



**Clinical Lead | National Clinical Programme for Infectious Diseases  
Clinical Design and Innovation,  
Office of the Chief Clinical Officer,  
Job Specification & Terms and Conditions**

<b>Job Title and Grade</b>	<b>Clinical Lead</b> <b>National Clinical Programme for Infectious Diseases</b> <b>2.5 days per week / 0.5 WTE &amp; for a two-year period</b>  This appointment will be on the basis of grade-to-grade reassignment/secondment and <b>current remuneration will apply</b> .
<b>Closing Date</b>	<b>Friday, 9<sup>th</sup> December 2022 at 12 noon</b>
<b>Proposed Interview date(s)</b>	Skills-match interviews will take place after the shortlisting process is completed. Please note: this may be at short notice.
<b>Taking up Appointment</b>	The successful candidate will be expected to take up post as soon as possible after the completion of the selection process but <b>no later than</b> two months after the post has been offered.
<b>Location of Post</b>	The successful candidate will maintain their existing base/location of work and will be expected to be available for meetings as required at other locations.
<b>Organisational Area</b>	Office of NCAGL Acute Operations, Clinical Design and Innovation, Office of the Chief Clinical Officer
<b>Informal Enquiries</b>	For Informal Enquiries, please refer to:  <b>Ms. Elaine Brown</b> <b>Portfolio Manager</b> Office of NCAGL Acute Operations, Clinical Design and Innovation   Office of the Chief Clinical Officer Telephone: 087-1159432 Email: <a href="mailto:elaine.brown@hse.ie">elaine.brown@hse.ie</a>  <b>Dr. Michael O'Connor</b> <b>National Clinical Advisor and Group Lead (NCAGL) of</b> Office of NCAGL Acute Operations, Clinical Design and Innovation   Office of the Chief Clinical Officer Email: <a href="mailto:ncagl.acutehospitals@hse.ie">ncagl.acutehospitals@hse.ie</a>

<b>Details of Service</b>	<p><b>Clinical Design and Innovation   Office of the Chief Clinical Officer</b></p>
	<p>The Office of the Chief Clinical Officer (OoCCO) 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 a culture of safety and quality improvements; through patient and service user involvement.</p> <p>The Clinical Design and Innovation (CDI) function, reporting to the National Clinical Director of Integrated Care, within of the Office of the CCO (OoCCO) provides Clinical Innovation, Design Leadership and Direction to strategic decisions across HSE Strategy &amp; Planning, HSE Operations and the wider organisation.</p> <p>A National Clinical Director of Integrated Care (NCDIC) 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 the work of the Team and the National Clinical Programmes develops an integrated care approach in the design, planning and delivery of the health services with evidence-informed clinical participation to support population needs assessment, service design, 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>- Develop service design and models of care that are patient-centred, population-based, multi-disciplinary and demonstrate integration across all service domains;</li> <li>- Lead the development of Clinical Governance frameworks and guidance;</li> <li>- Lead 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>

<b>Details of the Programme</b>	<p><b>NCAGL Structure:</b></p> <p>The core role of the Office of the NCAGL in Acute Operations is to provide clinical leadership and guidance to effect the development and implementation of best practice care pathways and models of care and a coordinated approach to integrated, patient-centred care that is sustainable into the future.</p> <p>CDI's NCAGL Acute Operations provides clinical and strategic input to unscheduled care, particularly in relation to the development of the acute floor model and the 3-year unscheduled care plan. Our NCAGL's work with relevant National Clinical and Integrated Care Programmes, to develop models of care to address demand for scheduled care in its entirety.</p> <p>The NCAGL of Acute Operations provides clinical leadership and advice on Acute Operations care to HSE Strategy and Planning, HSE Operations, CCO, ICL and the HSE EMT. In addition to Quality &amp; Patient Safety, Scheduled Care, Hospital Group CEO's, the National Ambulance Service, Organ Donation &amp; Transplant Ireland, Unscheduled Care and Specialist Acutes.</p> <p><b>National Clinical Programme for Infectious Diseases</b></p> <p>The National Clinical programme for Infectious Disease was established in 2020, it aimed to provide guidance for the facilitation of self-management, primary care management and acute hospital management of patients as appropriate. It shall take into consideration the progression to and the development of integrated care as a major element of reform to the health and social care system in Ireland.</p> <p>The National Clinical Lead for Infectious Disease will be responsible for developing and leading the National Clinical Programme and will be supported by key support roles (project management etc). The Clinical Lead will work within the context of an overall agreed national governance structure as set out for all Programmes. It is through this governance structure that Programme models of care, documents, guidelines and support tools will be approved.</p>
<b>Reporting Relationship</b>	<p>The successful post holder will report to the NCAGL Office for Acute Operations. The Clinical Lead should keep the programme's Clinical Advisory Group (CAG) abreast of their programme of work and progress of this work at regular intervals and no less than a quarterly basis.</p>
<b>Key Working Relationships</b>	<p>The proper execution of duties will involve the development of appropriate communication arrangements with key stakeholders both internal and external. These include but are not limited:</p> <ul style="list-style-type: none"> <li>- HSE National Directors, National Clinical Advisor and Group Leads, Hospital Group CEOs, CHO Chief Officers, Clinical Directors, fellow Clinicians, GPs Directors of Nursing, HSCPs HSE Strategy and Planning Commissioning Teams, HSE Acute and Community Operations, Department of Health, postgraduate training bodies and professional representative groups</li> <li>- National Clinical Programme Leads: the appropriate Programme Managers &amp; HSCP Leads, Nurse Planners as well as Management within designated NCAGL office</li> </ul> <p>Critical relationships in this role will include:</p> <ul style="list-style-type: none"> <li>- Antimicrobial Resistance and Infectious Control (AMRIC)</li> </ul>

	<ul style="list-style-type: none"> <li>- The National Clinical Programme for Pathology</li> <li>- The National Clinical Programme for Sepsis</li> <li>- The Public Health Division</li> <li>- The Outpatient Parenteral Antimicrobial Therapy (OPAT)</li> </ul>
<b>Purpose of the Post</b>	<p>The National Clinical Programmes play an important role in policy development and implementation. They will play an increasingly important and effective role in improving population health through consideration of health and wellbeing organisation objectives. They have a significant role in quality improvement and designing cross-service solutions and integrated care pathways to support safe, equitable access to care in the appropriate setting.</p> <p>The successful post holder will work with the key stakeholders to plan and deliver the required outputs to realise assigned strategic priorities, while ensuring the patient voice is included in their work, including</p> <ul style="list-style-type: none"> <li>• Providing clinical design &amp; innovation leadership and advice in relation to Infectious Diseases.</li> <li>• Providing clinical leadership for the NCP for Infectious Diseases, 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>• Links with the relevant clinical advisory committee to oversee, update, 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 Infectious Diseases services that will meet the needs of the population of Ireland into the future.</li> <li>• Contributes as a subject matter expert to the development of key materials, as required.</li> <li>• Supports and identifies Steering Groups, Working Groups, and Workstreams, where appropriate</li> <li>• Guides and supports the implementation of relevant elements of the Infectious Diseases Programme and its Strategies, Models of Care, Guidelines etc.</li> </ul>
<b>Principal Duties and Responsibilities</b>	<p><b><i>The current vacancy will be filled based on a reassignment/secondment. It will be for a 2 year fixed duration time period.</i></b></p> <p><b>Leadership</b></p> <ul style="list-style-type: none"> <li>• To act as the Clinical Lead for NCP Infectious Diseases to develop and support the implementation of a framework for the delivery of a sustainable and safe service on a national level.</li> <li>• Agree on annual priorities and work plan for the National Clinical Programme for Infectious Diseases are with the National Clinical Advisor &amp; Group Lead Clinical Acute Operations and the National Clinical Director for Integrated Care</li> <li>• Oversee the development of clinical strategy, model of care, patient pathways, guidance and so forth.</li> <li>• To provide expert clinical advice and leadership.</li> <li>• To identify evidence-based metrics for internal and external benchmarking.</li> </ul>

	<ul style="list-style-type: none"> <li>• Provide expert clinical advice, leadership and practical support and direction in the development of guidance in Infectious Diseases.</li> <li>• Provide clinical advice and expertise where relevant to the clinical programme and as requested by the HSE Consultants Applications Advisory Committee.</li> <li>• Support clinical audit, data collection and relevant quality improvement initiatives;</li> <li>• Work with relevant patient groups and patient representatives to ensure the voice of the patient is considered as practices and guidelines are developed and defined.</li> </ul> <p><b>Other</b></p> <ul style="list-style-type: none"> <li>• Make information available with 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>
<b>Eligibility Criteria</b>  <b>Qualifications and/or experience</b>	<p><b>This campaign is confined to staff who are currently employed by the HSE, TUSLA, other statutory health agencies*, or a body which provides services on behalf of the HSE under Section 38 of the Health Act 2004 as per Workplace Relations Commission agreement -161867</b></p> <p><i>* A list of 'other statutory health agencies' can be found:</i></p> <p><a href="https://www.gov.ie/en/organisation-information/9c9c03-bodies-under-the-aegis-of-the-department-of-health/?referrer=http://www.health.gov.ie/about-us/agencies-health-bodies/"><u>https://www.gov.ie/en/organisation-information/9c9c03-bodies-under-the-aegis-of-the-department-of-health/?referrer=http://www.health.gov.ie/about-us/agencies-health-bodies/</u></a></p> <p><b>Eligible candidates must have on the closing date of application:</b></p> <p class="list-item-l1">1. <b>Professional Qualifications, Experience, etc</b></p> <p>Eligible applicants will be those, who on the closing date for the competition:</p> <p class="list-item-l2">a) Are currently employed at <b>Consultant</b> or <b>Clinical Director</b> or <b>Specialist</b> level with <b>a minimum of 5 years' experience as a Consultant</b> in an Acute or Community setting who are working within the speciality of Infectious Diseases are eligible to apply.</p> <p style="text-align: center;"><b>AND</b></p>

	<p>b) Registered with the Medical Council of Ireland on the specialist division of the register.</p> <p style="text-align: center;"><b><i>AND</i></b></p> <p>c) Possess the requisite clinical, leadership, knowledge and the ability for the proper discharge of the duties of the office.</p>
	<p><b>2. Age</b></p> <p>The Public Service Superannuation (Age of Retirement) Act, 2018* set 70 years as the compulsory retirement age for public servants.</p> <p><b>* <i>Public Servants not affected by this legislation:</i></b> Public servants joining the public service, or re-joining the public service with a 26 week break in service, between 1 April 2004 and 31 December 2012 (new entrants) have no compulsory retirement age.</p> <p>Public servants, joining the public service or re-joining the public service after a 26 week break, after 1 January 2013 are members of the Single Pension Scheme and have a compulsory retirement age of 70.</p> <p><b>3. Health</b></p> <p>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>4. Character</b></p> <p>Each candidate for and any person holding the office must be of good character.</p>
<b>Skills, competencies and/or knowledge</b>	<p><b>Professional Knowledge &amp; Clinical Expertise:</b></p> <p><i>Demonstrates:</i></p> <ul style="list-style-type: none"> <li>Substantial professional knowledge and clinical expertise within the area of specialist care</li> </ul> <p><b>Leadership, and Direction:</b></p> <p><i>Demonstrates:</i></p> <ul style="list-style-type: none"> <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>An understanding, Health Informatics, data metrics, KPIs and Standards setting.</li> </ul>

	<ul style="list-style-type: none"> <li>• Experience in 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></p> <p><i>Demonstrates:</i></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> <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></p> <p><i>Demonstrates:</i></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>Other requirements specific to the post</b>	<p>Access to appropriate transport to fulfil the requirements of the role as the post will involve travel.</p> <p>Flexibility in relation to working hours is also required to meet any urgent needs that may arise.</p>
<b>Competition 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   National Clinical Programme for Infectious Diseases</b>” in the subject matter.</p>
<i>Ranking, Shortlisting &amp; Interview</i>	<p>The closing date for receipt of applications is <b>Friday, 9<sup>th</sup> December 2022 at 12 noon</b>.</p> <p>A ranking and or shortlisting exercise may be carried out based on information supplied in your application form. The criteria for ranking and or shortlisting 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. Therefore, it is very important that you think about your experience in light of those requirements.</p>

	<p><u>Failure to include information regarding these requirements may result in you not being called forward to the next stage of the recruitment process.</u></p> <p><b>This position is being filled based on a reassignment/secondment; therefore, if the successful candidate selected through the EOI process cannot obtain the support for their release from their position with their substantive employer, then unfortunately the candidate must be deemed ineligible.</b></p> <p><b>The HSE is an equal opportunities employer.</b></p>
<b>Code of Practice</b>	<p>The Health Service Executive will run this campaign in compliance with the Code of Practice prepared by the Commission for Public Service Appointments (CPSA). The Code of Practice sets out how the core principles of probity, merit, equity and fairness might be applied on a principle basis. The Codes also specifies the responsibilities placed on candidates, feedback facilities for candidates on matters relating to their application, when requested, and outlines procedures in relation to requests for a review of the recruitment and selection process, and review in relation to allegations of a breach of the Code of Practice. Additional information on the HSE's review process is available in the document posted with each vacancy entitled "Code of Practice, Information For Candidates".</p> <p>Codes of Practice are published by the CPSA and are available on <a href="http://www.hse.ie">www.hse.ie</a> in the document posted with each vacancy entitled "Code of Practice, Information For Candidates" or on <a href="http://www.cpsa-online.ie">www.cpsa-online.ie</a>.</p>
<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 their post, and which may be assigned to them from time to time and to contribute to the development of the post while in office.</b></p> <p><b>The reform programme outlined for the Health Services may impact on these roles, and as structures change the job description may be reviewed.</b></p> <p><b>In particular, CDI, Office of the Chief Clinical Officer, reserves the right to reassign the successful post holder to other programmes and related projects, based on the on-going operational needs of the Function.</b></p>	



## Terms and Conditions

<b>Tenure</b>	<p><b>The current vacancy will be filled based on a reassignment/secondment. It will be for a 2 year fixed duration time-period. Clinical practice will be facilitated.</b></p> <p><b>2.5 days per week / 0.5 WTE &amp; for a two-year period</b></p> <p>The successful candidate will retain their existing terms and conditions of employment on reassignment/secondment into this role. Appropriate arrangements for backfill will be made with the employer (if required). The successful candidate will be required to take up duty as soon as possible. The reassignment/secondment arrangement may be extended with the agreement of Clinical Design and Innovation, the candidate's employer and the successful candidate.</p> <p>Recruitment and appointment by the Health Service Executive is governed by the Health Act 2004 and the Public Service Management (Recruitment and Appointments) Act 2004 and Public Service Management (Recruitment and Appointments) Amendment Act 2013.</p>
<b>Remuneration</b>	Current remuneration will continue to apply.
<b>Working Week</b>	Existing contractual working week hours will apply. The standard working week associated with this post is 0.5 WTE per week, Monday to Friday. (Specific working days to be agreed on appointment).
<b>Annual Leave</b>	The successful candidate will retain their existing terms and conditions of employment, including contractual entitlement to annual leave, on reassignment/secondment into this role.