



**Organization Profile,
Job and Person Specification**

Locum Consultant Psychiatrist in the Psychiatry of Old Age

**Public Only Consultant Contract 2023(POCC23)
St. James's Hospital
- 37 hours**

Reference ID: JPSOA14

Locum Appointment



ORGANIZATION PROFILE:



About St James's Hospital

St James's Hospital is Ireland's largest acute academic teaching hospital and is based in Dublin's south inner city. The hospital is one of two Dublin-based state-owned large scale acute medical facilities constituted independently under Statute. The hospital has 1,066 inpatient beds and employs approximately 5,000 staff.

Our 60-acre campus houses the Trinity College Dublin Health Sciences Centre, Trinity College Dublin Translational Medicine Institute, Wellcome Trust/HRB Clinical Research Centre, Irish Blood Transfusion Service (IBTS), St Luke's Radiation Oncology Centre, Centre for Advanced Medical Imaging, Emergency Medicine Department, National Medicines Information Centre, Johnathan Swift Clinic and St James's Private Clinic.

The new National Children's Hospital is co-located on the St James's Hospital Campus with further development planned for the relocation of the Coombe Women and Infants University Hospital to the campus to facilitate an optimal tri-location of acute adult, paediatric and maternity services.

Acute Service Provision

St James's Hospital has the greatest number of clinical specialties, sub-specialities and national services in the acute adult hospital system in Ireland*. It has the largest medical oncology programme nationally and is a centre of excellence for the delivery of cancer care in Ireland, comparable in scale and complexity to other major European centres.

By international standards, St James's Hospital is a significant acute hospital service provider. We provide acute, emergency, specialist services and residential care, across a vast range of medical and surgical specialties and place high emphasis on excellence of delivery, research, innovation and education.



Trinity College, Dublin

With our academic partner Trinity College Dublin, our overarching ambition is to evolve into Ireland's first Academic Health Science Centre (AHSC), in a fundamental reshaping of the hospital-university model.

The expertise of Trinity College Dublin as Ireland's leading university, and St James's Hospital as Ireland's largest acute academic teaching hospital, means that the two institutions are uniquely placed to drive the establishment of Ireland's first AHSC.

The strategic shift reflects international experience demonstrating that the integration of education, research, innovation and clinical service delivery in an Academic Health Science Centre model significantly improves and enhances both patient care and research, contributes to innovation and the knowledge economy and improves staff retention and recruitment.

The AHSC will take a national lead in driving solutions to health infrastructure and better health performance. A healthier Ireland needs to be built inclusively, with key partners in localities, across government including the Department of Health, the HSE, the private sector, and innovators.

The defining feature of an AHSC is the commitment of pursuing a tripartite mission of:

1. Achieving high standards of clinical care
2. Leading clinical and laboratory research and
3. Educating doctors and other health professionals.

A key objective is to improve clinical quality and health outcomes, informed by excellent research and education to leverage the value of integrating the tri-partite mission of service, education, research and innovation for the benefit of patients, the community and the knowledge economy.

Mercer's Institute for Successful Ageing

The Mercer's Institute for Successful Ageing (MISA) at St James's Hospital is an exemplar of how we see an AHSC developing on site - on an institute by institute basis. MISA is a state-of-the-art-facility for integrated clinical services and a hub for world-leading research in ageing. The Institute promotes coordinated patient-centred care, coupled with far-reaching educational and training programmes. Responding to the need for innovation in the delivery of services for Ireland's ageing population, the institute:

- provides early diagnostic and rapid access care clinics, along with inpatient acute assessment, rehabilitation, and continuing care units
- delivers innovative research and develops technologies with industry partners to advance healthy life-years
- serve as a local resource to the surrounding community, while offering Ireland a national centre for successful ageing.

The Mercer's Institute for Successful Ageing was built successfully using a combination of philanthropic and state funding on time and within budget, following a very generous grant from Chuck Feeney's Atlantic Philanthropies.

The Wellcome HRB Clinical Research Facility (CRF)

The Wellcome HRB Clinical Research Facility (CRF) is fully embedded in St James's Hospital and is central to the clinical research activity taking place on campus. It contributes to an environment of top quality patient care as research active hospitals are associated with better patient outcomes¹.

Opened by An Taoiseach in May 2013, the CRF is a partnership between Trinity College Dublin and St James's Hospital. It was built and equipped with approximately €12.5M in funding from the [Wellcome Trust](#), a UK based research charity.

The facility supports and conducts a wide range of studies from observational studies to complex clinical trials. It provides Irish patients with early access to novel and life changing therapeutics for costly to treat conditions like Haemophilia A and Spinal Muscular Atrophy¹. It also supports early stage evaluation of point of care manufacture of CAR-T and other cell therapies for the treatment of cancer. The facility supports Medtech and Biotech start-up and campus spin-out companies including: [Neuromod](#), [Selio Medical](#), [ProVerum](#) and [aCGT Vector](#)

Currently the CRF employs approximately 20 staff. This highly specialised team work under a rigorous quality system that meets international standards (ICH-GCP) and has successfully completed Health Product Regulatory Authority Inspections¹.

10,600 subjects have enrolled in studies and clinical trials with 23,800 subject visits have been facilitated in the CRF since 2013¹.

Lean Transformation in Healthcare

St James's Hospital recognises the need to develop a health system that is sustainable and capable of delivering consistently high-quality services.

In 2021, to achieve our strategic ambition, St James's Hospital partnered with the Virginia Mason Institute (VMI) to understand the Virginia Mason Production System (VMPS), a lean management methodology based on the principles of the Toyota Production System (TPS). The Virginia Mason Institute was founded in 2008 and is a non-profit organisation specialising in healthcare transformation. As a proof of concept, through education, coaching and facilitation, VMI worked with St James's Hospital to help us build the organisational capability needed to create and sustain a culture of continuous improvement.

The aim of the Lean Transformation programme is to ensure that every patient gets the right care, in the right place at the right time by:

- optimising resource utilisation and removing waste from the system; to include productivity, efficiency, effectiveness, workforce, equipment and space;
- ensuring exemplar digitisation of operations and processes;
- promoting a culture of continuous improvement; and
- empowering frontline staff to drive improvement efforts.

The hospital's Lean Transformation Office has identified many speciality areas of focus including improving, redesigning and transforming processes in scheduled and unscheduled care; conducting rapid movement events in areas such as day theatre optimisation and day of surgery admissions; and large scale improvement events to support ambulatory care pathways.

Trinity St James's Cancer Institute (TSJCI)

Trinity College Dublin and St James's Hospital have united to form the Trinity St James's Cancer Institute (TSJCI) which aspires to become Ireland's first fully Comprehensive Cancer Care Centre to benefit cancer patients and their families across the nation and internationally. The TSJCI is the first OECl accredited and designated cancer centre on the island of Ireland.

Becoming a Comprehensive Cancer Centre requires a specialist level and scale of clinical cancer care, education provision, research capabilities and infrastructure that are recognised at an international level.

Such a centre will integrate innovative and ground-breaking cancer science with patient-focused clinical care. The Trinity St James's Cancer Institute is uniquely and strongly placed to provide this level of cancer care for Ireland.

Today, The Trinity St James Cancer Institute is a centre of excellence for the delivery of cancer care accommodating the largest medical oncology programme and is recognised internationally as a leading research centre for cancer. The TSJCI will be located in one building on the St James's Healthcare campus.

It will do this by:

- accelerating translation of scientific discovery to patient treatments;
- conducting pioneering research to deliver improved treatments and patient outcomes;
- providing world class education and training to the next generation of cancer leaders; and
- attracting and retaining the best talent in cancer research, clinical care and education.

The Trinity St James's Cancer Institute will:

- provide national leadership;
- contribute to a decrease in cancer incidence and mortality in Ireland;
- contribute to a decrease in cancer incidence and mortality in Ireland;
- bring genomic medicine to the forefront of cancer prevention in Ireland delivering personalised care; and
- improve the survival of patients with cancer.

A leading cancer centre is a national priority for Ireland and a key part of the National Cancer Strategy. TSCJI is working closely with the government and health authorities to ensure this happens. The work is led by oncologists Professors Maeve Lowery and John Kennedy who are co-directors of TSJCI.

Key stats for the Trinity St James's Cancer Institute*

- 43% of national workload for lung cancer surgery
- 32% of national workload for upper GI cancer surgery
- 45% of national workload for head and neck cancer surgery (excludes thyroid surgery)
- 21% of national workload for gynaecology cancer surgery
- 25% of national workload for lung cancer patients diagnosed*

**This activity reflects the most up to date NCRI activity for 2019*

Smart D8

St James's Hospital is supporting the vision for community development through its involvement in the Smart D8 initiative and the formation of the Dublin 8 Innovation Corridor.

Launched in March 2021 by Minister for Further and Higher Education, Research, Innovation and Science, Simon Harris, Smart D8 is a collaborative initiative with the purpose of investigating how new and innovative approaches can be used to improve citizens' health and wellbeing in Dublin 8.

The initiative has engaged with the Dublin 8 community and has partnered with organisations such as the Guinness Enterprise Centre, Health Innovation Hub Ireland, Dublin City Council, the HSE and St James's Hospital to develop local solutions to local problems.

The creation of the Dublin 8 Innovation Corridor will further support the regeneration of the area and will connect the St James's Hospital campus to Dublin's existing digital, commercial and cultural assets.

The development of a Dublin 8 Innovation Corridor will attract healthcare firms and organisations in order to encourage innovation and entrepreneurship while being a catalyst for major regeneration and rejuvenation of the area. Proven successful in Manchester and Toronto, such projects are designed to ensure the best health outcomes for patients, attract a high-quality workforce and secure private sector investment.

With potential to become Ireland's 'Silicon Valley of health innovation,' it is hoped that the Dublin 8 Innovation Corridor will leverage the development of the St James's Hospital campus and its placement as Ireland's first digital hospital

campus. In this context, the Dublin 8 Innovation Corridor will support government policy to establish Ireland as a leading location for digital innovation between multinational healthcare companies and hospitals.



ST JAMES'S TRINITY ACADEMIC HEALTH SCIENCE CAMPUS ANNUAL OVERVIEW*



ED PRESENTATIONS

60,027



ED ADMISSIONS

15,931



OUTPATIENT
ATTENDANCES

253,382



INPATIENT/DAYCASE
ADMISSIONS

90,211



STAFF

5,652



NET EXPENDITURE

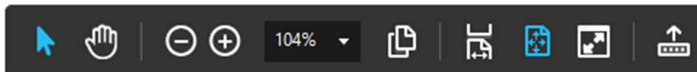
€670.1M



INPATIENT BEDS

1,033

*2024 data



ACADEMIC PARTNERS

OSPIDÉAL SAN SÉAMAS
ST JAMES'S HOSPITAL



Trinity College Dublin
Coláiste na Tríonóide, Baile Átha Cliath
The University of Dublin

WE ARE LEADERS...

NATIONAL

- TSJCI designated cancer center (Trinity St James's Cancer Institute)
- Mercer's Institute for Successful Ageing (MISA)
- National Burns Unit
- National Centre for Adult Bone Marrow Transplantation
- Early Mucosal Neoplasia
- National Coagulation Centre
- National Maxillofacial Unit
- TB reference laboratory
- MRSA reference laboratory
- Narcolepsy service
- Epidermolysis bullosa service
- Mohs surgery

SUPRA-REGIONAL

- Cardiology
- Medicine / Infectious Diseases
- Vascular surgery
- Immunology

IN FUTURE OUR CAMPUS WILL HOUSE

- New National Children's Hospital
- Coombe Hospital

REGIONAL AND LOCAL

- Cardiology
- Respiratory
- Endocrinology
- ENT – head and neck
- Genito Urinary Medicine
- Rheumatology
- Thoracic surgery
- Emergency Medicine
- Orthopaedics (trauma)
- Dermatology
- Neurology
- Nephrology
- General medicine
- General surgery
- Urology
- Ophthalmology
- Psychiatry

OUR 60-ACRE CAMPUS HOUSES

- Trinity College Dublin Health Sciences Centre
- Trinity College Dublin Translational Medicine Institute
- Wellcome Trust /HRB Clinical Research Centre
- Irish Blood Transfusion Service (IBTS)
- St Luke's Radiation Oncology Centre
- Centre for Advanced Medical Imaging
- Emergency Medicine
- National Medicines Information Centre
- Jonathan Swift Clinic
- St James's Private Clinic

DIRECTORATE AND DEPARTMENTAL PROFILE

Purpose of the Post

The consultant will be based in the Jonathan Swift Clinic and will work across the inpatient and community services to provide seamless care. A major focus will be on continuing to develop the existing service and forging strong links with the developing primary care teams in the Dublin South City Area.

The post holder will work alongside the existing consultants in Old Age Psychiatry and the Clinical Director in delivering a comprehensive old age psychiatry service in the Dublin South City Mental Health Service.

The post holder will work with the multidisciplinary team to provide a comprehensive community and hospital-based service and will take part in the on call service on a rotational basis with the other psychiatrists.

JOB SPECIFICATIONS



KEY DUTIES AND RESPONSIBILITIES

Standard Duties and responsibilities

- a) 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.
- a) To ensure that duties and functions are undertaken in a manner that minimises delays for patients and possible disruption of services.
- b) 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.
- c) 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.
- d) 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.
- e) To provide, as appropriate, consultation in the Consultant's area of designated expertise in respect of patients of other Consultants at their request.
- f) 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.
- g) To supervise and be responsible for diagnosis, treatment and care provided by non-Consultant Hospital Doctors (NCHDs) treating patients under the Consultant's care.
- h) 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.
- i) 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.
- j) 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 post holder will work as an integral part of the multidisciplinary Mental Health team in the Dublin South City service, to provide a Mental Health service, by undertaking:

- 20 hours per week for inpatient care
- 9 hours per week for outpatient clinics;
- 5 hours per week for nursing home and domiciliary visits;
- 3 hours per week for administrative duties;

- participation in the general adult psychiatry on call rota;
- training for undergraduate medical students, registrars and other staff;
- to conduct management, administrative and case conference duties within the service;
- to provide support to the clinical director, in the development of the service, in line with its strategic objectives, in order to deliver patient care in an efficient, effective and equitable manner.

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.



SKILLS AND KNOWLEDGE

Candidates will:-

Leadership: Demonstrate an ability to lead, encourage, inspire and support others to deliver. They will have an ability to understand how individuals, at all levels, operate and how best to use that understanding to achieve objectives in the most efficient and effective way.

Teamwork: Work co-operatively within a group and across St James's and its affiliate Hospitals to achieve goals and Fosters a collegiate environment. They will understand and be tolerant of differing needs and viewpoints.

Clinical Care: Demonstrate an ability to provide a high level of quality and safe clinical care according to the standards and requirements set by statutory and regulatory bodies

Communication: Illustrate a high level of communication skills in order to effectively communicate with and relate to patients and / or parents / family, colleagues, hospital staff and management.

Administration & Management Skills: Demonstrate a satisfactory level of proficiency so as to enable the appointee to manage his/her staff and service and to be able to interact with and participate in hospital management structures as required. The candidate will also demonstrate the ability to lead, supervise and be responsible for the clinical work of his / her multi-professional team.

Organisational Awareness: Provide evidence of knowledge and understanding of the structure and governance of this and similar organisations

Teaching: Demonstrate skills required for educational training to medical students, NCHDs and allied healthcare staff.

Research: Demonstrate a proven ability and track record of engagement in research relating to the speciality.

Continuing Education: Demonstrate a proven record of undertaking continuing medical education and professional development.

Audit: The appointee will be required to provide evidence of undertaking and initiating audit and quality projects.



REPORTING TO:

Reports and is accountable to the relevant Executive Medical Director, Clinical Director and Departmental Clinical Lead.



INFORMAL QUERIES TO :

Prof. Elaine Greene, Consultant Psychiatrist, St. James's Hospital Email: egreene@stjames.ie

PERSON SPECIFICATION



QUALIFICATIONS

Essential:

Registration as a Specialist in the Specialist Division of the Registrar of Medical Practitioners maintained by the Medical Council in Ireland in the Speciality of Old Age Psychiatry.

Note: 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.

Desirable : Candidates will ideally have a higher degree

In the event that we receive a large number of applications and while you may meet the eligibility requirements of the competition, it may be decided at shortlisting to reduce the numbers being invited to interview. An expert board will examine the application forms against pre-determined criteria based on the requirements of the position. This is not to suggest that other candidates are necessarily unsuitable or incapable of undertaking the job, rather that there are some candidates who, based on their application, appear to be better qualified and/or have more relevant experience. Therefore, it is therefore in your own interest to provide a detailed and accurate account of your qualifications and experience on the application form.

Taking up Appointment

The successful candidate will be required to take up duty no later than six months of being interviewed.



PARTICULARS OF OFFICE

Tenure	Full-time, temporary, and pensionable
Annual Salary:	Public Only Consultant Contract 2023 (POCC23) €231,215.00- €277,736.00 per annum pro rata (in line with Consolidated Salary Scales)
Probationary Period:	<p>Permanent appointment to this post is dependent upon the Employee satisfactorily completing a probationary period of 6 months. The probationary period may be extended at the discretion of the Employer for a further period of up to 6 months.</p> <p>A Consultant who currently holds a permanent Consultant appointment in the Irish public health service will not be required to complete a probationary period should (s)he have done so already.</p> <p>A Consultant will not be required to complete the probationary period where (s)he has for a period of not less than 12 months acted in the post pending its filling on a permanent basis.</p>
Pension Scheme:	The candidate will be entered into one of the Hospital Superannuation Schemes dependant on your previous HSE service.
Working Hours:	The Consultant is contracted to undertake such duties / provide such services as are set out in this Contract in the manner specified for 18.5 hours per week. To support the Employer in the delivery of extended consultant-provided services the Employee's core weekly working hours will be scheduled to occur between 8.00 am and 10.00 pm on rostered Mondays to Fridays and between 8.00 am and 6.00 pm on rostered Saturdays.
Annual, Conference, Course leave:	<p>All leave or planned absences, other than those described in Clause 19.3 'Sick Leave', Terms and Conditions of Consultant Contract must have prior approval from the Clinical Director / Employer.</p> <p>The Consultant's annual leave entitlement is 30 working days per annum and as determined by the Organisation of Working Time Act 1997.</p>
Sick leave:	The Consultant may be paid under the Sick Pay Scheme for absences due to illness or injury. Granting of sick pay is subject to a requirement to comply with the Employer's sick leave policy.
Private Practice	You may not engage in private practice on-site in accordance with the Contract Type. Please refer to the Public Only Consultant Contract 2023 for further details.
Clinical Indemnity Scheme	This post is indemnified by the Clinical Indemnity Scheme. Please refer to the Public Only Consultant Contract 2023 for further details.
Disciplinary & Grievance Procedures	Please refer to the Public Only Consultant Contract 2023 for further details.



APPLICATION PROCESS

St. James's Hospital is an equal opportunities employer and is committed to employment policies, procedures and practices which do not discriminate on grounds such as gender, civil status, family status, age, disability, race, religious belief, sexual orientation or membership of the travelling community. On that basis we encourage and welcome talented people from all backgrounds to join our staff community

Applicants are encouraged to apply by registering on our electronic recruitment system and including CV and cover letter (combined in one document if possible).

Candidates will be required to attend in person before an interview board established by the St James's Hospital Board. The Hospital Board will not be responsible for any expenses a candidate may incur in attendance for interview.

Declaration: Please review your cover letter and curriculum vitae carefully and check for any errors or omissions. False declaration or omission in support of your application will disqualify you from appointment.



CLOSING DATE

07/09/2025



SHORTLISTING

Shortlisting will be carried out on the basis of information supplied on your curriculum vitae. The criteria for shortlisting are based on the requirements of the post as outlined in the Person Specification. Failure to include information regarding these requirements on your CV may result in you not being called forward to the next stage of the recruitment process.

Please note that you will be contacted mainly by mobile phone and/or email. It is important that your mobile phone number and email address are correct. It is your responsibility to ensure that you have access to your mobile voice mails and emails. We recommend that you use an email address that you have regular access to.

Please note that in instances that a large number of applications and while you may meet the eligibility requirements of the competition, the Public Appointments Service may decide to employ shortlisting to reduce the numbers being invited to interview. An expert board will examine the application forms against pre-determined criteria based on the requirements of the position. This is not to suggest that other candidates are necessarily unsuitable or incapable of undertaking the job, rather that there are some candidates who, based on their application, appear to be better qualified and/or have more relevant experience. It is therefore in your own interest to provide a detailed and accurate account of your qualifications and experience on the application form.

Canvassing is not permitted and will automatically mean disqualification.



ADDITIONAL INFORMATION

Confidentiality:

During the course of employment staff may have access to, or hear information concerning the medical or personal affairs of patients, students, staff and / or other health service business. Such records and information are strictly confidential and unless acting on the instruction of an authorised officer, such information must not 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 when no longer required.

Hygiene:

During the course of employment staff are required to ensure that the hospital's hygiene and infection control policies are adhered to at all times. All employees have responsibility to prevent transmission of infection by adhering to and implementing optimal hand hygiene and adhering to the Hospital's Hygiene processes. Hygiene is a fundamental component of St. James's Hospital quality system to ensure the safety and well-being of its patients and staff and plays a role in the prevention and control of healthcare associated infection.

Policies / Legislation:

All Hospital policies and procedures form an integral part an employment contract and may be subject to update and revision, from time to time, in consultation with union representatives as appropriate. Employees are required to comply with all hospital policies, procedures (e.g. Dignity at Work, Trust in Care, Computer Usage Policy) and the Hospital's ethical codes of practice.

Employees are required to abide by the hospital's code of behaviour and the code of practice as defined by their relevant professional body.

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.

Please note the following:

- The Hospital Board is not responsible for loss or theft of personal belongings
- Fire orders must be observed and staff must attend the fire lectures periodically
- All accidents within the department must be reported immediately via Adverse Incident Reports (AIR's).
- All staff are advised to avail of Hepatitis B Vaccination with Occupational health
- St. James's Hospital Hospital buildings and campus are smoke-free.



USEFUL LINKS

St. James's Hospital	www.stjames.ie
Health Service Executive	www.hse.ie
Trinity College, Dublin	www.tcd.ie
National Doctors Training Programme (Consultant Division)	https://www.hse.ie/eng/staff/leadership-education-development/met/
Strategic Vision (St. James's Hospital)	Strategic Programme 2021 – 2025 St James's Hospital