

**Health & Social Care Professions Lead | National Clinical Programme for Ophthalmology
Clinical Design and Innovation,
Office of the Chief Clinical Officer,
Role Specification**

Role Title and Grade	<p>Health & Social Care Professions Lead</p> <p>National Clinical Programme for Ophthalmology</p> <p>0.4 WTE Orthoptist for a one-year period</p> <p>This appointment will be on the basis of grade for grade arrangement with the candidate's current employer and current remuneration will apply.</p> <p>Applications invited from HSE/Voluntary Hospital/Section 38 Orthoptists only due to the specific purpose of the current objectives of the role</p>
Closing Date	<p>Monday April 15th, 2024 at 12 noon</p>
Eligibility Criteria	<p>Professional Qualifications Be working in the HSE or HSE funded organisation as a permanent employee as an Orthoptist</p> <p>Experience A minimum of five years full time post qualification clinical experience (or aggregate of 5 years)</p>
Application Process	<p>Staff from across HSE divisions who are permanently employed at the grade advertised are eligible to apply for this EOI but should only do so subject to having your line manager's approval and confirmation from the service manager that you will be released from your post if successful. (Please note, approval is discretionary, and you may be refused.)</p> <p>Applications should be made by CV, together with a brief statement clearly indicating your relevant experience by email to siobhan.kelly@eyedoctors.ie stating "HSCP Lead National Clinical Programme for Ophthalmology" in the subject matter. The closing date for receipt of applications is Monday 15th April at 12 noon.</p> <p>The criteria for selection 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.</p> <p>Skills-match interviews with the senior management from the National Clinical Programme for Ophthalmology and the National Health and Social Care Professionals Office will take place after the expression of interest closing date and shortlisting process (if required). Please note: this may be at short notice.</p>
Taking up Appointment	<p>Due to the time constraints of the role the successful candidate will be expected to take up the post as soon as possible after the completion of the selection process but no later than two months after the post has been offered.</p> <p>In the event of the candidate being unable to commence within the stated timeframe, the role will be offered to the next person on the panel in order of merit.</p> <p>The secondment will be on a 0.4 WTE basis on existing terms and conditions.</p>

	The term of the post will be for one year, with the possibility of extension if required.
Location of Post	The successful candidate will maintain their existing base/location of work and will be expected to be available for meetings as required at other locations including the programme support office, which is based at the Irish College of Ophthalmologists.
Informal Enquiries	For Informal Enquiries, please refer to: Ms. Siobhan Kelly CEO, Irish College of Ophthalmologists Telephone: 086 3084445 Email: siobhan.kelly@eyedoctors.ie Ms Ruth Kilcawley HSCP Development Manager, HSCP Office, HSE Email: ruth.kilcawley@hse.ie
Background	<p>As part of the National Clinical Programmes (NCP) under the auspices of the Clinical Design & Innovation (CDI), the Irish College of Ophthalmologists works collaboratively with CDI to provide Clinical Leadership and support for the NCP for Ophthalmology.</p> <p>Clinical Design and Innovation Office of the Chief Clinical Officer</p> <p>The Clinical Design and Innovation (CDI) function, reporting to the National Clinical Director of Integrated Care, within the Office of the Chief Clinical Officer provides Clinical Innovation, Design Leadership and Direction to strategic decisions across HSE Strategy & Planning, HSE Operations and the wider organisation.</p> <p>The work of the National Clinical Programmes (NCPs) is aligned to HSE priorities and to respond to the principles of Sláintecare. In line with Goal 2 of the Sláintecare Implementation Plan; the NCPs will support the design of models of care which support high-quality, accessible and safe care that meets the needs of the population.</p> <p>The National Clinical Advisor and Group Lead (NCAGL) of Primary Care oversees the ophthalmology programme and they ensure that the clinical activity within and across their group programmes is aligned with HSE strategic positions.</p>
Details of the Programme	<p>National Clinical Programme for Ophthalmology</p> <p>The aim of the National Clinical Programme for Ophthalmology programme is the development and expansion of HSE delivered multidisciplinary integrated ophthalmology services, both to meet the growing and changing needs of patients and to do so in a way that incorporates and reflects evolving practice.</p> <p>The programme designed the blueprint for the reconfiguration of ophthalmology services which in its essence has 3 main components;</p> <ol style="list-style-type: none"> 1. Develop and expand specialty care outside of the acute hospitals 2. Develop and expand the multi-disciplinary team 3. Expand surgical capacity <p>The modernized care pathways are a continuation of the work that began in ophthalmology back in 2012, with new funding helping to develop capacity in the Primary Care Centres to drive the integration with the existing hospital delivered specialty services.</p> <p>A key programme of work for the NCP for Ophthalmology is the development of proposals on the training, recruitment and retention of orthoptists within the ophthalmology service. The HSE National HSCP Office is tasked with maximizing the</p>

	<p>value of HSCP in the health services and development of clinical leadership within and among the professions is a core component of this work</p> <p>The recruitment of a HSCP Lead is a key enabler of development of the orthoptics profession within the HSE and will also support the development of other health & social care professions integral to the effectiveness of the Ophthalmology programme.</p> <p>Programme supports are provided through the Irish College of Ophthalmologists including an Advisory Group and programme management support.</p>
<p>Reporting Relationship</p>	<p>Reporting to:</p> <ul style="list-style-type: none"> • Professionally reporting to the Health and Social Care Professions (HSCP) Office and National HSCP Lead or designee • Operational day-to day reporting to Clinical Lead for Ophthalmology and the CEO of the ICO
<p>Key Working Relationships</p>	<p>The HSCP lead will work with and be supported by ;</p> <ul style="list-style-type: none"> - Programme Manager - Clinical Lead - HCP National Lead - HSCP office - NCAGL Primary Care - ICO admin <p>The work will involve the development of appropriate communication arrangements with key stakeholders both internal with colleagues across the HSE and external.</p>
<p>Purpose of the Post</p>	<p>Orthoptists are key members of the eye care team. There is currently no training programme for orthoptists in Ireland. This presents difficulties for the recruitment of orthoptists into the public service. The key objective of the HSCP Lead is to review this challenge and to develop proposals and solutions for the training, recruitment and retention of orthoptists.</p> <p>The National Clinical Programmes play an important role in policy development and implementation. They will play an increasingly important and effective role in improving population health through consideration of health and wellbeing organisation objectives. They have a significant role in quality improvement and designing cross-service solutions and integrated care pathways to support safe, equitable access to care in the appropriate setting.</p> <p>The priorities for the programme currently are the continued implementation of the modernised care pathways and the procurement, design and deployment of a national ICT for ophthalmology services and the development of proposals on the training, recruitment and retention of orthoptists within the ophthalmology service. The HSCP Lead will have responsibility for the development of the proposals on training, recruitment and retention.</p>
<p>Principal Duties and Responsibilities</p>	<p>The key objective of the HSCP Lead is to review this challenge and to develop proposals and solutions for the training, recruitment and retention of orthoptists.</p> <p>The HSCP Lead will also provide clinical advice and support to the programme team in the development and implementation of:</p> <ul style="list-style-type: none"> • Workforce planning and scope of practice developments for HSCP • Continuing professional development for HSCP • A strategic, service and operational planning framework • A performance management framework to incorporate relevant performance indicators. • A relative demand, resource and productivity analysis framework to inform resource allocation decisions.

	<p>The HSCP Lead will support the Clinical Programme in scoping, procuring and implementing a national ICT platform for ophthalmology</p> <p>Contributing to Additional Programme Work-streams</p> <p>There may be a number of other on-going work-streams being undertaken by the National Clinical Programmes that the HSCP Lead will also be required to contribute to while working with the Programmes. The HSCP lead will be expected to develop relationships and create link with the wider HSCP involved in the ophthalmology programme, including formation of an advisory group.</p> <p>Additionally, the HSCP Lead, on behalf of the National Health and Social Care Professions Office, the National Clinical Programme & Clinical Design & Innovation in collaboration with ICO, will represent the clinical programme and advocate for this cohort of patients nationally and be a point of contact between NCP/ the Health Services Division, and the operational services.</p> <p>The HSCP Lead, will contribute to the clinical advisory work stream of the National HSCP Office as a member of the HSCP Clinical advisory leadership group and may be required to represent to office in appropriate strategic service design and innovation settings.</p> <p><i>The above Role 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.</i></p>
<p>Eligibility Criteria</p> <p>Qualifications and/or experience</p>	<p>Eligible candidates must have on the closing date of application:</p> <ol style="list-style-type: none"> 1. Professional Qualifications Be working in the HSE or HSE funded organisation as a permanent employee as an orthoptist 2. Experience A minimum of five years post qualification clinical experience (or aggregate of 5 yrs) 3. 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. 4. Character Each candidate for and any person holding the office must be of good character.
<p>Skills, competencies and/or knowledge</p>	<p>Professional Knowledge & Clinical Expertise:</p> <p><i>Demonstrates:</i></p> <ul style="list-style-type: none"> ● Up to date professional knowledge and clinical expertise within their area of care ● Evidence of contribution to their profession and interprofessional team working ● A track record of excellence, development and innovation in their career to date ● Good knowledge base in relation to the Health and Social Care Professions and current challenges and opportunities ● Good working knowledge of the health services ● An understanding of health service reform and HSE service improvement. ● An understanding of change management approaches and processes

Leadership and Managing Change:

Demonstrate:

- Leadership skills and the capacity to inspire teams to the confident delivery of excellent services
- The capacity for management responsibility and demonstration of initiative
- An ability to effectively lead groups or projects to successful outcomes.
- Initiative in proactively identifying inefficiencies and implementing solutions
- The capacity to encourage others to embrace the change agenda
- Flexibility and adaptability
- Strategic awareness and thinking
- Experience of providing significant senior clinician input to operational decision making
- A commitment to and focus on quality and promoting high standards to improve patient outcomes, by consistently putting service users and clinicians at the heart of decision making and involving patients and the public in their work.

Working with and through others –Influencing to achieve

Demonstrate:

- A track record of collaborative and inter professional working
- Excellent skills in relationship building and influencing
- An ability to influence and negotiate effectively to achieve objectives

Communication & Interpersonal Skills

Demonstrate:

- Effective communication and interpersonal skills.
- An ability to influence and negotiate effectively in furthering the objectives of the role.
- An ability to build excellent collaborative networks and a track record of building and maintaining key internal and external relationships in furtherance of organisational goals.
- Highly developed communication skills which include an ability to convey clinical priorities and complex messages to colleagues, various stakeholders and interest group

Managing & Delivering Results

Demonstrate:

- Excellent organisational and time management skills to meet objectives within agreed timeframes and achieve quality results
- Excellent project planning and organisational skills including an awareness of resource management and the importance of value for money
- The ability to improve efficiency within the working environment and the ability to evolve and adapt to a rapidly changing environment
- The ability to work to tight deadlines and operate effectively with multiple competing priorities
- The capacity to operate successfully in a challenging operational environment while adhering to quality standards
- An ability to take personal responsibility to initiate actions/activities and drive objectives through to a conclusion
- Demonstrate knowledge of financial/budget management

Evaluating Information and Decision Making

	<p>Demonstrate:</p> <ul style="list-style-type: none"> • The ability to analyse, interpret data and complete data extraction from multiple data sources • The ability to evaluate complex information from a variety of sources and make effective decisions • Effective problem solving • Significant experience in effective operational problem solving utilising an inclusive approach which fosters learning and self-reliance amongst teams <p>Other</p> <ul style="list-style-type: none"> • High personal energy and positive approach, requiring minimal direction, the ability to deal with workload challenges and meet deadlines. • General competency in terms of business analysis, evaluation, project management and report writing and understanding of the importance of same within an evidence based continuous improvement approach. • Data literacy - can use excel, understands average length of stay, day case rates and other key pathway metrics • Good understanding of the operational delivery of scheduled and un-scheduled care services and the National Clinical Programmes
<p>Other requirements specific to the post</p>	<p>Flexibility in relation to working hours is also required to meet any urgent needs that may arise.</p>
<p>Competition Specific Selection Process</p> <p><i>Ranking, Shortlisting & Interview</i></p>	<p>Applications should be made by CV, together with a brief statement clearly indicating your relevant experience by email to siobhan.kelly@eyedoctors.ie stating “HSCP Lead National Clinical Programme for Ophthalmology” in the subject matter.</p> <p>The closing date for receipt of applications is Monday April 15th at 12 noon.</p> <p>A ranking and or shortlisting exercise may be carried out based on 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.</p> <p><u>Failure to include information regarding these requirements may result in you not being called forward to the next stage of the recruitment process.</u></p>
<p>The above Role 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 their post, and which may be assigned to them from time to time and to contribute to the development of the post while in office.</p>	