

Job Description and Person Specification

Consultant Nephrologist & General Physician

**Contract Type: Public Only Consultant Contract 2023
(POCC23)**

**34 hours - St. Vincent's University Hospital
3 hours – National Maternity Hospital**

Permanent Vacancy

Reference: M25E117

Closing Date for Applications: Sunday, 7th December 2025

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

Contact: +353 (1) 221 6047 or medicalrecruitment@svuh.ie

Job title / Grade: Consultant Nephrologist & General Physician

Reports to: Reports and is accountable to the relevant Clinical Director **and** Departmental Clinical Lead.

Department Information:

The **Department of Nephrology** is an integral part of the service that the hospital provides for patients, not only with renal disease but also to the many other specialties within SVHG and the South Eastern region. This includes the National Kidney Pancreas and Liver Transplant programmes, the Intensive Care Unit (ICU) and the National Maternity Hospital. Nephrology consultants also contribute to the general internal medicine service. The service is currently led by 4 full time Consultant Nephrologists.

Location and type of nephrology service provision

- Haemodialysis (HD) and peritoneal dialysis (PD) are provided by SVUH in our dedicated acute, outpatient and satellite dialysis units. Dialysis stations are also established to facilitate treatment of patients in isolation.
- Outpatient services are provided in SVUH in both general and sub-specialized clinics.
 - General nephrology
 - Low clearance (pre-dialysis) incorporating a conservative management service in collaboration with palliative care
 - Renal transplantation
 - Glomerular and inherited disease
 - Nurse led clinics (for chronic kidney disease and PD)
 - Virtual appointments are offered for all clinics
 - Multi-disciplinary team meetings are held after the specialist clinics
 - eMed, a national electronic patient record, is utilized in all clinical areas
- The inpatient consult service is fully integrated with other services within the hospital providing advice on patients with renal disease admitted under other teams. On average 9 – 10 patients are seen daily and all new consults are reviewed promptly by a dedicated consult registrar and consultant.
- We regularly review patients on the ICU where 205 patients were treated with continuous renal replacement therapy in 2020. The nephrology department provides an intermittent HD service for these patients in the ICU, thereby helping to facilitate their discharge to the ward regardless of recovery of renal function.
- SVUH provides the National Kidney Pancreas Transplant service where the hepatobiliary and nephrology departments partner to provide acute and chronic management of patients who receive kidney and pancreas transplants as well as participation in patient approval for the waiting list.
- SVUH is a tertiary referral center for those with acute and chronic renal disease in HSE Dublin and South East (DSE) region.
- Intravenous iron and immunosuppressive therapies for patients with glomerulonephritis are provided via the IV therapies suite.
- This consultant will provide nephrology support for the National Maternity Hospital (NMH) as follows:
 - A monthly in person outpatient clinic based in the maternal medicine service at the National Maternity Hospital

- Availability for telephone advice
- Occasionally inpatient reviews at the National Maternity Hospital will be required
- NMH patients will have rapid access to SVUH renal clinics, as appropriate
- Renal biopsies are performed by the radiology department (usually as day cases) and the biopsies are reviewed by SVUH with monthly joint nephrology-pathology meetings

General internal medicine and inpatient services

- The Nephrology team participate in the SVUH general medicine service and in the consultant physician on call rota (1 in 35 approximately). They attend the daily medical hub meeting, accepting new patients. Our inpatients are comprised of approximately 50% renal and 50% general medical patients.
- We are a tertiary referral center for patients with renal disease requiring hospital admission from other regional hospitals.
- Dialysis and transplant patients admitted to SVUH with medical problems are admitted under our care in the majority of cases and we often see these patients directly in the emergency department.
- The consultants rotate through the inpatient and consult service (covering general medical and nephrology patients) on a 1 in 5 basis, including day-time weekend review of our inpatients.

Hospital management

All nephrology consultants have participated in hospital management and have had various different roles including clinical director, chair of the medical board and the physicians sub-group.

Research, education and service development

- The nephrology department is partnered with UCD and so medical students are a key part of the team throughout the year. They join us in clinics and on the wards and consultants deliver lectures as part of the UCD nephrology undergraduate curriculum.
- The nephrology department has ongoing involvement in a number of clinical research projects, particularly in the areas of acute kidney injury, metabolic medicine and renal transplantation. The UCD Clinical Research Centre underpins this activity.
- All consultants are RCPI trainers for nephrology and general internal medicine.
- Consultants within the nephrology department lead the SVUH UCD intern and the RCPI basic specialist training programmes.
- 2 hours of specialty specific NCHD teaching are delivered weekly including consultant delivered teaching and nephrology grand rounds or journal club presentations.
- Consultants are very supportive of nursing career development and supervise nurses in advanced nurse practitioner and renal prescribing qualifications.
- Service development and audit are integral roles for consultants.

Alignment with the National Clinical Programme

The post will be congruent with the requirements of and facilitate implementation of national health policy and the HSE's National Clinical Programme. The National Clinical Programme for nephrology was established in 2009 and its key priorities are:

- Expansion of renal transplantation activity
- Expansion of dialysis capacity to accommodate growth in demand
- Provision of services closer to patient's homes
- Improvement in patient centered care

Our service here in SVUH is very much aligned with these key priorities of the National Renal Office.

- There has been a 20% increase in the number of renal transplant patients attending SVUH since 2017. Transplantation is seen as the treatment of choice for those with end stage kidney disease (ESKD) and is a focus for all suitable patients with a view to listing patients pre-emptively, whenever possible. The National Kidney Pancreas Transplant Programme was also established at SVUH in 2016 and to date over 30 transplants have been performed.
- There has been a 140% increase in the number of dialysis treatments provided at the Beacon Renal Unit in Sandyford, providing service to patients closer to their home. We hope to increase capacity there as the need for dialysis grows.
- Provision of care closer to patient's homes is a priority also. For patients who do need to undergo dialysis, we encourage PD first whenever possible. Additional nursing staff was hired to focus on PD training and patient care.
- We are developing a shared-care programme to encourage HD patients to become more independent with a view to facilitating home therapy for those who want it.
- We have also focused on patient centered care. Some examples are the establishment of a conservative management pathway for patients, the shared care HD programme and the development of more virtual clinics to reduce travel time for patients.

Key Duties and Responsibilities:

Clinical duties

This consultant will be expected to work cooperatively with the existing post-holders, sharing clinical resources and responsibilities. There is an expectation this consultant will share in the existing departmental clinical commitments as outlined below.

- Participate fully with colleagues in the activities of the inpatient renal and consult services, including any weekend cover and on call commitments.
- Participate in the existing daily departmental commitment to take over the care of unscheduled general medical admissions.
- General medical on call – participation is currently on a 1 in 35 basis
- Attend National Maternity Hospital for an outpatient clinic on a monthly basis.
- Participate in person at weekly maternal medicine multidisciplinary team discussions based at National Maternity Hospital
- Participation in the care of ESKD patients on dialysis therapies is a core responsibility of the job. The new consultant will be expected to participate with colleagues in the provision of these services.
- Participate in other departmental initiatives e.g. multi-disciplinary meetings with primary care physicians in the management of those with chronic kidney disease in the community, management of new patient referrals to the department.
- Participate fully in renal outpatient clinic activity.
 - In the current provision model each consultant delivers approximately 2 out-patient clinic sessions weekly at SVHG.
 - Outpatient clinics and associated multidisciplinary team meetings are consultant led and each clinic has between 1 and 3 consultants present to see new and return patients.
- National Kidney Pancreas Programme – the consultant covering the inpatients typically oversees any acute transplants. Chronic patients also attend the transplant clinic.

Staff supervision and training

- Participate in the selection, supervision and training of non-consultant hospital doctors (NCHDs) and the allocation of duties.

- Contribute to the provision of structured training and situational learning opportunities for NCHDs on recognised training programs including HST, BST and GP training schemes and support the clinical and professional development of staff in the nephrology department.
- Provide training and clinical support as required, to non-medical staff in the department, including Clinical Nurse Specialists, Advanced Nurse Practitioners and other healthcare workers.
- Supervise students in medical, nursing and allied health professions assigned to the department.

Academic duties

- Engage actively in nephrology department, SVHG and UCD educational activities and in the training and education of undergraduate students and postgraduate colleagues.
- Engage in research activities as would be expected of a consultant appointed to a University teaching hospital such as SVUH

Clinical governance

- Participate actively in the renal departmental clinical operations governance group taking on administrative responsibilities as distributed by this group amongst colleagues.
- Participate in the medical clinical directorate as per HSE policies.
- Participate in clinical audit and service development projects in collaboration with other consultant colleagues / NCHDs

Specific On-Call Duties of the Post:

Nephrology

A weekend review service for nephrology inpatients is provided. Consultants and / or 1 member of the renal NCHD team are on site daily at the weekends to review patients. Although a nephrology on call service is not provided, consultants also get occasional phone calls out of hours about urgent issues e.g. renal / SPK transplant offers. There is a dialysis nurse on call at all times should the need arise.

National Kidney Pancreas Programme

There is always a nephrology consultant available to take calls on any acute transplant offers and to advice on any issues that may arise with these patients in the peri-operative period.

General internal medicine

There are approximately 35 medical consultants on this rota. The on-call shifts are for 24 hours and necessitate 2 post call rounds (1 in the evening and 1 in the morning, each typically lasting 2 - 3 hours). The on-call consultant then leads a medical hub meeting where patients are distributed between 9 general / acute medical teams according to clinical need. The average number of medical patients admitted on call is currently 30-50 per 24 hours.

Standard Duties and Responsibilities for all Consultant Posts are as per the Consultant's Contract.

- Contribute to the safe and efficient operation of the nephrology clinical service at SVUH, working closely with the existing team of nephrologists.

- Develop and expand the current services offered by the nephrology department at SVUH in line with regional (DSE) demand and national (NRO) strategic objectives.
- Provide direct clinical care for nephrology and internal medicine inpatients in SVUH.
- Partake in the SVUH internal medicine consultant on-call roster.
- Contribute to undergraduate teaching, and postgraduate training of BST/ HST grades within the hospital as per the RCPI.
- Develop and maintain research related activities within the nephrology department and its affiliates.

The successful candidate will be rostered according to departmental schedules and on call rosters and in accordance with contractual obligations. Consultants are required to submit a detailed practice plan outlining weekly commitment to the department. This will be used to create a template for the weekly schedule and will allow for monitoring of duties.

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:

Dr Aisling O' Riordan, Consultant Nephrologist. Email: aisling.oriordan@svhg.ie

Person Specification

Factors	Essential	Desirable
Qualifications	Registration as a specialist in the Specialist Division of the Register of Medical Practitioners, maintained by the Medical Council in Ireland in the specialties of nephrology and general (internal) medicine.	
Experience (length and type)		Experience as a Nephrologist at consultant level.
Publications		Research publications in peer reviewed journals.
On-Call Commitment	In line with the working hours provisions of Section 13 of the Public Only Consultant Contract 2023, to support the employer in the delivery of extended consultant-provided services the consultant's core weekly working hours will be scheduled to occur between 8:00am and 10:00pm rostered Monday to Fridays and between 8:00am and 6:00 pm on rostered Saturdays. Rostering will be in line with service need and requirement for surge capacity. Scheduling of work will be completed in accordance with a work-plan that will be	

	prepared from time to time by the Employer in respect of the consultant. The post-holder will join the General Medical on-call rota which is currently approximately 1:35. This is subject to change depending on service needs.	
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Particulars of Office:

The appointment is: Whole-time, Permanent, and Pensionable

Annual Salary: Public Only Consultant Contract 2023

€233,257 – €280,513* per annum pro rata (salary scales: 01/08/2025)

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: A consultant who currently holds a permanent consultant appointment in the Irish public health service will not be required to complete a probationary period should (s) he have done so already.

A consultant will not be required to complete the probationary period where (s)he has for a period of not less than 12 months acted in the post pending its filling on a permanent basis.

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

Working Hours: The consultant is contracted to undertake such duties / provide such services as are set out in this contract and agreed work schedule in the manner specified for **37 hours** per week (34 at St. Vincent's University Hospital and 3 at National Maternity Hospital. To support the employer in the delivery of extended consultant-provided services the employee's core weekly working hours will be scheduled to occur between 8.00 am and 10.00 pm on rostered Mondays to Fridays and between 8.00 am and 6.00 pm on rostered Saturdays.

Annual, Conference, Course leave:

All leave or planned absences, other than those described in Clause 19.3 'Sick Leave', Terms and Conditions of Consultant Contract must have prior approval from the Clinical Director / Employer.

The consultant's annual leave entitlement is 30 working days per annum and as determined by the Organisation of Working Time Act 1997.

Sick leave:

The consultant may be paid under the Sick Pay Scheme for absences due to illness or injury. Granting of sick pay is subject to a requirement to comply with the Employer's sick leave policy.

Travelling & Subsistence Expenses:

Travelling and subsistence expenses necessarily incurred by a Consultant in the course of duty shall be met on the basis applicable to persons of appropriately senior status in the public sector.

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External Work (Private Practice):

You may not engage in private practice on-site in accordance with the Contract Type. Please refer to Clause 24 of the Public Only Consultant Contract 2023 of the Terms and Conditions of the Consultant Contract.

Medical Council Registration

The appointee should be registered as a specialist in the Specialist Division of the Register of Medical Practitioners maintained by the Medical Council in Ireland in the specialty of **Nephrology and general (internal) medicine**.

Clinical Indemnity Scheme

This post is indemnified by the Clinical Indemnity Scheme. See Clause 34 of the Terms and Conditions of the Consultant Contract.

Superannuation/Retirement:

(a) You will be covered by the terms of the relevant pension scheme as set out in Sections 5 & 6 of DPER circular 19/2012. Appropriate deductions will be made from your salary in respect of your contributions to the scheme. In general, 65 is the minimum age at which pension is payable, however, for appointees who are deemed not to be 'new entrants' as defined in the Public Service Superannuation Miscellaneous Provisions Act 2004 an earlier minimum pension age may apply.

(b) Should you be deemed not to be a new entrant (as defined in the Public Service Superannuation (Miscellaneous Provisions) Act 2004), retirement is compulsory on reaching 65 years of age.

(c) Consultants newly appointed on or after 1st January, 2013 or persons returning to public service employment after a break of more than 26 weeks will be members of the Single Public Service Pension Scheme. The Single Scheme provides for CPI-linked defined-benefit pension awards based on career-average pay. Minimum pension age will be linked to the State Pension age (66 years initially, rising to 67 in 2021 and 68 in 2028). Pension benefits for new entrants will accrue on a standard basis (i.e. one year's credit for one year's service up to a maximum of 40 years' service) while normal abatements of pension provision will apply to all public sector posts. Compulsory retirement age for most members will be 70 years.

Details of the various schemes are available from the Benefits Unit of the HR Department.

Disciplinary & Grievance Procedures

See Appendix 6 & 7 of the Public Only Consultant Contract.

Additional Information**St. Vincent's University Hospital**

St. Vincent's University Hospital is a 614 bedded teaching hospital. The catchment area has a population of approximately 360,000 people and is situated in Dublin Mid Leinster/South Dublin Hospitals Network. The hospital provides a comprehensive range of medical, surgical, radiology, pathology and other services for this region and, at the present time for some areas outside it.

The hospital is part of the teaching facility at University College Dublin and undertakes undergraduate and postgraduate teaching and training. The appointee will have the opportunity of participating fully in all the research and academic activities of the Department of Nephrology and will be encouraged to develop their own research interests. They will also be expected to participate in teaching with special

emphasis on undergraduates. The appointee will be a member of the Medical Board of St. Vincent's University Hospital.

The appointee will have full access to all the academic facilities available at the St. Vincent's University Hospital site and through its association with the School of Medicine and Medical Sciences, University College Dublin.

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.

Applications **must be made on-line** via the careers page on our website: www.svuh.ie.

- 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 considered.
- Applications for St. Vincent's University Hospital job vacancies will only be accepted through our website.
- 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.
- St. Vincent's University Hospital will not be liable for travelling or other expenses incurred by candidates who may be required to attend for interviews.
- References will be obtained for all candidates in advance of the interview. It is the candidate's responsibility to ensure their referees can expect contact to provide a reference to support your application.

Entry to competition and subsequent appointment

- For the purposes of eligibility for entry to any competition or recruitment process associated with this post, a candidate must fulfil the eligibility requirements laid down in consultant appointment documents for the post.
- The successful interviewee must be registered as a Specialist in the relevant specialty on the Specialist Division of the Register of Medical Practitioners maintained by the Medical Council of Ireland before taking up appointment. The candidate will be allowed a max of 180 calendar days from date of interview to secure this registration and produce evidence of special interest training where relevant.
- Should the successful candidate not be registered as a Specialist at that time, the post may be offered to the next suitable candidate (or, in the case of HSE posts, the Public Appointments Service may choose not to recommend that candidate to the employer). Should no suitable candidate exist, a further recruitment process may be initiated.
- The employer may decide to make a proleptic appointment(s) as provided for at Section 2 d) of Consultant Contract 2008.

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 stage of the recruitment process.

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. Candidates will normally be given at least two weeks' notice of interview. Interviews are typically held in person only, no subsequent or alternative dates to dates given will be offered to candidates. All interviews are held in St. Vincent's University Hospital, Elm Park, Dublin 4 unless it is specifically advised otherwise.

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 Vetting, International Police Clearance (if applicable), 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. It should be noted that no offer of employment is made, or should be interpreted as having been made, until the St. Vincent's University Hospital formally offers employment by way of a contract of employment. A person will not be appointed to a position until a signed contract is returned to the issuing office. It is expected that the successful candidate will take up duty within 3 months of being formally offered the position. St. Vincent's University Hospital reserves the right to withdraw the offer of employment should appointees fail to meet these timeframes.

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.

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.
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Date: November 2025