

Job Description and Person Specification

Principal Grade Clinical Engineering Technician

Permanent Vacancy

Reference: HR20E395

Closing Date for Applications: Wednesday, 2nd December 2020

HR Business Services,
St Vincent's University Hospital,
Elm Park,
Dublin 4.

Contact: +353 (1) 221 6062 or recruitment@svuh.ie

Accountability and Working Relationships

Job Title:	Principal Clinical Engineering Technician
Reports to:	Chief Clinical Engineering Technician
Responsible to:	Chief Physicist/ Head of Medical Physics Clinical Engineering Department

Key Duties and Responsibilities:

The Principal Clinical Engineering Technician will have the ability and experience to handle the day-to-day technical problems and work tasks related to the management, maintenance, repair and calibration of medical equipment. The post holder will have the skills, ability and breadth of experience and knowledge to be able to deal with relevant routine and emergency situations as they arise and will be expected to communicate equipment related issues to relevant stakeholders. The principal clinical engineering technician, in conjunction with the clinical engineering team will develop clinical engineering services in line with best national and international practices, Specific responsibilities are as follows:

Operational

- Apply analytical expertise to provide high level reports / analysis in relation to the biomedical equipment base in the hospital
- Developing processes / systems of operation to streamline clinical engineering services and documenting associated processes.
- In conjunction with the Chief Clinical Engineer, oversight of the SVUH Maintenance Management and Asset Register System (ECRI-AIMS), driving its optimal / effective performance. Ensuring the medical equipment asset register is up to date and there is a complete record of work carried out on medical equipment which is properly and accurately maintained. Further development of the database functionality to ensure optimal use and performance is a key element of this role.
- Responsibility for co-ordination and implementation of the preventative maintenance schedule and safety programmes, ensuring all equipment is maintained to relevant standards and appropriate records are available at all times.
- Supervision and management responsibility for the workshops and the Medical Equipment Library. Responsible for ensuring the Medical Equipment Library is appropriately stocked / resourced.
- Responsible for the day-to-day supervision of the Senior Clinical Engineering Technicians, managing the work rota.
- Provide clinical engineering support to departments across the hospital. SVUH is a level 4 multi-specialty hospital. The post holder may have a lead role responsibility for a particular speciality or specialities. This will be determined based on the post holders skill set, interests, speciality experience and the organisational requirements. The speciality areas assigned may change periodically and the post holder is expected to be able to provide technical support across the full range of patient-critical medical equipment. Additionally, there will be a requirement to provide annual leave cover to other speciality areas.

- Apply their ability to diagnose mechanical, electrical, electronic, IT problems/issues associated with medical devices using their knowledge, qualifications, training and/or experience in order to ensure maximum uptime of medical device equipment.
- Provide maintenance services for electro-medical equipment in respect of its functional, electronic, optical, electrical and mechanical aspects to a standard of safety, accuracy and reliability consistent with its function and with professional standards.
- Advise where required, on new technical installations/projects. Participate in associated project teams as appropriate.
- Support the nursing, medical and allied healthcare staff in the implementation of technology involved in patient care. Provide user/staff training as necessary as part of CPD.
- Demonstrate commitment to continuous professional development and participate as required in education and training and SVHG mandatory training.
- Contribute as required to the development of the hospitals policies and services.
- Actively participate in SVHG accreditation programmes, including JCI and HIQA.
- Actively participate on SVUH, HSE procurement processes and associated tender evaluation groups.

Quality and Patient Safety

The post holder will:

- 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 etc. and comply with associated HSE protocols for implementing and maintaining these standards as appropriate to the role.
- Ensure compliance with Health and Safety requirements and regulations including maintaining the workshop areas, tools and test equipment.
- Design and perform QA testing on clinical equipment as required, taking into account National and International guidance and participate in risk management occurrence management reviews.
- Partake in hazard alert investigation, management and reporting.
- Participate in quality improvement initiatives as required.
- Demonstrate commitment to continuous professional development and participate as required in education and training and SVHG mandatory training.
- Be professionally responsible for all aspects of the post.
- Represent the department on various committees as required.

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. This document must be regarded as an outline of the major areas of accountability at the present time, which will be reviewed and assessed on an on-going basis.

The Hospital Structure is currently under review and therefore, reporting relationships may change.

Informal Enquiries or Role Specific Enquiries: Mr Declan Murray, Chief Clinical Engineer, Telephone: 01 221 3224, E-mail - dmurray@svhg.ie or Dr Julie Lucey, Chief Physicist, Telephone 01 221 6144 and email jlucey@svuh.ie

Person Specification

Factors	Essential	Desirable
Qualifications	<p>Candidates must:</p> <p>(i) Hold as a minimum a recognised qualification at National Framework of Qualifications (NFQ), Level 7 or higher, in one of the following engineering disciplines;</p> <ul style="list-style-type: none"> • Biomedical Engineering • Electrical Engineering (Power, Controls and Signals) • Electronic Engineering • Telecommunication engineering • Instrumentation Engineering (Industrial and Physical) • Mechanical Engineering • Electronics, Engineering Principles and Physics • Computer and Information Technology <p>or;</p> <p>(ii) Hold a recognised qualification at least equivalent to one of the above;</p>	<p>Membership of the BEAI, Engineers Ireland</p> <p>Evidence of commitment to Continuing Professional Development</p>
Experience (length and type)	<p>A minimum of 5 years' experience working in a hospital Clinical Engineering environment.</p> <p>A minimum of 3 years' experience at Senior Clinical Engineering Technician Level</p> <p>AIMS development & management experience</p> <p>Proven experience of procurement processes in relation to technical specifications & tender adjudication.</p>	<p>Expertise across multiple speciality areas including theatres, ICU, endoscopy, renal dialysis, cardiology, ED, ophthalmology, dermatology, neurophysiology & general wards.</p>

Core Competencies	<p>Strong Analytical Skills</p> <p>Process & systems development focused</p> <p>Procedure and protocol development focused</p> <p>Setting Standards & Ensuring Quality</p> <p>Good decision making and problem solving skills</p> <p>Excellent communication skills both verbal and written.</p> <p>Demonstrate ability to manage deadlines and effectively handle multiple tasks</p> <p>Excellent computer skills including a good understanding of IT networks.</p> <p>Team player with a positive can do attitude.</p> <p>Strong ability to build effective working relationships with others & co-operate with colleagues.</p> <p>Flexible and adaptability to the many changes in the services.</p>	
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Particulars of Office:

The appointment is: Wholetime, Permanent and Pensionable

Annual Salary: €60,231 to €69,134 pro rata dependent on previous Public Health Sector experience.

These particulars are subject to change in line with overall public pay policy.

Candidates should expect to be appointed on the minimum of the salary range and in accordance with the Department of Finance guidelines.

Probationary Period: The appointee shall hold office for a probationary period of six months – The Hospital’s Probation and Induction policy will apply.

Pension Scheme: The candidate will be entered into one of the Hospital Superannuation Schemes.

Working Hours: The person appointed will work a basic 37 hour week. You will be required to work the agreed roster / on call arrangements advised to you by your line manager. Your contracted hours of work are liable to change between the hours of 8am – 8pm over seven days to meet the requirements for the extended day services in accordance with the terms of the Framework Agreement. (Reference

HSE HR Circular 003/2009). Flexibility on hours of attendance in response to service needs will be a requirement.

Annual leave entitlement: 30 working days per annum pro rata. Annual leave accrued must be taken within the duration of the contract or calendar year and as agreed between the candidate and the Head of Department.

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 Vincent's University Hospital's 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.

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.
- In line with the Safety, Health and Welfare at Work Act (2005), smoking within the Hospital Building is not permitted.
- All staff are advised to avail of Hepatitis B Vaccination with Occupational health
- The use of personal mobile phones is prohibited.
- St. Vincent's University Hospital buildings and grounds are **smoke-free**.

Application Process: St. Vincent's University Hospital is an equal opportunities employer and is committed to promoting an environment free from discrimination in accordance with the Employment Equality Acts 1998 and 2004. The Hospital values diversity and recognises the benefits of having a workforce that reflects the community we serve. We are committed to equality of access to positions within the Hospital. All recruitment activity and documentation will encourage applications from all potential candidates without discrimination.

Interested candidates should apply for vacancies of interest by visiting the Hospital Careers pages: <http://www.stvincents.ie/Home/Careers.html>

- Note the closing date(s) for the submission of on-line applications are specified on the list of vacancies. St. Vincent's University Hospital are not able to accept late applications.
- It is the applicant's responsibility to ensure that they apply well in advance of the closing date.
- Any applications which are still in progress but have not been submitted after the closing date will not be registered by our Web Recruitment System.
- Applications for St. Vincent's University Hospital job vacancies will only be accepted through our Web Recruitment System.
- St. Vincent's University Hospital may only take into account technical issues raised by an applicant if advised to our Human Resources Department prior to the advertised closing date.

Non-European Economic Area Applicants: While St. Vincent's University Hospital is an equal opportunities employer, in line with current Department of Jobs, Enterprise and Innovation Employment Permit requirements, applications from non European Economic Area (EEA) will only be considered in the event that an EEA citizen cannot be found to fill the vacancy. Please note that if you are a NON-EEA applicant and are unable to supply documents (listed on www.djei.ie), you are not entitled to participate in this recruitment competition. This is in accordance with the EU Community Preference Rule. Further information is available at www.djei.ie.

Former Public Service employees: Eligibility to compete may be affected where applicants were formerly employed by the Irish Public Service and previously availed of an Irish Public Service Scheme including:

- Incentivised Scheme for Early Retirement (ISER)
- Department of Health and Children Circular (7/2010)
- Collective Agreement: Redundancy Payments to Public Servants

Applicants should ensure that they are not precluded from re-engagement in the Irish Public Service under the terms of such Schemes. This is a non-exhaustive list and any queries should be directed to an applicant's former Irish Public Service Employer in the first instance.

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 state of the recruitment process.

All overseas qualifications must be validated. No candidate can work in the Hospital without validated qualifications. If professional registration is also a requirement, candidates must provide documentation of same.

Canvassing will automatically disqualify.

Please note that you will be contacted mainly by mobile phone and email. It is important that your mobile phone number, postal address 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.

Competency based interviews follow the shortlisting stage of the recruitment process. Credit is awarded by the interview panel to candidates who demonstrate at interview that they possess the experience, competencies and skills listed in the person specification. Candidates will normally be given at least one weeks' notice of interview. Interviews are held in person only, no subsequent or alternative dates to dates given will be offered to candidates. All interviews are held in the HR Department of St. Vincent's University Hospital, Elm Park, Dublin 4 unless it is specifically noted otherwise in the Job Description. All posts are located in St. Vincent's University Hospital, Elm Park, Dublin 4 unless it is specifically noted otherwise in the Job Description.

Disability: Please let us know if you need any special assistance at interview, e.g. if you have difficulty in moving up or down stairs or have hearing or speech difficulties.

Candidates are notified of the result of their interview at the earliest possible date after the interview. The recommendation of the interview panel does not constitute a job offer. The process continues after the interview and includes clearance checks such as references, Garda clearance, occupational health clearance, validation of qualifications and experience. A job offer is made pending satisfactory clearances. SVUH reserves the right to remove candidates from specific recruitment panels and retract job offers if satisfactory clearances cannot be obtained or are deemed unsatisfactory.

For some recruitment competitions a panel of successful candidates may be formed as a result of the interviews. Candidates who obtain a place on the panel may, (within the life of the panel), be considered for subsequent approved vacancies. Candidates are placed on a panel in order of merit. A panel is typically live for 6 months.

It is normal procedure that candidates be placed on the first point of the relevant salary scale in accordance with the Department of Finance guidelines.

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

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November 2020