

Paediatric Network Lead
Children's Hospital Group

Job Specification and Terms & Conditions

Job Title and Grade	Paediatric Network Lead
Campaign Reference	CHG PNL
Closing Date	Friday 16 th February 2018
Duration of Post	Paediatric Network Lead (.5 WTE) – Fixed Term Contract for a period of 7 years Remaining (.5 WTE) new consultant post within the Children's Hospital Group.
Location of Post	The geographical area of the Children's Hospital Group includes the three children's hospitals in Dublin and the group office. The post holder will spend extensive time working collaboratively with colleagues in the other 6 Hospital Groups to design, develop and operationalise a clinical network for acute paediatric services. The location of the Consultant part of the post in one of the three children's hospitals will be determined at job offer stage depending on the successful applicant's clinical speciality. The CHG is based at Block A Herberton, St. James's Walk, Rialto, Dublin 8.
Context/ Background	<p>The Government has approved the development of a new children's hospital to be co-located on a campus shared with St. James's Hospital with paediatric outpatient urgent care centres at Connolly and Tallaght Hospitals. The Children's Hospital Group is on a pathway to be legally established in 2018 and to integrate the three children's hospitals in Dublin: Our Lady's Children's Hospital, Crumlin (OLCHC), Temple Street Children's University Hospital (TSCUH), and National Children's Hospital, Tallaght Hospital (NCHTH). The Minister appointed the Children's Hospital Group Board (CHGB) to oversee the integration of the three hospitals into a single entity for paediatric services in the greater Dublin area and act as client for the capital project.</p> <p>Health policy position, approved by the government in 2014, identifies the new children's hospital as central to an integrated clinical network for paediatrics across Ireland and in some specialities on an all-Ireland basis. Over the last 3 years there have been several professional documents developed through the HSE clinical programmes to support this policy position. These are:</p> <ul style="list-style-type: none"> • Model of Care for Neonatal Services in Ireland - 2015 • Model of Care for all Children and Young People with Type 1 Diabetes – 2015 • National Model of Care for Trauma and Orthopaedic Surgery - 2015 • Model of Care for Paediatric Anaesthesia – 2015 • National Model of Care for Paediatric Healthcare Services in Ireland – 2016 • Improving Standards for General Paediatric Surgery – 2016 <p>A National Model of Care for Paediatric Healthcare Services in Ireland (2016) was approved by</p>

the HSE and sets out a vision for high quality, accessible healthcare services for children in Ireland, from birth to adulthood. It spans a range of care settings from community services to tertiary and quaternary care. This Model of Care endorses the development of the new children’s hospital as central to a clinical network for paediatrics across Ireland, with strengthened roles for local and regional paediatric units. It describes a ‘hub and spoke’ model for paediatrics in Ireland whereby the new children’s hospital will be the hub, reaching out to regional and local units (the spokes).

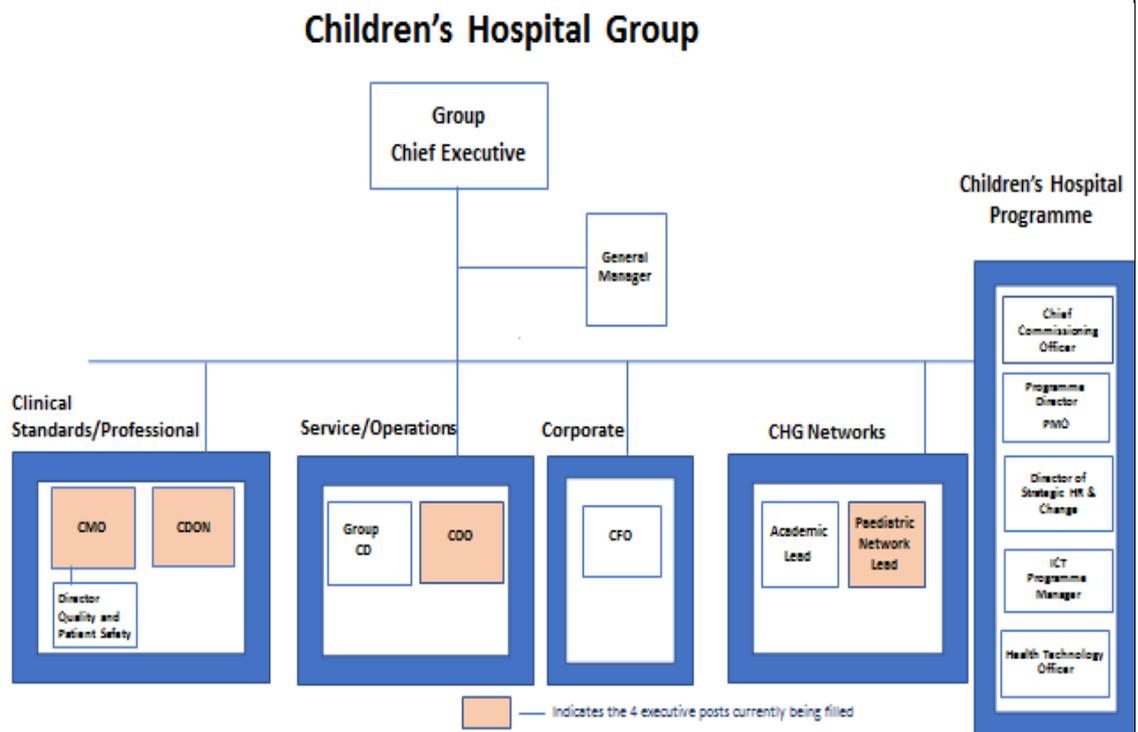
The legislation to legally establish the Children’s Hospital Group as the entity for paediatric services in the greater Dublin area also gives authority to the new entity to act as the centre to a paediatric clinical network in Ireland. It therefore has a remit to develop and operationalise this networked approach.

The Children’s Hospital Programme is the programme of work for which the Children’s Hospital Group Board is responsible. It has three main pillars: to integrate the three children’s hospitals, develop the ICT solution for the new facilities, and to act as client for the new children’s hospital and two paediatric outpatient and urgent care facilities. This includes all the programme activities required to ensure the successful delivery of the Programme.

The CHG is appointing a Paediatric Network Lead to shape, drive and operationalise its vision and strategy for a networked approach to paediatric services.

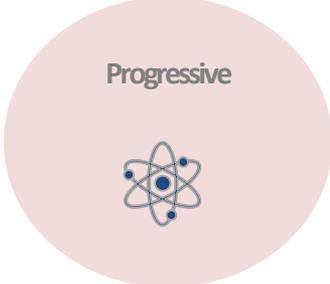
Reporting Arrangements

The Paediatric Network Lead will report directly to the Group Chief Executive of the Children’s Hospital Group for their executive remit of their role and to the relevant Clinical Director for their clinical commitment.



Key Working Relationships	<ul style="list-style-type: none"> • Children’s Hospital Group Executive Management Team • Group Clinical Director and Clinical Directors in the other 6 Hospital Groups • Clinical Leads for the Paediatric and Neonatology Clinical Programmes and the Integrated Care Programme for Children, and • Clinical Lead for Women and Infants Programme.
Scope of the Role	<p>Paediatric Network Lead</p> <p>The remit of the CHG Paediatric Network Lead will be to work with regional based paediatric and neonatal services to plan, develop and operationalized an integrated national clinical network for acute paediatrics, benchmarking against comparable hospital networks. This will include developing a clear vision for the clinical paediatric network, agreeing priorities, developing a timeline for implementation and establishing a networked arrangement to deliver services across the Dublin regional and local hospitals. Their role will be to:</p> <ul style="list-style-type: none"> • design, develop and operationalise a networked approach for specific acute paediatric services (e.g. general surgery, cardiology, diabetes etc) across the Irish acute hospital system. • co-design system-wide protocols, guidelines and standardised care pathways and processes through engagement with paediatric and neonatal colleagues in the Dublin children’s hospitals, regional and local hospitals • set KPIs for the delivery of paediatric networked services nationally • enable geographic coverage of acute services through outreach clinics in accordance with agreed model of care for paediatric specialities • facilitate a collaborative two-way sharing of information between national, regional and local units to ensure all groups have access to thought leadership, specialised resources (e.g. tertiary specialist consultants), telemedicine and future digitalised means of communication.
Purpose of the Role	<p>The purpose of the CHG Paediatric Network Lead is to design, develop and lead on the operationalisation of a clinical network of paediatric services across the acute system.</p>
Principal Duties and Responsibilities	<p><u>Paediatric Network Lead Duties:</u></p> <ul style="list-style-type: none"> • Plan, design, develop and operationalise an integrated national clinical network for acute paediatrics, benchmarking against similar world-leading acute system networks taking cognisance of the HSE Integrated Care Programme for Children. This will include developing; <ul style="list-style-type: none"> a. a clear vision of the clinical network b. achievable goals and associated benefits c. the scope of acute services be coordinated across the care continuum (for example outreach clinics and theatre lists at regional centres) d. a timeline for implementation e. the governance and management arrangements to operationalise a networked approach to the delivery of services across the acute system. • Work closely with the other 6 Hospital Groups / and 9 Community Health Organisations and their local decision-making structures responsible for the implementation of the

	<p>National Model of Care for Paediatric Healthcare Services relevant to their population served</p> <ul style="list-style-type: none"> • Guide the CHG team in agreeing implementation strategies, plans and conducting change impact assessments and solutions • Provide clinical leadership advice and source relevant expertise for a networked approach to paediatric services in relation to commissioning and delivery of health and social care services relevant to the Integrated Care Programme for Children • Act as a spokesperson for the CHG in relation to Integrated Care Programme for Children (e.g. with the media, professional groups and other relevant fora) when appropriate • Provide updates for the relevant governance structures overseeing the implementation of the National Model of Care • Provide clinical leadership and secure relevant expert guidance in view of changing clinical practice in paediatrics • Use robust objective measurements, proven service re-design and reconfiguration and evidence-based care and research to inform development of programme plans for contemporary, innovative and new ways of care and service delivery in paediatrics • Follow the agreed guidance for patient/service user engagement to ensure the voice of the child, young person and family is considered in the development and implementation of the clinical network • Additional responsibilities may arise during the course of the work <p><i>The above 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 them from time to time and to contribute to the development of the post while in office.</i></p>
<p>Our Values</p>	<p>Our values reflect what we all believe will make the most positive difference to the care we offer and to the way we work with one another.</p> <p>By ‘living our values’ we will develop our organisation, our people, and continue to improve the quality of the patient experience in everything we do.</p> <p>The post holder will be expected to embody these values and enable them across the organisation</p> <div style="display: flex; align-items: flex-start;"> <div style="margin-right: 20px;">  </div> <div> <p>The children and families in our care are at the centre of everything we do. We are...</p> <ul style="list-style-type: none"> ○ Accountable for our patients safety ○ Great team members ○ Passionate about our purpose </div> </div>

	<div style="display: flex; flex-direction: column; align-items: flex-start;"> <div style="margin-bottom: 20px;">  <p>Compassionate</p> </div> <div>  <p>Progressive</p> </div> </div> <p>We care about our patients, their families and our colleagues. We are...</p> <ul style="list-style-type: none"> ○ Always kind ○ Aware of our impact ○ Leaders in care <p>We provide access to the latest knowledge, innovation and technology for the best patient outcomes. We are...</p> <ul style="list-style-type: none"> ○ Focused on developing our self and others ○ Always seeking to improve ○ Always looking for innovative solutions
<p>Skills, competencies and/or knowledge</p>	<p>Eligibility Criteria</p> <p>Qualifications and Experience</p> <ul style="list-style-type: none"> ● Be a medically qualified health professional with 15 years of post-medical qualification experience ● Work or have worked in the field of paediatrics ● Senior leadership experience ● Significant experience in clinical practice at both local and national levels ● Experience in reconfiguring acute services across organisations and regions ● Experience of operating in complex and challenging environments ● Experienced clinician with credibility and the ability to command the respect of all clinical and non-clinical professionals ● Experience of developing, applying and reviewing an evidence-based approach to decision making ● Demonstrate commitment to fostering partnerships, multi-professional and multi-disciplinary relationships <p>Mandatory:</p> <ul style="list-style-type: none"> ● Possess full registration as a specialist in the Specialist Division of the Register of Medical Practitioners maintained by the Medical Council in Ireland in a paediatric related specialty or any sub-specialty of Paediatrics. <p>Skills / Competencies / Knowledge</p> <ul style="list-style-type: none"> ● Knowledge of the Irish health sector, national health programmes and health reform agendas ● Excellent inter-personal skills, including experience and familiarity with public, professional, media and political communications and stakeholder relations ● Strong negotiation and influencing skills ● Effective change management skills ● Excellent communication skills, both verbal and written

	<ul style="list-style-type: none"> • Risk and issue management skills • Ability to recognise and respect the expertise of others and the contribution of team members and harness good teamwork and open contributions to enable the achievement of programme aims <p>Health</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>Character</p> <p>Each candidate for and any person holding the office must be of good character</p> <p>Age</p> <p>Age restrictions shall only apply to a candidate where he/she is not classified as a new entrant (within the meaning of the Public Service Superannuation Act, 2004). A candidate who is not classified as a new entrant must be under 65 years of age.</p>
<p>Health & Safety</p>	<p>These duties must be performed in accordance with the hospital health and safety policy. In carrying out these duties the employee must ensure that effective safety procedures are in place to comply with the Health, Safety and Welfare at Work Act. Staff must carry out their duties in a safe and responsible manner in line with the Hospital Policy as set out in the appropriate department’s safety statement, which must be read and understood.</p>
<p>Quality, Risk & Safety Responsibilities</p>	<p><i>It is the responsibility of all staff to:</i></p> <ul style="list-style-type: none"> • Participate and cooperate with legislative and regulatory requirements with regard to Quality, Risk and Safety. • Participate and cooperate with the Children’s Hospital Group Quality and Risk and Safety initiatives as required. • Participate and cooperate with internal and external evaluations of hospital structures, services and processes as required, including but not limited to: <ul style="list-style-type: none"> • National Standards for Safer Better Healthcare • National Standards for the Prevention and Control of Healthcare Associated Infections • HSE Standards and Recommended Practices for Healthcare Records Management • HSE Standards and Recommended practices for Decontamination of Reusable Invasive Medical Devices (RIMD) • Safety audits and other audits specified by the HSE or other regulatory authorities • To initiate, support and implement quality improvement initiatives in their area which are in keeping with the organisation’s continuous quality improvement programme.

	<p><i>It is the responsibility of all managers to ensure compliance with regulatory requirements for Quality, Safety and Risk within their area/department.</i></p>
<p>Specific Responsibility for Best Practice in Hygiene</p>	<p>Hygiene in healthcare is defined as <i>“the practice that serves to keep people and the environment clean and prevent infection. It involves preserving one’s health, preventing the spread of disease and recognizing, evaluating and controlling health hazards.”</i></p> <ul style="list-style-type: none"> • It is the responsibility of all staff to ensure compliance with hospital hygiene standards, guidelines and practices. • Department heads/ managers have overall responsibility for best practice in hygiene in their area. <p>It is mandatory to attend hand hygiene and sharps awareness workshops yearly</p>
<p>Short listing & next steps</p>	<p>The criteria for short listing are based on the requirements of the post as outlined in the eligibility criteria and/or the essential & desirable knowledge, skills and competencies section of this job specification.</p> <p><u>Failure to include information regarding these requirements may result in you not being called forward to the next stage of the selection process</u></p> <p>To apply for this position, please send a CV and letter of application via email to executiverecruitment@nchg.ie, or by post to Aoife Rafferty, HR Lead, Workforce Planning, Children’s Hospital Group, Block A Herberton, St James’s Walk, Rialto, Dublin 8</p> <p>The closing date for receipt of applications is Friday 16th February 2018.</p> <ul style="list-style-type: none"> • Informal enquiries or further information can be obtained from Ms Eilish Hardiman, Chief Executive, Children’s Hospital Group (ceo@nchg.ie)
<p>The reform programme outlined for the Health Services may impact on the executive remit of this post and as structures change the job description may be reviewed.</p> <p>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.</p>	