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**Director of Midwifery, Assistant**

**Job Specification & Terms and Conditions**

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| **Job Title and Grade** | **Director of Midwifery, Assistant**  *(Band 1, Grade Code: 2910)* |
| **Campaign Reference** | HBS05501 |
| **Closing Date** | **Monday 21st January 2019 @ 12 Noon** |
| **Proposed Interview Date (s)** | Mid February 2019 |
| **Taking up Appointment** | A start date will be indicated at job offer stage. |
| **Location of Post** | **Sligo University Hospital**  **Saolta Hospital Group**  There is currently one permanent, whole-time position available in the Womens and Children Directorate for Sligo University Hospital.  A panel may be formed for **Sligo University Hospital** from which current and future, permanent and specified purpose vacancies of full or part-time duration may be filled. |
| **Informal Enquiries** | Ms. Juliana Henry, Director of Midwifery  **Email:** [Juliana.henry@hse.ie](mailto:Juliana.henry@hse.ie)  **Phone:** 071 91 71111 ext 2776  **Or**  Ms. Marion Ryder Interim Director of Nursing, Sligo University Hospital.  **Email**: [Marion.ryder@hse.ie](mailto:Marion.ryder@hse.ie)  **Phone:** 071 91 71111 ext 4540 |
| **Details of Service** | Saolta University Health Care Group is one of seven new hospital groups announced by the then Minister for Health, Dr. James Reilly TD in May, 2013, as part of a re-organisation of public hospitals into more efficient and accountable hospital groups that will deliver improved outcomes for patient. The Saolta University Health Care Group comprises of 7 hospitals:   * Letterkenny University Hospital * Sligo University Hospital * Mayo University Hospital * Roscommon University Hospital * Portiuncula University Hospital * Merlin Park University Hospital Galway * University Hospital Galway   The Group has one overall Group Management Team, turnover of €863 million and operates with 1,986 beds and 8,936 WTE (10,135 headcount in June 2018) staff.  The objectives of the groups are to:   * Achieve the highest standard of quality and uniformity in care across the group * Deliver cost effective hospital care in a timely and sustainable manner * Encourage and support clinical and managerial leaders * Ensure high standards of governance, both clinical and corporate and recruit and retain high quality nurses, NCHDs, consultants, allied health professionals and administrators in all our hospitals.     There is an evolving Group governance structure with 5 Clinical Directorates which manage the clinical specialities across each site:   * Medicine * Perioperative * Laboratories * Radiology * Women and Children’s   Each Directorate has a set of key performance indicators to improve quality, drive performance, and ensure efficiency.    The Group provides a range of high quality services for the catchment areas it serves and Galway University Hospitals (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**  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   Our Academic Partner is the National University of Ireland, Galway and we are developing further international partnerships in the UK and the USA. |
| **Mission Statement** | Patients are at the heart of everything we do. Our mission is to provide high quality and equitable services for all by delivering care based on excellence in clinical practice, teaching, and research, grounded in kindness, compassion and respect, whilst developing our staff and becoming a model employer.  **OUR VISION STATEMENT**  Our Vision is to build on excellent foundations already laid, further developing and integrating our Group, fulfilling our role as an exemplar, and becoming the first Trust in Ireland.  **OUR GUIDING VALUES**  **Respect** - We aim to be an organisation where privacy, dignity, and individual needs are respected, where staff are valued, supported and involved in decision-making, and where diversity is celebrated, recognising that working in a respectful environment will enable us to achieve more.  **Compassion** - we will treat patients and family members with dignity, sensitivity and empathy.  **Kindness** - whilst we develop our organisation as a business, we will remember it is a service, and treat our patients and each other with kindness and humanity.  **Quality** - we seek continuous quality improvement in all we do, through creativity, innovation, education and research.  **Learning** - we will nurture and encourage lifelong learning and continuous improvement, attracting, developing and retaining high quality staff, enabling them to fulfill their potential.  **Integrity** - through our governance arrangements and our value system, we will ensure all of our services are transparent, trustworthy and reliable and delivered to the highest ethical standards, taking responsibility and accountability for our actions.  **Teamworking** - we will engage and empower our staff, sharing best practice and strengthening relationships with our partners and patients to achieve our Mission.  **Communication** - we aim to communicate with patients, the public, our staff and stakeholders, empowering them to actively participate in all aspects of the service, encouraging inclusiveness, openness, and accountability.  *These Values shape our strategy to create an organisational culture and ethos to deliver high quality and safe services for all we serve and that staff are rightly proud of.* |
| **Reporting Relationship** | * Professionally and operationally accountable to the Director of Nursing and Director of Midwifery in the appointed hospital site. * Reports to the General Manager with operational and service matters within Directorates. |
| **Purpose of the Post** | * The successful candidate will provide the necessary leadership to ensure the Women's and Children's services are of a high quality, evidenced based, patient centred and cost effective nature. * Have responsibility for the operational management of Midwifery and Nursing within the women's and children's Directorate. * Work in Collaboration with the Specialty Co-Ordinator within the respective directorates in planning services and setting objectives in line with the Saolta Service Plan and national recommendations. * Lead and promote high standards of midwifery/nursing care for service users. * Support the Director of Nursing and Director of Midwifery with the strategic and future developments of Nursing and Midwifery. * The management of the safe delivery of care to service users in the Women's and Children's Directorate in partnership with the Director of Nursing, Director of Midwifery and Clinical Leads in the respective specialties |
| **Principal Duties and Responsibilities** | * The person holding this post is required to support the principle that the care of the Woman, infant or child comes first at all times and will approach their work with the flexibility and enthusiasm necessary to make this principle a reality for every patient to the greatest possible degree. * Maintain throughout the hospital awareness of the primacy of Women’s, infants and Children in relation to all hospital activities. * Performance management systems are part of role and you will be required to participate in the Group’s performance management programme   **Management and Leadership**  *The Director of Midwifery, Assistant will:*   * Lead and promote a high standard of Nursing and Midwifery care to women, infants, children and their families. * Support the principle that the care of the patient comes first at all times and will approach their work with the flexibility and enthusiasm necessary to make this principle a reality for every patient to the greatest possible degree. * Participate in the appropriate and effective management of the service. * Participate in the development of the overall service plan and in the monitoring and review of activity against the plans. * Participate in the overall financial planning of the service including the assessment of priorities in pay and non-pay expenditure. * Assist with the direction and supervision of the Midwifery/Nursing service to provide a high level of patient care and clinic/functional area/sector management. * Provide innovative and effective leadership, support and advice to Midwifery/Nursing and allied staff at all levels. * Provide guidance to Midwifery/Nursing and other staff in the implementation of Midwifery/Nursing and policies, procedures and guidelines. * Maintain good employee relations and promote good communication with all relevant staff. * Give support and counsel to nursing, midwifery and allied staff as necessary and take action in accordance with agreed service policy, if necessary. * Plan and guide activities to provide optimum patient care in accordance with service policies and procedures, in keeping with the values on Nursing and Midwifery of compassion, caring and commitment. * Ensure adherence to all standards and guidelines relating to professional nursing and midwifery practice and behavior * Participate and engage in projects and service developments by representing senior midwifery/nurse on committees and groups. * Be responsible for monitoring of Midwifery/Nursing rosters/ skill mix. * Participate as a member of the senior team which covers the nursing and midwifery office management rota on a seven day basis * Undertake other relevant duties as may be determined from time to time by the Director of Nursing or Director of Midwifery.   **Professional /Clinical Responsibilities**  *The Director of Midwifery, Assistant will:*   * Provide a high level of professional and clinical leadership. * Provide safe, comprehensive nursing care to service users within the guidelines laid out by An Bord Altranais. * Practice nursing and midwifery according to Professional Clinical Guidelines, National and Saolta guidelines, local policies, protocols and guidelines, current legislation. * Manage, monitor and evaluate professional and clinical standards ensuring an evidence based care planning approach. * Manage own case load in accordance with the needs of the post. * Participate in teams as appropriate, communicating and working in cooperation with the other team members and the wider multi disciplinary teams. * Facilitate coordination, cooperation and liaison across health care teams and programmes. * Formulate, manage and implement best practice policies and procedures. * Ensure that service users and others are treated with dignity and respect. * Adhere and contribute to the development and maintenance of nursing standards, protocols and guidelines consistent with the highest standards of patient care. * Maintain professional standards in relation to confidentiality, ethics and legislation. * Assist in the development of service policies and procedures and the implementation of same and to update them as required. * Participate in development of quality initiatives including clinical audit, standard setting, investigation of complaints and untoward incidents.   **Education and Training**  *The Director of Midwifery, Assistant will:*   * Contribute to service development through appropriate continuous education, clinical governance meetings, research initiatives, keeping up to date with nursing and midwifery literature and research and new developments in Midwifery/Nursing management, education and practice and attend staff study days as considered appropriate * Provide support/advice to those engaging in continuous professional development in his/her area of responsibility and align to overall hospital/Saolta objectives. * Participate in the identification, development and delivery of induction, education, training and development programmes for midwifery/nursing and non-nursing staff. * Participate in in-service training, orientation programmes, probation management and appraisals of all Midwifery/Nursing staff. Also, participate in nurse/midwifery training programmes and any other programmes pertaining to future development in the hospital. * Provide support supervision and professional development of appropriate staff. * Engage in performance review processes including personal development planning e.g., by setting own and staff objectives and providing and receiving feedback.   **Clinical Governance, Quality Assurance, Risk, Health & Safety**  *The Director of Midwifery, Assistant will:*   * Ensure that effective safety procedures are developed and managed to comply with statutory obligations. * Be aware of risk management issues, identify risks and take appropriate action. * Participate and assist in the organisation of clinical governance meetings within WAC directorate. * Has responsibility for leading quality care metrics within the specialties. * Comply with the policies, procedures and safe professional practice of the Irish Healthcare System by adhering to relevant legislation, regulations and standards. * Assist in the development, implementation and review of Health and Safety statements, risk registers ensuring they are reviewed and updated annually. * The post holder has a duty to familiarise themselves with the relevant organisational policies, procedures and standards and attend training as appropriate. * The post holder will assist the Director of Nursing and Director of Midwifery in ensuring that all staff in the area of responsibility have the necessary education, training, and support to enable them to meet their responsibilities. * Log appropriately and report any near misses, hazards and accidents and bring them to the attention of the relevant person(s). * Manage complaints in a timely manner in collaboration with the Consumer Services department. * Maintain a feedback mechanism and report to senior management where appropriate. * Support the introduction of any recommendations for key reports. * Work in a safe manner with due care and attention to the safety of self and others. * Ensure adherence to policies in relation to the care and safety of any equipment supplied for the fulfillment of duty. Ensure advice of relevant stakeholders is sought prior to procurement and training is provided to staff on the use of equipment. * Have a working knowledge of the Health Information and Quality Authority (HIQA) Standards as they apply to the role e.g. Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc. * Support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service. * Ensure that all staff reporting to him/her renew their registration with NMBI annually and provide a copy with a signed Patient Safety Assurance form.   **Performance Management**  *The Director of Midwifery, Assistant will:*   * Drive, promote and support a performance measurement and management culture. * In conjunction with the Director of Nursing and Midwifery develop a Performance Management system for the nursing profession in their area. * The management and delivery of KPIs / Nursing Metrics and other quality measurement tools in ward / departments as a routine and core business objective. * The development of Action Plans to address non-attainment of KPI targets. * To develop individual Plan of Actions (POAs) with the Director of Nursing and agree performance targets.   **KPIs**   * The identification and development of Key Performance Indicators (KPIs) which are congruent with the hospital’s service plan targets. * The development of Action Plans to address KPI targets. * Driving and promoting a Performance Management culture. * In conjunction with line manager assist in the development of a Performance Management system for your profession. * The management and delivery of KPIs as a routine and core business objective.   **PLEASE NOTE THE FOLLOWING GENERAL CONDITIONS**   * Employees must attend fire lectures periodically and must observe fire orders. * All accidents within the Department must be reported immediately. * Infection Control Policies must be adhered to. * In line with the Safety, Health and Welfare at Work Act, 2005 all staff must comply with all safety regulations and audits. * In line with the Public Health (Tobacco) (Amendment) Act 2004, smoking within the Hospital Buildings is not permitted. * Hospital uniform code must be adhered to. * Provide information that meets the need of Senior Management. * To support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service.   **Risk Management, Infection Control, Hygiene Services and Health & Safety**   * The management of Risk, Infection Control, Hygiene Services and Health & Safety is the responsibility of everyone and will be achieved within a progressive, honest and open environment. * The post holder must be familiar with the necessary education, training and support to enable them to meet this responsibility. * The post holder has a duty to familiarise themselves with the relevant Organisational Policies, Procedures & Standards and attend training as appropriate in the following areas:   + Continuous Quality Improvement Initiatives   + Document Control Information Management Systems   + Risk Management Strategy and Policies   + Hygiene Related Policies, Procedures and Standards   + Decontamination Code of Practice   + Infection Control Policies   + Safety Statement, Health & Safety Policies and Fire Procedure   + Data Protection and confidentiality Policies * The post holder is responsible for ensuring that they become familiar with the requirements stated within the Risk Management Strategy and that they comply with the Group’s Risk Management Incident/Near miss reporting Policies and Procedures. * The post holder is responsible for ensuring that they comply with hygiene services requirements in your area of responsibility. Hygiene Services incorporates environment and facilities, hand hygiene, catering, cleaning, the management of laundry, waste, sharps and equipment. * The post holder must foster and support a quality improvement culture through-out your area of responsibility in relation to hygiene services. * It is the post holders’ specific responsibility for Quality & Risk Management, Hygiene Services and Health & Safety * The post holder must take reasonable care for his or her own actions and the effect that these may have upon the safety of others. * The post holder must cooperate with management, attend Health & Safety related training and not undertake any task for which they have not been authorised and adequately trained. * The post holder is required to bring to the attention of a responsible person any perceived shortcoming in our safety arrangements or any defects in work equipment. * It is the post holder’s responsibility to be aware of and comply with the HSE Health Care Records Management/Integrated Discharge Planning (HCRM / IDP) Code of Practice. * It is the post holder's responsibility to be aware of and comply with the HSE Health Care Records Management/Integrated Discharge Planning (HCRM / 1DP) Code of Practice. * Support the investigation of clinical incidents/near misses and feedback to the MDT on relevant findings. * Support the ongoing Management of complaints, Clinical incidents, near misses, claims.   **The above Job Specification 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.** |
| **Eligibility Criteria**  **Qualifications and/ or experience** | 1. **Statutory Registration, Professional Qualifications, Experience, etc**    1. Eligible applicants will be those who on the closing date for the competition:  |  |  |  | | --- | --- | --- | | (i) | | Are registered, or be eligible for registration, in the Midwives Division of the Register of Nurses and Midwives as, maintained by the Nursing & Midwifery Board of Ireland [NMBI] (Bord Altranais agus Cnáimhseachais na hÉireann). | |  | | **And** | | (ii) | | Have 7 years post registration midwifery experience and 3 years midwifery management experience at Clinical Midwife Manager 2 (CMM 2) grade or above | |  | | **And** | | (iii) | | Have successfully completed a post registration programme of study, as certified by the education provider, which verifies that the applicant has achieved a National Framework of Qualifications (NFQ) major academic Level 8 or higher award maintained by Quality & Qualifications of Ireland (QQI) or can provide written evidence from the Higher Education Institute that they have achieved the number of ECTS credits equivalent to a Level 8 or higher standard in a  health care or management related area. | |  |  | |   **And**   * 1. Candidates must possess the requisite clinical, leadership, managerial and administrative knowledge and ability, for the proper discharge of the duties of the office.  1. **Annual registration**  |  |  | | --- | --- | | (i) | Practitioners must maintain live annual registration in the Midwives Division of the Register of Nurses and Midwives maintained by the Nursing and Midwifery Board of Ireland [NMBI] (Bord Altranais agus Cnáimhseachais na hÉireann). | |  | **And** | | (ii) | Practitioners must confirm annual registration with the NMBI to the HSE by way of the annual Patient Safety Assurance Certificate (PSAC). |  1. **Age**   Age restriction shall only apply to a candidate where s/he 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.   1. **Health**   Candidates 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.   1. **Character**   Candidates for and any person holding the office must be of good character. |
| **Post Specific Requirements** | Demonstrate depth and breadth of management experience in an acute setting as relevant to the role. |
| **Other requirements specific to the post** | Access to appropriate transport to fulfil the requirements of the role. |
| **Skills, competencies and/or knowledge** | ***Candidates must:***  **Professional/Clinical Knowledge**   * Demonstrate a high degree of commitment, professionalism and dedication to the philosophy of quality health care provision. * Demonstrate relevant knowledge and experience. * Demonstrate evidence of policy development and the ability to translate policy into action. * Demonstrate knowledge and experience of quality audit/assurance systems.   **Commitment to Quality Care**   * Demonstrate understanding of, and commitment to, the underpinning requirements and key processes in providing quality, patient-centred care. * Demonstrate an ability to monitor and evaluate service performance and levels of care.   **Planning and Organising**   * Demonstrate ability to plan, organise and deliver services in an efficient, effective and resourceful manner, within a model of patient centred care and value for money. * Demonstrate ability to manage deadlines and effectively handle multiple tasks.   **Building and Maintaining Relationships: Leadership, Staff Management & Team Skills**   * Demonstrate leadership skills and ability to influence others. * Demonstrate flexibility and openness to change and ability to lead and support others in a changing environment. * Demonstrate ability to manage, motivate and develop staff to maximise performance at work. * Demonstrate the ability to foster a learning culture amongst staff and colleagues to drive continuous improvement in services to patients. * Demonstrate ability to work effectively with multi-disciplinary teams.   **Evaluating Information and Judging Situations**   * Demonstrate the ability to evaluate information and solve problems.   **Communication and Interpersonal Skills**   * Demonstrate effective communications and interpersonal skills including: the ability to present information in a clear and concise manner; the ability to engage collaboratively with all stakeholders; the ability to give constructive feedback. * Demonstrate competency in general use of information technology-computers, office functions, internet for research purposes, email, preparation of presentation materials etc. |
| **Campaign Specific Selection Process**  **Ranking/Shortlisting / Interview** | A ranking and or shortlisting exercise may be carried out on the basis of 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.  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 ranking stage of this process (where applied) will be placed on an order of merit and will be called to interview in ‘bands’ depending on the service needs of the organisation. |
| **Code of Practice** | 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 Code also specifies the responsibilities placed on candidates, facilities for feedback to applicants 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”.  Codes of practice are published by the CPSA and are available on [www.hse.ie/eng/staff/jobs](http://www.hse.ie/eng/staff/jobs) in the document posted with each vacancy entitled “Code of Practice, Information for Candidates” or on [www.cpsa.ie](http://www.cpsa.ie). |
| 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. | |

**Director of Midwifery, Assistant**

**Terms and Conditions of Employment**

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| **Tenure** | The current vacancy available is permanent and whole-time.  The post is pensionable. A panel may be created from which permanent and specified purpose vacancies of full or part time duration may be filled. The tenure of these posts will be indicated at “expression of interest” stage.  Appointment as an employee of 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 |
| **Remuneration** | The salary scale for this post (as at 01/10/2018) is:  €56,993 - €58,097 - €59,162 - €62,431 - €63,460 - €64,656 - €65,773 – €66,884, – €70,237 |
| **Working Week** | The standard working week applying to the post is to be confirmed at Job Offer stage. |
| **Annual Leave** | The annual leave associated with the post will be confirmed at Job Offer stage. |
| **Superannuation** | This is a pensionable position with the HSE. The successful candidate will upon appointment become a member of the appropriate pension scheme. Pension scheme membership will be notified within the contract of employment. Members of pre-existing pension schemes who transferred to the HSE on the 01st January 2005 pursuant to Section 60 of the Health Act 2004 are entitled to superannuation benefit terms under the HSE Scheme which are no less favourable to those which they were entitled to at 31st December 2004. |
| **Probation** | Every appointment of a person who is not already a permanent officer of the Health Service Executive or of a Local Authority shall be subject to a probationary period of 12 months as stipulated in the Department of Health Circular No.10/71. |
| **Protection of Persons Reporting Child Abuse Act 1998** | As this post is one of those designated under the Protection of Persons Reporting Child Abuse Act 1998, appointment to this post appoints one as a designated officer in accordance with Section 2 of the Act.  You will remain a designated officer for the duration of your appointment to your current post or for the duration of your appointment to such other post as is included in the categories specified in the Ministerial Direction. You will receive full information on your responsibilities under the Act on appointment. |
| **Mandated Person Children First Act 2015** | As a mandated person under the Children First Act 2015 you will have a legal obligation:   * To report child protection concerns at or above a defined threshold to TUSLA. * To assist Tusla, if requested, in assessing a concern which has been the subject of a mandated report.   You will remain a mandated person for the duration of your appointment to your current post or for the duration of your appointment to such other post as is included in the categories specified in the Ministerial Direction. You will receive full information on your responsibilities under the Act on appointment. |
| **Infection Control** | Have a working knowledge of Health Information and Quality Authority (HIQA) Standards as they apply to the role for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc. and comply with associated HSE protocols for implementing and maintaining these standards as appropriate to the role. |
| **Health & Safety** | It is the responsibility of line managers to ensure that the management of safety, health and welfare is successfully integrated into all activities undertaken within their area of responsibility, so far as is reasonably practicable. Line managers are named and roles and responsibilities detailed in the relevant Site Specific Safety Statement (SSSS).  Key responsibilities include:   * Developing a SSSS for the department/service[[1]](#footnote-1), as applicable, based on the identification of hazards and the assessment of risks, and reviewing/updating same on a regular basis (at least annually) and in the event of any significant change in the work activity or place of work. * Ensuring that Occupational Safety and Health (OSH) is integrated into day-to-day business, providing Systems Of Work (SOW) that are planned, organised, performed, maintained and revised as appropriate, and ensuring that all safety related records are maintained and available for inspection. * Consulting and communicating with staff and safety representatives on OSH matters. * Ensuring a training needs assessment (TNA) is undertaken for employees, facilitating their attendance at statutory OSH training, and ensuring records are maintained for each employee. * Ensuring that all incidents occurring within the relevant department/service are appropriately managed and investigated in accordance with HSE procedures[[2]](#footnote-2). * Seeking advice from health and safety professionals through the National Health and Safety Function Helpdesk as appropriate. * Reviewing the health and safety performance of the ward/department/service and staff through, respectively, local audit and performance achievement meetings for example.   **Note**: Detailed roles and responsibilities of Line Managers are outlined in local SSSS. |
| **Ethics in Public Office 1995 and 2001**  **Positions remunerated at or above the minimum point of the Grade VIII salary scale (€ 67,135 as at 01.10.2018)** | Positions remunerated at or above the minimum point of the Grade VIII salary scale (€ 67,135 as at 01.10.2018) are designated positions under Section 18 of the Ethics in Public Office Act 1995. Any person appointed to a designated position must comply with the requirements of the Ethics in Public Office Acts 1995 and 2001 as outlined below;  A) In accordance with Section 18 of the Ethics in Public Office Act 1995, a person holding such a post is required to prepare and furnish an annual statement of any interests which could materially influence the performance of the official functions of the post. This annual statement of interest should be submitted to the Chief Executive Officer not later than 31st January in the following year.  B) In addition to the annual statement, a person holding such a post is required, whenever they are performing a function as an employee of the HSE and have actual knowledge, or a connected person, has a material interest in a matter to which the function relates, provide at the time a statement of the facts of that interest. A person holding such a post should provide such statement to the Chief Executive Officer. The function in question cannot be performed unless there are compelling reasons to do so and, if this is the case, those compelling reasons must be stated in writing and must be provided to the Chief Executive Officer.  C) A person holding such a post is required under the Ethics in Public Office Acts 1995 and 2001 to act in accordance with any guidelines or advice published or given by the Standards in Public Office Commission. Guidelines for public servants on compliance with the provisions of the Ethics in Public Office Acts 1995 and 2001 are available on the Standards Commission’s website <http://www.sipo.gov.ie/> |

1. A template SSSS and guidelines are available on the National Health and Safety Function/H&S web-pages [↑](#footnote-ref-1)
2. See link on health and safety web-pages to latest Incident Management Policy [↑](#footnote-ref-2)