



Job Description

Job Title	Biochemist
Job Grade	Basic Grade
Location of Post	Metabolic Laboratory Temple Street Children's University Hospital Temple Street Dublin 1.
Job Overview	The work in the Biochemistry, Metabolic and National Newborn Bloodspot Laboratory in Temple Street Children's University Hospital is interesting, rewarding and extremely varied. Its direct benefit brings a particular satisfaction to scientists involved in health care in Temple Street Hospital.
Competition Reference	HR324
Notes to Applicants	<i>It must be clearly demonstrated on your CV and supporting statement how you meet the required skills, competencies and/or knowledge for the post. Failure to do so may result in you not being shortlisted for interview.</i>
Essential Qualifications & Experience	Bachelor of Science (BSc) degree, in which Biochemistry was taken as a subject in the final examination, or degree equivalent. Possess the requisite knowledge and ability (including a high standard of suitability and management ability) for proper discharge of the duties of the office.
Desirable Experience	<ul style="list-style-type: none">• Experience with working in a paediatric laboratory• Experience with method validation/verification• Ideally have some experience with mass-spectrometry and/or chromatography based instruments• Experience in Laboratory Information System iLAB or equivalent• Experience in use of Document Management System QPulse or equivalent
Reporting Relationship	The chosen candidate will report on a day-to-day basis to a designated Senior Scientist or the Principal Biochemist / Chief Medical Scientist, with overall accountability to the Laboratory Manager and the Consultant Head of Department
Purpose of the Post	The post holder is required to perform a broad range of scientific work in the metabolic laboratory under the supervision of senior colleagues. She/he will carry out specialist analyses, participate in developing and implementing new methods, liaise with the senior scientific staff and interpret laboratory results to clinical staff. He/she will actively participate in laboratory and clinical audits either initiating it within the department or collaborating with clinical colleagues.



<p>Specific Duties</p>	<ul style="list-style-type: none"> • In co-operation with the Consultant Head of Department and senior colleagues provide interpretation and scientific reports of data generated in the laboratory • In co-operation laboratory management team, participate in the introduction of new ideas and methods • Receive and record details concerning mishaps, complaints and defects in supplies and equipment, investigate the circumstances with appropriate team members and take the necessary actions and report the findings as required, and as determined by the Principal Biochemist / Chief Medical Scientist • Ensure that policy relating to laboratory record keeping is followed • Carry out the Major Emergency Plan for isolated incidents or multiple trauma according to Laboratory Management Team policy • Ensure, in co-operation with the laboratory management team appropriate compliance with international and national guidelines and standards for the provision of laboratory services and actively participate in internal and external quality control and quality assurance • Provide direct operational service and if necessary, to provide direct maintenance of the laboratory equipment • Perform such other duties appropriate to the office as may be assigned to him/her by the laboratory management team.
<p>Knowledge, skills & Competencies</p>	<ul style="list-style-type: none"> • The ability to work both independently and in a team • Methodological and thorough approach • Commitment to patient care • Have a flexible approach and willingness to support other colleagues in a busy environment • Problem solving skills
<p>Education/Continuous Professional Development</p>	<ul style="list-style-type: none"> • Participation in the Association of Clinical Biochemists in Ireland (ACBI) CPD scheme is desirable. • Attendance at monthly tutorials for trainee Clinical Biochemists is mandatory
<p>Research / Information Technology</p>	<ul style="list-style-type: none"> • Be ICT competent (Microsoft office including excel, powerpoint & data base management) • Participate in the provision of appropriate statistical and management information
<p>Health & Safety</p>	<p>These duties must be performed in accordance with the hospital health and safety policy. In carrying out these duties the employee must ensure that effective safety procedures are in place to comply with the Health, Safety and Welfare at Work Act.</p>
<p>Quality, Risk & Safety Responsibilities</p>	<p><i>It is the responsibility of all staff to:</i></p> <ul style="list-style-type: none"> • Participate and cooperate with legislative and regulatory requirements with regard to Quality, Risk and Safety • Participate and cooperate with Temple Street Children's University Hospital Quality and Risk and Safety initiatives as required.



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	<ul style="list-style-type: none"> • Participate and cooperate with internal and external evaluations of hospital structures, services and processes as required, including but not limited to: <ul style="list-style-type: none"> ➢ National Standards for Safer Better Healthcare ➢ National Standards for the Prevention and Control of Healthcare Associated Infections ➢ HSE Standards and Recommended Practices for Healthcare Records Management ➢ HSE Standards and Recommended practices for Decontamination of Reusable Invasive Medical Devices (RIMD) ➢ Safety audits and other audits specified by the HSE or other regulatory authorities. • To initiate, support and implement quality improvement initiatives in their area which are in keeping with the hospitals continuous quality improvement programme.
<p>Specific Responsibility for Best Practice in Hygiene</p>	<p>Hygiene in healthcare is defined as <i>“the practice that serves to keep people and the environment clean and prevent infection. It involves preserving one’s health, preventing the spread of disease and recognizing, evaluating and controlling health hazards.”</i></p> <ul style="list-style-type: none"> • It is the responsibility of all staff to ensure compliance with hospital hygiene standards, guidelines and practices • Department heads/ managers have overall responsibility for best practice in hygiene in their area • It is mandatory to attend hand hygiene and sharps awareness workshops yearly
<p>NOTE:</p>	<p>The extent and speed of change in the delivery of health care is such that adaptability is essential. The incumbent will be required to maintain, enhance and develop their professional knowledge, skills and aptitudes necessary to respond to a changing situation. The Job Description must be regarded as an outline of the major areas of accountability at the present time. It will be reviewed and assessed on an on-going basis</p>
<p>Informal Enquiries</p>	<p>Anne O Shea, Principal Clinical Biochemist, Metabolic Laboratory</p>
<p>Application Details</p>	<p>Applications may be made by submitting a copy of your Curriculum Vitae to recruitment@cuh.ie</p>
<p>Closing Date</p>	<p>Friday 8th December 2017</p>
<p>Interview Date</p>	<p>Monday 18th December 2017</p>



Terms and Conditions of Employment Clinical Biochemist

Contract Type	The appointment is permanent.
Remuneration	Remuneration is in accordance with the salary scale approved by the Department of Health: Current salary scale with effect from 1 st April 2017: Rising from €34,766 by annual increments to €58,939 LSI
Annual Leave	The annual leave associated with the post is to be agreed at job offer stage
Working Week	The hours allocated to this post are 37 hours per week with 7.4 hours as a standard working day. The allocation of these hours will be at the discretion of the Department Head and in accordance with the needs of the service. However 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 8 am to 8 pm over 7 days to meet the requirements for extended day services in accordance with the terms of the Framework Agreement
Pension	Employees of Temple Street Children's University Hospital are required to be members of the Hospitals Superannuation Scheme. Deductions at the appropriate rate will be made from your salary payment. Upon commencement of employment you are required to meet with the Superannuation Officer at this Hospital who, following a consultation & review of your previous service history, will inform you, in writing, of the pension scheme you will be registered in.
Probation	All employees with contract duration of one year or more will be subject to a nine month probationary period. An employee with contract duration less than 1 year may have probationary period reduced on a pro-rata basis. The duration of the probationary period for any member of staff will vary in accordance with the type and length of contract issued. An employee who continues their employment from a temporary basis to a permanent basis must undergo an additional probationary review in line with the Probationary Review policy.
Place of work/location	Your place of work will be at Temple Street Children's Hospital, Dublin 1. Due to the plan for one National Children's Hospital Service and the Satellite Centres, you may be required to transfer with the current hospital/service to a different location in the future. You will be kept informed and advised of the proposed relocation.
Age	Age restrictions shall only apply to a candidate where he/she is not classified as a new entrant (within the meaning of the Public Service Superannuation Act, 2004). A candidate who is not classified as a new entrant must be under 65 years of age.



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Maternity Leave	Maternity leave is granted in accordance with the terms of the Maternity Protection Acts 1994 and 2001.
Payment of sick leave	The hospital operates a Sickness Absence Management policy in line with the new Public Service Sick Leave Scheme as introduced in 31 st March 2014. An employee cannot avail of paid sick leave during their first six months of employment with the hospital.
Pre-Employment Health Assessment	Prior to commencing in this role a person will be required to complete a form declaring their health status which is reviewed by the hospital's Occupational Health Service and if required undergo a medical assessment with this department. Any person employed by the hospital 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.
Validation of Qualifications & Experience	Any credit given to a candidate at interview, in respect of claims to qualifications, training and experience is provisional and is subject to verification. The recommendation of the interview board is liable to revision if the claimed qualification, training or experience is not proven.
References	The hospital will seek up to three written references from current and previous employers, educational institutions or any other organisations with which the candidate has been associated. The hospital also reserves the right to determine the merit, appropriateness and relevance of such references and referees.
Garda Vetting	The hospital will carry out Garda vetting on all new employees. An employee will not take up employment with the hospital until the Garda Vetting process has been completed and the hospital is satisfied that such an appointment does not pose a risk to clients, service users and employees.