**Clinical Engineering Technician, Senior**

**Cork University Hospital Group**

**Job Specification & Terms and Conditions**

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| **Job Title and Grade** | **Clinical Engineering Technician, Senior**  *(Grade Code: 3162)* |
| **Remuneration** | The salary scale for the post (as at 01.10.2023) is:  €47,658- €49,910- €52,401- €55,076- €57,962 - €60,850- €63,794- **€66,071- €68,201 LSIs** |
| **Campaign Reference** | **CUHBIOS60703** |
| **Closing Date** | **12 noon on 25th March 2024** |
| **Proposed Interview Date (s)** | Proposed interview dates will be indicated at a later stage. Please note you may be called forward for interview at short notice. |
| **Taking up Appointment** | A start date will be indicated at job offer stage. |
| **Location of Post** | **Cork University Hospital Group (CUHG) - South /South West Hospital Group.**  There are currently a number of **permanent** **whole time vacancies** available in the Biomedical Engineering Department in CUHG. The successful candidate may be required to work in any service area within the vicinity as the need arises.  A panel may be formed as a result of this campaign for the **post of Clinical Engineering** **Technician Senior,** **CUHG** from which current and future, permanent and specified purpose vacancies of full or part-time duration may be filled. |
| **Informal Enquiries** | Corneilus O’ Sullivan, Chief Biomedical Engineer, Cork University Hospital  **Email:** [Cornelius.OSullivan@hse.ie](mailto:Cornelius.OSullivan@hse.ie)  **Telephone:** 087-9812585 |
| **Details of Service** | With over 40 different Medical and Surgical Specialties, Cork University Hospital (CUH) is the largest University Teaching Hospital in Ireland and the only Level 1 Trauma Centre in the country serving a population of 1.1 million for its tertiary services. The Hospital currently employs approximately 5,000 staff of multiple professions and is the primary teaching hospital for the Faculty of Health and Science in University College Cork.  The Biomedical Engineering Department currently has nineteen engineers and one administrative support staff.  Engineers provide technical and clinical support for diverse and complex medical devices throughout clinical areas of the hospital, such as operating theatres, maternity services, intensive care units, dialysis, cardiology, endoscopy and laboratories, to list just some of the specialist areas.  Medical equipment support can be:   * provided ‘in-house’ by engineers * sourced via service agreements with medical device suppliers * a combination of ‘in-house’ engineers, supplier engineers & clinical specialists.   Engineers from the Biomedical Engineering Department frequently participate in multi-disciplinary Product Evaluation Groups (PEG’s) as part of public procurement tendering processes.  In these instances, engineering expertise is provided to:   * formulate the necessary technical specifications that meet clinical requirements * perform product evaluations alongside other members of the PEG * oversee the installation, commissioning and recording of medical devices   Engineers provide clinical support and consultancy services to:   * business managers * services managers * medical staff * health and social care professionals   Engineers provide training on specialist devices to clinical colleagues such as:   * Anaesthetic Department * School of Nursing * Intensive Care   Engineers based at Cork University Hospital support Cork University Hospital Group, i.e.   * Cork University Maternity Hospital * Mallow General Hospital * Bantry General Hospital * Cork University Hospital   As the complexity, interconnectivity and interdependence of medical devices continues to grow, our engineers work closely in partnership with other engineering grades in the health sector such as those supporting and overseeing ICT, Hospital Networks and Estates. Care is delivered in a variety of settings and new approaches and models of care to follow the care demands of the health service, are being advanced within the context of overall healthcare reform, to include Slaintécare. |
| **Reporting Relationship** | The post holder will report to theChief Biomedical Engineer / Head of Biomedical Engineering or their designate. |
| **Purpose of the Post** | The Clinical Engineering Technician, Senior, will provide Clinical Engineering and Technical support to all hospital medical devices including diagnostic, analytical, therapeutic, surgical, renal dialysis and life support systems in Cork University Hospital Group as directed by the Reporting Relationship.  Having due regard to service needs s/he will also liaise with other staff and grades within and outside the service/line manager as necessitated in the identification, acquisition, and support of safe, effective, and economical technology as part of a healthcare professional team, in the provision, delivery, and advancement of patient care. |
| **Principal Duties and Responsibilities** | **Operational**   * Apply their ability to diagnose mechanical, electrical, electronic, IT problems/issues associated with medical devices using their knowledge, qualifications, training and/or experience. * Provide maintenance services to HSE stock equipment and/or other equipment in respect of its functional, electronic, electrical, and mechanical aspects to a standard of safety, accuracy and reliabilty consistent with its function and with professional standards and manufacturers’ recommendations. * Source and order new stock and take a lead role in stock management across the service including unpacking, shelving and ongoing monitoring of stock levels. * Use HSE online asset tracking and stock systems. * Assist with the co-ordination and implementation of preventative maintenance schedules and safety programmes. * Provide the Department’s administration with such records of his/her work as are deemed to be necessary. * Contribute as required to the development of the Health Service Executive’s policies and services, where required, through participation in the work of, and contributing to the management of, the appropriate operational teams and groups. * Advise, when requested on the selection, specification, acceptance testing, commissioning and safety of new equipment and services. * Advise when required, on new technical installations. * Support the Nursing, Clinical and Technical staff in the implementation of patient care involving technology. * Participate if required to do so in 24 x 7 on-call service. * Participate in implementation and ongoing use of the Health Service Executive Maintenance Management and Asset Register System ensuring all equipment is maintained to relevant standards and appropriate records are available at all times. * Will attend the normal working 35 hours over 5 days, Monday – Friday but the appointee will attend at such other times as are required for the proper discharge of the duties of the job. This may require attendance outside “normal” working hours or the participation to work a 5 days roster over 7 days.   **Quality and Patient Safety**   * Have a working knowledge of the 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 etcand comply with associated HSE protocols for implementing and maintaining these standards as appropriate to the role. * Support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service. * Ensure compliance with Health and Safety requirements and regulations including taking a lead role in the maintaining the workshop and tools /equipment. * Perfom as required routine QA checking and participate in incident management reviews. * Contribute to the development of the services quality framework including policy/procedures/guidelines, through participation in the work of, and contributing to the management of, the appropriate operational teams and groups. * Participate in quality improvement initiatives as required. * Demonstrate commitment to continuous professional development and participate as required in education and training and HSE mandatory training. * Participate in professional supervision. * Be professionally responsible for all aspects of the post.   **Communication**   * Treat all persons, staff, co-workers, external contractors, clients with dignity and respect. * Maintain close co-operation with all clinical, admin and staff of commercial companies. * Maintain appropriate professional relationships with companies/distributors at all times and avoid all conflicts of interest. * Maintain all aspects of confidentiality associated with patients and workplace activity. * Carry mobile communication devices as required for normal and on-call duties. * Attend operational and clinical meetings as required.   **Administrative**   * Retain all records regarding maintenance and repairs of any medical devices that are worked on. * Provide the department administration with such records of his/her work as are deemed to be necessary. * Contribute as required to the development of the Engineering Department policies, procedures, guidelines and services. * Contribute to clinical justification and equipment specification prior to purchase. * Advise on the purchase of appropriate tools and service equipment. * Keep maintenance contracts up to date at all times. * Ensure that the maintenance management & asset register system is maintained at all times.   **Financial**   * Ensure all maintenance and repairs are carried out to the highest standards at the most competitive rates. * Keep records of all financial dealings within the department to ensure department budgets are adhered to. * Order equipment, parts, repairs and consumable items as required.   **HR**   * Provide a leadership role and act as a mentor to other staff as required. * Liaise and work, as required, with other staff and grades, both within and outside the service.   **Strategic and Development**   * Contribute to the support of research activities in the service. * Develop self and others. * Promote self wellness and a healthy work-life balance. * Ensure technical knowledge is up-to-date at all times and partisipate in CPD and maintaining all CPD records.   **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** | **Candidates must possess at the time of application:**  **1. Professional Qualifications, Experience etc.**  (a) (i) Hold as a minimum a recognised qualification at National Framework of Qualifications, Level 7 or higher, in **one** of the following engineering disciplines;  (i.1) Electronic,  (i.2) Electrical,  (i.3) Instrument Physics,  (i.4) Industrial Instrumentation,  (i.5) Applied Physics,  (i.6) Mechanical,  (i.7) Mechtronic,  (i.8) Biomedical Engineering;  **or**  (ii)Hold a recognised qualification at least equivalent to one of the above;  **and**  (iii)Have a minimum of three years postgraduate satisfactory and relevant experience in an appropriate medical industrial field including at least two years in a clinical engineering environment.  **and**  (b) Candidates must possess the requisite knowledge and ability (including a high standard of suitability and administrative capacity) for the proper discharge of the duties of the office.  **2. Health**  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.    **3. Character**  Each candidate for and any person holding the office must be of good character. |
| **Post Specific Requirements** | **Q1**. Demonstrate depth and breadth of experience in the clinical and technical aspects of clinical engineering as relevant to the role. |
| **Other requirements specific to the post** | A HSE mobile phone will be required to be carried during working hours and when taking part in an on-call rota. |
| **Skills, competencies and/or knowledge** | ***Candidates must demonstrate:***   * A good working knowledge of the common medical devices as used in acute hospital settings, and comprehensive knoweldge of repair methodology for these appliances. * Knowledge of electrical, electronic, and mechanical technology and systems. * Knowledge of relevant Medical Device standards, ISO 60601 series etc. * Knowledge of Health Products Regulatory Authority (HPRA) and their role with medical devices. * Effective planning and organising skills including the ability to meet deadlines, work on own initiative and multi task. * Team skills and leaderships skills including the ability to work within a multidisciplinary team (particularly in the context of the changing clinical and technical environment). * The ability to work on own initiative; without close supervision. * An ability to deal with difficult situations in a professional manner. * An awareness of the primacy of the client and the importance of providing a high quality, person centred service. * Commitment to providing a quality service in an effective and resourceful manner. * Flexibilty and openness to change. * Commitment to continuous professional development that demonstrates the ability and willingness to keep abreast of changing technology used in medical devices. * Good problem solving and decision making skills and the ability to develop solutions to complex problems. * Experience of gathering, interpreting and analysising information to make informed decisions. * Innovation including the ability to effectively challenge existing practices and procedures in developing and improving services to patients. * Excellent interpersonal and communication skills, including the ability to present information in a clear and concise manner. |
| **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. |
| **Diversity, Equality & Inclusion** | The HSE is an equal opportunities employer.  Employees of the HSE bring a range of skills, talents, diverse thinking and experience to the organisation. The HSE believes passionately that employing a diverse workforce is central to its success – we aim to develop the workforce of the HSE so that it reflects the diversity of HSE service users and to strengthen it through accommodating and valuing different perspectives. Ultimately this will result in improved service user and employee experience.  The HSE is committed to creating a positive working environment whereby all employees inclusive of age, civil status, disability, ethnicity and race, family status, gender, membership of the Traveller community, religion and sexual orientation are respected, valued and can reach their full potential. The HSE aims to achieve this through development of an organisational culture where injustice, bias and discrimination are not tolerated.  The HSE welcomes people with diverse backgrounds and offers a range of supports and resources to staff, such as those who require a reasonable accommodation at work because of a disability or long term health condition.  For further information on the HSE commitment to Diversity, Equality and Inclusion, please visit the Diversity, Equality and Inclusion web page at <https://www.hse.ie/eng/staff/resources/diversity/> |
| **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 CPSA is responsible for establishing the principles that should be followed when making an appointment. These are set out in the CPSA Code of Practice. The Code outlines the standards that should be adhered to at each stage of the selection process and sets out the review and appeal mechanisms open to candidates should they be unhappy with a selection process.  The CPSA Code of Practice can be accessed via <https://www.cpsa.ie/>. |
| The reform programme outlined for the Health Services may impact on this role and as structures change the job specification may be reviewed.  This job specification 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. | |

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**Terms and Conditions of Employment**

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| **Tenure** | The current vacancies available which are **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 the post is (as at 01/10/2023):  €47,658- €49,910- €52,401- €55,076- €57,962 - €60,850- €63,794- **€66,071- €68,201 LSIs**  New appointees to any grade start at the minimum point of the scale. Incremental credit will be applied for recognised relevant service in Ireland and abroad (Department of Health Circular 2/2011). Incremental credit is normally granted on appointment, in respect of previous experience in the Civil Service, Local Authorities, Health Service and other Public Service Bodies and Statutory Agencies. |
| **Working Week** | The standard working week applying to the post is 35 hours.    HSE Circular 003-2009 “Matching Working Patterns to Service Needs (Extended Working Day / Week Arrangements); Framework for Implementation of Clause 30.4 of Towards 2016” applies. Under the terms of this circular, all new entrants and staff appointed to promotional posts from Dec 16th 2008 will be required to work agreed roster / on call arrangements as advised by their line manager. Contracted hours of work are liable to change between the hours of 8am-8pm over seven days to meet the requirements for extended day services in accordance with the terms of the Framework Agreement (Implementation of Clause 30.4 of Towards 2016). |
| **Annual Leave** | The annual leave associated with the post will be 29 days. |
| **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. |
| **Age** | The Public Service Superannuation (Age of Retirement) Act, 2018\* set 70 years as the compulsory retirement age for public servants.  ***\* Public Servants not affected by this legislation:***  Public servants recruited between 1 April 2004 and 31 December 2012 (new entrants) have no compulsory retirement age.  Public servants recruited since 1 January 2013 are members of the Single Pension Scheme and have a compulsory retirement age of 70. |
| **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 Children Guidance and Legislation** | The welfare and protection of children is the responsibility of all HSE staff. You must be aware of and understand your specific responsibilities under the Children First Act 2015, the Protections for Persons Reporting Child Abuse Act 1998 in accordance with Section 2, Children First National Guidance and other relevant child safeguarding legislation and policies.  Some staff have additional responsibilities such as Line Managers, Designated Officers and Mandated Persons. You should check if you are a Designated Officer and / or a Mandated Person and be familiar with the related roles and legal responsibilities.  For further information, guidance and resources please visit: [HSE Children First webpage](https://www.hse.ie/eng/services/list/2/primarycare/childrenfirst/resources/). |
| **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. |

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)