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**Job Description – Non Consultant Hospital Doctor (NCHD)**

The Saolta University Health Care Group provides acute and specialist hospital services to the West and North West of Ireland – counties Galway, Mayo, Roscommon, Sligo, Leitrim, Donegal and adjoining counties.

The Saolta University Health Care Group comprises of 7 hospitals across 8 sites:

• **Sligo University Hospital (SUH)** incorporating Our Lady’s Hospital Manorhamilton (OLHM)

• Letterkenny University Hospital (LUH)

• Mayo University Hospital (MUH)

• Merlin Park University Hospital (MPUH)

• Portiuncula University Hospital (PUH)

• Roscommon University Hospital (RUH)

• University Hospital Galway (UHG)

The Group's Academic Partner is NUI Galway.

The Saolta Group’s region covers one third of the land mass of Ireland, it provides health care to a population of 830,000, employs 10,653 staff (October 2019), and has a budget of €868 million.

The Group provides a range of high quality services for the catchment areas it serves and GUH is a designated supra-regional cancer service provider meeting the needs of all the counties along Western seaboard and towards the midlands from Donegal to North Tipperary.

Saolta University Health Care Group aims to meet its service plan targets. Its priority is to implement the national Clinical Care programmes across the Group and establish a performance management culture with the development of Key Performance Indicators.

**Vision**

Our vision is to be a leading academic Hospital Group providing excellent integrated patient-centred care delivered by skilled caring staff.

**Saolta Guiding Principles**

Care - Compassion - Trust - Learning

Our guiding principles are to work in partnership with patients and other healthcare providers across the continuum of care to:

* Deliver high quality, safe, timely and equitable patient care by developing and ensuring sustainable clinical services to meet the needs of our population.
* Deliver integrated services across the Saolta Group Hospitals, with clear lines of responsibility, accountability and authority, whilst maintaining individual hospital site integrity.
* Continue to develop and improve our clinical services supported by education, research and innovation, in partnership with NUI Galway and other academic partners.
* Recruit, retain and develop highly-skilled multidisciplinary teams through support, engagement and empowerment.

**Saolta Strategy 2019-2023**

We have developed a five year strategy which outlines the vision and framework for the Group’s strategic development from 2019 to 2023.

We are committed to ensuring that our patients are at the centre of all service design, development and delivery. Over the five years of the strategy we will further develop our services, both clinical and organisational based around seven key themes: Quality and Patient Safety; Patient Access; Governance and Integration; Skilled Caring Staff; Education Research and Innovation; eHealth and Infrastructure. These will be our key areas of focus to enable us to meet the future needs of our patients.

We continue to work very closely with our colleagues in the community both Community Healthcare West and Community Health Organisation 1 in the North West to deliver more streamlined care to our patients in line with the national focus of bringing services closer to patients.

While the tertiary referral centre for the Group is University Hospital Galway, it is essential that all our hospitals work more closely together in delivering services to address the challenges facing us across our region.

A key theme of our 5 year strategy is the development of Managed Clinical and Academic Networks.

These networks will ensure that specialities in individual hospitals will no longer work in isolation but as a networked team which will improve clinical quality and patient safety. It will also support collective learning/sharing of expertise and will be supported by education, training, research and audit programmes. It will result in safer, standardised and more sustainable services for our patients.

Vision

The formation of the hospitals groups, which will transition to independent hospital trusts, will change how hospitals relate to each other and integrate with the academic sector. Over time, the Group will deliver:

• Higher quality service

• More consistent standards of care

• More consistent access to care

• Stronger leadership

Greater integration between the healthcare agenda and the teaching, training, research and innovation agenda

**Sligo University Hospital** is part of the Saolta University Healthcare Group and is the largest Model 3 hospital in the HSE network. Sligo University Hospital is a 359 bedded University Hospital

**Sligo University Hospital**

SUH has a Medical Academy with NUI Galway which includes clinical rotations/ education for medical students from NUI Galway on Sligo University Hospital Campus.

Sligo University Hospital is an Acute General and Maternity Hospital, provides a range of highly specialised services extending to 250,000 people in Sligo, Leitrim, Donegal, North Roscommon West Cavan, and East Mayo. The mainstream acute services provided by SGH cover the following specialties:

Emergency Medicine, Surgery, ENT, Ophthalmology, Orthopaedics, Paediatrics, Obstetrics/Gynaecology, Medicine, Cardiology, Diabetology, Dermatology, Gastroenterology, Geriatrics, Respiratory Medicine (including Adult CF Patients), Rheumatology, Nephrology (Consultant sessions from Letterkenny General Hospital), Neurology, Oncology, Palliative Medicine, Haematology, Microbiology, Oral and Maxillofacial Surgery, Orthodontics, Pathology, Anaesthesia, Intensive Care Medicine, Pain Service and Radiology. In addition, Services in Immunology and Radiation Oncology are provided from University College Hospital, Galway with supplementary consultant in Radiation Oncology services provided from St Luke’s Hospital, Dublin.

A regional Rheumatology service is based at Our Lady’s Hospital, Manorhamilton (OLHM). Sligo University Hospital (SUH) is a teaching hospital with links to the Royal College of Surgeons, Royal College of Physicians and has the Medical Academy on site linked to the National University of Ireland Galway

A full range of clinical and non-clinical support services are provided, including Theatres, CSSD, Pharmacy, Laboratory, Clerical / Administrative, Social Work and Therapies.

Services are provided on a regional basis with support provided to Letterkenny General Hospital and Longford in respect of ENT, Ophthalmology, Neurology and Dermatology Services.

# Research and Education Foundation

The Research & Education Foundation is a charity based at Sligo University Hospital. We work to support research and education activity at the hospital. The Foundation organises a series of health research methodology workshops on various topics, an annual research conference, public meetings on health matters and medical meetings. Each year the Foundation awards small grants for research projects involving the hospital. The Foundation can also assist in research poster design and printing and various other research support functions. The activities are open to all staff working at the hospital and most are free of charge

# CLINICAL AUDIT

We are very fortunate to have a Clinical Audit Support Team (CAST) in Sligo University Hospital it was established 15 years ago and it was the first clinical audit department in the Republic of Ireland. The Clinical Audit Support Team supports all staff through the stages of undertaking a clinical audit, literature search, sourcing audit standards, designing data collection tool, data analysis, report writing, developing an action plan from audit findings, PowerPoint presentation, poster design, abstract submissions.

Year on year there has been an increase in the numbers of audits completed. Currently we have over 80 audits at different stages of the audit cycle with 45 audits completed during 2014. All audit findings are presented at department / directorate level with staff encouraged to present audits at Regional, National and International conferences / meetings etc. Below is a sample of some of the recent conferences where audits have been presented with some being awarded prize.

* 16th Congress of the European Federation of Neurological Societies – Stockholm
* 21st European Stroke Conference – Lisbon
* 3rd National Patient Safety Conference, Croke Park, Dublin
* 14th Research Conference, Sligo Regional Hospital
* Clinical Audit Day, St. James Hospital
* 1st All Ireland Delivering Safer Care conference Belfast

A number of audit findings have been published in numerous journals.

**NCHD Standard Duties and Responsibilities**

The NCHD’s standard duties and responsibilities include, as directed by the Consultant / Clinical Director / Employer to, inter alia:

* participate as a member of a multi-disciplinary team in the provision of medical care to patients;
* diagnose and treat patients;
* ensure that duties and functions are undertaken in a manner that prioritises the safety and well being of patients;
* assess patients on admission and/or discharge as required and write detailed reports in the case notes;
* order and interpret diagnostic tests;
* initiate and monitor treatment;
* communicate effectively with patients and clients;
* further progress knowledge of diagnosis and management;
* participate in multidisciplinary clinical audit and proactive risk management and facilitate production of all data/information for same;
* co-operate with such arrangements as are put into place to verify the delivery of all contractual commitments;
* co-operate with such measures as are necessary to ensure compliance with the requirements of the European Working Time Directive and related Irish legislation;
* co-operate with investigations, enquiries or audit relating to the provision of health services;
* comply with statutory and regulatory requirements, agreed training principles[[1]](#footnote-1) where appropriate, corporate policies and procedures and human resource policies and procedures (e.g. Dignity at Work, Trust in Care, Flexible Working Scheme etc.);
* attend at NCHD Induction. Induction training before the commencement of the employment relationship is not paid, while induction training during the currency of the employment relationship is paid;
* perform other duties as required by the supervising Consultant / Clinical Director / Employer.

Additional duties and responsibilities related to this post may be set out in the job description as issued by the Employer.

The NCHD is entitled during his/her employment to regular review of his/her performance - including MET/Research performance – by and together with the designated supervisory Consultant / Clinical Director / Head of Academic Department.

When carrying out these duties, the NCHD shall abide by the Irish Medical Council ‘Guide to Ethical Conduct and Behaviour’ (copy available directly from the Medical Council or at [www.medicalcouncil.ie](http://www.medicalcouncil.ie)).

**Yearly Salary**

**Senior House Officer**

€51,578 €54,112 €57,949 €60,475 €65,554 €68,079 €70,543

**Registrar**

€65,554 €68,079 €70,543 €72,355 €74,772 €77,197

**Contracts**

6 month and 12 month contracts available

1. Training Principles to be incorporated into new working arrangements for doctors in training” published by the Medical Education and Training Group, July 2004 [↑](#footnote-ref-1)