and so forth, as required.</li> </ul>

	<ul style="list-style-type: none"> <li>To develop and support the implementation of evidence-based patient pathways and models of care/service delivery relevant to palliative care, across primary care services, acute hospitals and Hospital Groups, paediatric services, as appropriate to the nature of the services.</li> <li>Continue to provide expert guidance in view of changing clinical practice and in line with national policy direction.</li> </ul>
<b>Reporting Arrangements</b>	The post holder will report to the NCAGL for Older Persons. The Clinical Lead should keep the programme's Clinical Advisory Group (CAG) abreast of the NCP Palliative Care programme of work and progress of this work at regular intervals and no less than a quarterly basis.
<b>Organisational Area</b>	Clinical Design and Innovation, Office of the Chief Clinical Officer (CCO)
<b>Key Working Relationships</b>	Develop close working relationship with the key stakeholders, including the , National Cancer Control Programme (NCCP), Integrated Operations, Healthcare Strategy, Hospital Groups and other Clinical programmes and relevant areas of strategy and operations (both acute and community).
<b>Principal Responsibilities and Duties</b>	<p><b>Leadership</b></p> <ul style="list-style-type: none"> <li>To act as the Clinical Lead for NCP Palliative Care to develop and support implementation of the recommended framework for the delivery of a sustainable and safe palliative care service on a national level, as suggested in the 2020 published Framework entitled "<i>Clinical Governance &amp; Operational Arrangements for Supporting a Model of Care for Children with Life Limiting Conditions Towards the End of Life in the Community in Ireland</i>".</li> <li>Agree the annual priorities and programme of work for NCP Palliative Care, with approval from the National Clinical Advisor &amp; Group Lead (NCAGL) Older Persons and the National Lead for Integrated Care, HSE.</li> <li>Provide updates to the National Clinical Advisor &amp; Group Lead Office for Older Persons regarding progress status, deliverables, outputs, successes and challenges encountered for their designated service.</li> <li>Link with the relevant clinical advisory committee, in overseeing the development of clinical strategy, model of care, patient pathways, guidance and so forth.</li> <li>To provide expert clinical advice, leadership and practical support towards development of a framework for palliative care service design across Community Health Organisations (CHOs) and Hospital Groups (HGs), to ensure consistency, reliability and validity.</li> <li>Work collaboratively, developing synergies with other NCPs and clinical programme divisions to support implementation of clinical designs, progress integrated care and improve palliative care service availability and access, such as, but not limited to: <ul style="list-style-type: none"> <li>NCP Children / neurology / COPD / heart failure / older persons <ul style="list-style-type: none"> <li>NCEC, DoH</li> <li>NCCP</li> <li>National Dementia Office</li> </ul> </li> </ul> </li> <li>Work with relevant patient advocacy groups and public/patient representatives to ensure the voice of the patient and patient-centred care is considered as practices and guidelines are developed and defined.</li> </ul>

	<ul style="list-style-type: none"> <li>• Develop an integrated approach of care to meet the needs of people at the end of life, encompassing families and carers from all ages.</li> <li>• Enhance networks of support, to build skills and competence in providing palliative care across all care settings to better support patients, families and carers</li> <li>• Provide support and direction in the development of guidance in palliative care specialism ensuring care is evidence-based, clinically and culturally safe and effective, responsive, coordinated and flexible in meeting the changing needs of the patient, carer and/or family members.</li> <li>• Enable clinical care design and delivery that is integrated, coordinated &amp; seamless within the health system and its interface with social care, providing comprehensive wraparound support, enabling access to care when and where needed and moving towards community delivery, supporting the implementation of Sláintecare report</li> <li>• Provide clinical advice and expertise where relevant and as requested by the HSE Consultants Applications Advisory Committee</li> <li>• Review and update (as required) clinical practice guidelines, policies, procedures, models of care and so on, where appropriate, to accurately reflect relevant and update to date information, relevant to palliative care.</li> </ul> <p><b>Other</b></p> <ul style="list-style-type: none"> <li>• Make information available in respect to PQs or Reps for Government as required.</li> <li>• Adhere to the HSE Communications protocol for any interaction with the press or media and in relation to any public relations events or queries.</li> <li>• Adhere to the HSE National Financial Regulations for any expenditure or costs associated with the programme of work.</li> <li>• Comply with Freedom of Information and Data Protection legislation</li> <li>• Comply with the Ethics in Public Office and the Controls Assurance Statement process as required.</li> </ul> <p><b>The above Job Description 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 him/her from time to time and to contribute to the development of the post while in office.</b></p>
<b>Eligibility Criteria</b>	<p>All staff of the HSE, other statutory health agencies, the Department of Health and bodies which provide services on the behalf of the HSE under Section 38 of the Health Act 2004 employed as a registered Medical Practitioner currently employed at <b>Consultant/Clinical Director/Specialist level with a minimum of 5 years' experience as a Consultant or Specialist in an acute or community setting who are working within the specialty of Palliative Medicine</b> are eligible to apply.</p> <p><b>Applicants must be registered with the Medical Council of Ireland on the palliative medicine specialist division of the register.</b></p>

	<p><b>Health</b> 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.</p> <p><b>Character</b> Each candidate for and any person holding the office must be of good character.</p> <p><b>Age</b> Age restrictions shall only apply to a candidate where he/she is not classified as a new entrant (within the meaning of the Public Service Superannuation 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.</p>
<p><b>Skills, Competencies and/ or Knowledge</b></p>	<p><b>Clinical Expertise</b> Substantial clinical expertise within the area of Palliative Care.</p> <p><b>Leadership and Direction</b> Demonstrates:</p> <ul style="list-style-type: none"> <li>• An understanding, Health Informatics, data metrics, KPIs and Standards setting.</li> <li>• Credibility and ability to command respect as a recognised clinical leader within the clinical community, with a good understanding of the HSE Corporate and Service Plans, DoH policy, Sláintecare and related requirements of clinical leaders.</li> <li>• Experience of providing significant senior clinician input to operational decision making.</li> <li>• A track record as an effective leader who has developed effective teams and driven and delivered sustainable change programmes to transform clinical services.</li> <li>• A capacity to operate successfully in a challenging environment.</li> <li>• A commitment to and focus on quality and promoting high standards to improve patient outcomes, by consistently putting service users and clinicians at the heart of decision making and involving patients and the public in their work.</li> </ul> <p><b>Results focused with critical analysis and decision making</b> Demonstrates:</p> <ul style="list-style-type: none"> <li>• Strong personal emphasis on achieving high standards of excellence and willingness to take personal responsibility to initiate activities and drive objectives through to a conclusion.</li> <li>• Ability to rapidly assimilate and analyse complex information, make timely decisions and take ownership of those decisions and their implications.</li> </ul>

	<ul style="list-style-type: none"> <li>• Capacity to anticipate problems and to recognise when to involve other parties at the appropriate time and level.</li> <li>• Uses evidence to make improvements and seeks out innovations.</li> </ul> <p><b>Working with and through others</b> Demonstrates:</p> <ul style="list-style-type: none"> <li>• An ability to influence and negotiate effectively in furthering the objectives of the role.</li> <li>• An ability to build excellent collaborative networks and a track record of building and maintaining key internal and external relationships in furtherance of organisational goals.</li> <li>• Highly developed communication skills which include an ability to convey clinical priorities and complex messages to colleagues, various stakeholders, media and interest groups.</li> </ul>
<b>Specific Selection Process</b>	<p>Applications should be made by CV, together with a brief statement clearly indicating your relevant experience by email to <a href="mailto:dervelagray@rcpi.ie">dervelagray@rcpi.ie</a> stating <b>“0.5 WTE Clinical Lead for the National Clinical Programme for Palliative Care”</b> in the subject matter.</p> <p>The closing date for receipt of applications is 25<sup>th</sup> November 2021.</p> <p>Appointment will be on the basis of a skills match meeting with senior management. Initial screening may apply based on information provided in CV.</p> <p>Short listing may be carried out on the basis of information supplied in your application. The criteria for short listing are based on the requirements of the post as outlined in the eligibility criteria and skills, competencies and/or knowledge section of this job specification.</p> <p>Therefore, it is very important that you think about your experience in light of those requirements.</p> <p>Failure to include information regarding these requirements may result in you not being called forward to the next stage of the selection process. Those successful at the shortlisting stage of this process (where applied) will be called forward to a meeting with the selection panel.</p>
<b>Other Requirements Specific to the Post</b>	<p>Access to transport will be required as post will involve travel.</p>
<p><b>The reform programme outlined for the Health Services may impact on this role 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.</b></p>	
<b>Tenure</b>	<p>2.5 days per week, for a two-year period, clinical practice will be facilitated.</p>
<b>Terms and Conditions</b>	<p>Current terms and conditions of employment continue to be retained.</p>