ST. VINCENT'S UNIVERSITY HOSPITAL
Elm Park

ST. VINCENT'S HEALTHCARE GROUP
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Job Description and Person Specification

Consultant Physician in Geriatric Medicine

Contract Type: Public Only Consultant Contract 2023 (POCC23)
37 hours - St. Vincent's University Hospital

Temporary Vacancy (12 Month Fixed-Term)

Reference: M26E042

Closing Date for Applications: Monday, 23rd November 2026

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

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

Job title / Grade: Consultant Physician in Geriatric Medicine

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

Department Information:

Acute Medical Unit

The Acute Medical Unit (AMU) was established in St. Vincent's University Hospital (SVUH) in 2012 to provide efficient, evidence base, quality care to medical patients in the acute phase of their illness, facilitating rapid return to the community. The overarching aims were outlined in the 2010 Acute Medical and Royal College of Physicians' programme.

The AMU in SVUH is a 41 bedded short stay unit. We have 35 short stay beds and 5 assessments beds. We have 2 Whole Time (WTE) consultant posts providing consultant led care on a 1 in 4-week rotation. We have 3.5 WTE Advanced Nurse Practitioners (ANPs) who management the more common acute medical presentations including patients presenting with Transient Ischaemic Attacks (TIA). Patients are admitted primarily from the Emergency Department (ED) via the medical handover meeting. We admit patients directly from ED via our assessment pathway.

The development of care pathways for the management of Deep Venous Thrombosis and Syncope have improved the quality of care, efficiency and admission avoidance in patients presenting with these conditions. The development of an ambulatory care pathway for patients presenting with TIA is now a key priority.

Stroke

St Vincent's University Hospital receives over 400 stroke patients and 200 TIA patients per year. The majority of stroke patients are cared for by the stroke team who have a 10-bed stroke unit, of which 2 beds are designated as hyperacute stroke beds for monitoring the stroke patient who has had intervention.

The stroke service is supported by an ANP and a clinical nurse specialist who have the ability to organise R testing on patients to detect paroxysmal atrial fibrillation. There is a stroke multidisciplinary team based on Our Lady's ward which has support from a clinical psychologist. There is a well-established Early Supported Discharge team which includes a clinical nurse specialist.

Transient Ischaemic Attack (TIA) Service

Over 200 TIA patients are admitted every year to SVUH. The average length of stay is 4.5 days. A recent audit on this population has confirmed that these patients are managed by a large number of consultant physicians, have a variety of investigations and treatments. One study showed a degree of diagnostic error in the TIA diagnosis by the admitting team compared to that by a stroke specialist at a subsequent review.

The successful candidate will run a daily (Monday – Friday) service, seeing new referrals from the ED. The role of the successful candidate will be to establish the diagnosis, ensure appropriate investigations are performed and early appropriate management initiated. Appropriate ring fence slots in radiology for these patients will be obtained. This will allow early discharge for the patient.

TIA patients deemed to be high risk, will be admitted under the AMU or stroke for further monitoring and management including referral to our colleagues in vascular surgery. There is a weekly multidisciplinary team meeting of stroke physicians, neurologists and vascular surgeons to discuss potential high risk TIA patients and decide whether surgical intervention is required.

Key Duties and Responsibilities:

- To develop a TIA service in SVUH
- To participate in the AMU consultant rota
- To collect data to support a business case for a consultant lead in the Management of TIAs in SVUH
- To collaborate with other members of the Acute Medical and Stroke Services in service development and provision of clinical care
- To support audit and research with the Acute Medical and Stroke Services
- To liaise with other key stakeholders in the development of the TIA service
- To participate in development of and undertake all duties and functions pertinent to the Consultant's area of competence, as set out within the Clinical Directorate Service Plan[1] and in line with policies as specified by St. Vincent's University Hospital.
- To ensure that duties and functions are undertaken in a manner that minimises delays for patients and possible disruption of services.
- To work within the framework of the hospital and/or levels of service (volume, types etc.) as determined by St. Vincent's University Hospital. Service planning for individual clinical services will be progressed through the Clinical Directorate structure or other arrangements as apply.
- To co-operate with the expeditious implementation of the Disciplinary Procedure
- To formally review the execution of the Clinical Directorate Service Plan with the Clinical Director / Employer periodically. The Clinical Directorate Service Plan shall be reviewed periodically at the request of the Consultant or Clinical Director / Employer. The Consultant may initially seek internal review of the determinations of the Clinical Director regarding the Service Plan.
- To participate in the development and operation of the Clinical Directorate structure and in such management or representative structures as are in place or being developed. The Consultant shall receive training and support to enable him/her to participate fully in such structures.
- To provide, as appropriate, consultation in the Consultant's area of designated expertise in respect of patients of other Consultants at their request.
- To ensure in consultation with the Clinical Director that appropriate medical cover is available at all times having due regard to the implementation of the European Working Time Directive as it relates to doctors in training.
- To supervise and be responsible for diagnosis, treatment and care provided by non-Consultant Hospital Doctors (NCHDs) treating patients under the Consultant's care.
- To participate as a right and obligation in selection processes for non-Consultant Hospital Doctors and other staff as appropriate. The Employer will provide training as required. The Employer shall ensure that a Consultant representative of the relevant specialty / sub-specialty is involved in the selection process.
- To participate in clinical audit and proactive risk management and facilitate production of all data/information required for same in accordance with regulatory, statutory and corporate policies and procedures.
- To participate in and facilitate production of all data/information required to validate delivery of duties and functions and inform planning and management of service delivery.

- Maintain throughout the Hospitals awareness of the primacy of the patient in relation to all of the Hospitals' activities.
- Demonstrate behaviour consistent with the values of the Hospitals.
- Actively participate in and promote continuing education and research activities consistent with the position.
- Promote open communications throughout the Hospitals.
- Provide a consultative service as required.
- Participate in the development of services in the hospital, including the assumption of appropriate administrative roles.
- Liaise with the Chief Executive, Director of Nursing, Chair of Medical Board, consultant staff and others in all matters pertaining to the efficient management of the hospital services.
- Perform such other duties appropriate to his/her office as may be assigned to him/her from time to time.
- Advise on the development and maintenance of services within the resources of the hospital and in co-operation with management.
- Manage, as required, patients in ICU
- Encourage and support research and development.
- Organise and participate in the teaching of undergraduate and postgraduate students, Nursing and other staff of the hospital.

Specific Duties of Post:

- To develop an ambulatory TIA pathway in SVUH
- To develop a rapid access outpatient TIA Service, primarily focused on admission avoidance
- To liaise with key stake holders including the Emergency Department, Stroke Service, Acute Medical Unit & Radiology
- To rotate the TIA service with AMU inpatient care service (approx. 1 week per month)
- To provide cross cover for stroke physicians when on annual leave
- To participate in the AMU Saturday medical handover
- To participate in the out of hours stroke thrombolysis cover
- To contribute to provision of advice and expertise on the management of TIAs, including the development of guidelines, at both hospital, group and national level
- To develop a database of key metrics and performance indicators
- To work closely with bed management in the direction and flow of acute medical patients at St. Vincent's University Hospital.
- To work closely with the various medical subspecialties in the direction and flow of acute medical patients at St. Vincent's University Hospital.
- Participate in the administration of the Acute Medicine Unit.
- Participate in the education of undergraduate medical students in the Acute Medicine Unit.
- Assist in the development of a training programme in acute medicine and in the training of postgraduate trainees in acute general medicine.
- Assist in other activities related to acute medicine as directed by Chair of the Medical Board/Chair of the Physicians Subgroup/Clinical Director.
- 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 Orla Collins, Consultant Physician in Geriatric Medicine (Acute Medical Unit) ocollins@svhg.ie
Dr Tim Cassidy, Consultant Physician in Stroke Medicine T.Cassidy@svuh.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 of Ireland in the Speciality of Geriatric and General Internal Medicine	• Specific training in Stroke medicine • Experience in Acute Medicine
Experience (length and type)		Experience at consultant level.
Publications		Track record of relevant publications in Geriatric / Stroke Medicine
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 (Template documents as per Appendix 3) that will be prepared from time to time by the Employer in respect of the consultant. *The successful candidate will join the weekend Saturday AMU rota and participate in the out of hours Stroke Thrombolysis Rota.*	

Particulars of Office:

The appointment is: Whole-time, Temporary (8 Month Contract), and Pensionable

Annual Salary: Public Only Consultant Contract 2023

€238,221 – €286,151* per annum pro rata (salary scales: 01/06/2026)

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. 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.

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 geriatric medicine 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 is 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 general (internal) medicine 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 candidates 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 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.

Date: November 2026