



An tSeirbhís um Cheapacháin Phoiblí Public Appointments Service

CANDIDATE INFORMATION BOOKLET

**Consultant Microbiologist
Public Health Laboratory for 29 hours per week and
St James's Hospital for 10 hours per week
CHO6**

Closing Date: 3pm on Thursday 05/01/2023

CID: 22497805

The Public Appointments Service is committed to a policy of equal opportunity.

The Public Appointments Service is advertising this post and conducting the selection process including the post interview stage on behalf of the Health Service Executive in compliance with the code of practice for appointment to positions in the Civil Service and Public Service prepared by the Commission for Public Service Appointments (CPSA). Codes of Practice are published by the CPSA and are available on www.cpsa.ie

The Job Specification and Terms & Conditions of Employment will be carried out under the Health Service Executive's own recruitment licence.

For Medical consultant roles there are two competency frameworks in existence, please refer to individual information booklets for specific competency information.

**Contact: Medical Consultant Recruitment 1,
Public Appointments Service
Email MCR1@publicjobs.ie
URL: www.publicjobs.ie**

Consultant Microbiologist
Public Health Laboratory for 29 hours per week and
St James's Hospital for 10 hours per week
CHO6

Title of Position: Consultant Microbiologist

Competition ID: 22497805

HSE Reference: COMIMI01

Department/Office: HSE – CHO6

Details of Service

The Public Health Laboratory (PHL), HSE Dublin is located in the grounds of Cherry Orchard Hospital (COH) and is administered by HSE Community Healthcare East (CHO6).

It aims to support the diagnosis, prevention and control of infectious communicable diseases and food borne illnesses. Its services are developed and delivered under the leadership of the Director of the PHL in collaboration with its Consultants & Senior PHL Medical laboratory scientific staff. The Laboratory has a unique specialist public health microbiology scope and is accredited to both ISO 15189 (clinical sample analysis) and ISO 17025 (food, water, environmental sample analysis) by INAB.

The PHL Dublin provides the National gastro-enteric specialist reference laboratory (NRL) services for Verocytotoxin E. coli, Campylobacter and C. difficile, and a broader regional and local gastro-enteric pathogen (bacterial, viral, O/P) scope. In addition, a clinical microbiology diagnostic service is provided to Cherry Orchard Hospital (COH) long term care residents. The PHL Director leads the COH Infection, prevention control (IPC) programme & committee & provides specialist advice to the CHO 7 & CHO 6 IPC associated committees

Consultant Led Microbiology Services at St James's Hospital

St. James's Hospital is the largest Academic Teaching Hospital in the Republic of Ireland, enjoying strong links with Dublin University, Trinity College. The Trinity Health Sciences Centre opened on campus in 1994. This, in addition to the Medical School, houses a Postgraduate Medical Centre and the St. James's Centre for Learning and Development (incorporating the School of Nursing) With 1,000 beds, approximately 4,000 staff and an annual turnover of circa €405m, St James's is a substantial acute operation.

Clinical Services at Hospital have been organised into 6 Clinical Directorates aligned to specific patient needs. These Directorates are now the basic business blocks through which core services of the Hospital are planned and delivered.

The St. James's clinical Microbiology sessions are under the direction of the Clinical Director, LabMed Directorate, and the Chief Executive Officer, St James's Hospital.

About this Role

This replacement post of 'Director of PHL, HSE, Dublin', only has responsibility for this single PHL. The appointee will however cooperate & collaborate closely with the new 'National Service Director' who will have governance of all 9 Reference & 7 Food & Water laboratories nationally.

- The PHL Director leads a multidisciplinary staff in providing an expanding and complex PHL service and directs its response to many & varied public health communicable disease emergencies, supporting our Public Health colleagues.
- The provision of specialist national laboratory services. NRL significant Laboratory workload for VTEC & Campylobacter, e.g. 5719 specimens with 43,464 tests reported in 2019.
- PHL tendered and were awarded the NRL service for C. difficile in Sept 2021, The Director leads the validation of the associated national genomic service required in 2022 & the set up & maintenance from 2023 of a sustainable national service to mitigate against community & hospital-acquired C. difficile infections
- Directs the PHL Response to new Public Health threats as they arise, E.g. provision of community COVID PCR testing from 2020-ongoing, setting up the national M. chimaera testing of Heater cooler units water for cardiac surgery in response to an international outbreak related to manufacturers contamination from 2017- ongoing
- Increasing complexity and volume of public health microbiology work required from Public Health colleagues in supporting the surveillance & management of community gastro-enteric outbreaks. This involves HPSC & often ECDC liaison & data submission.
- Increasing demand for clinical consult services
- Expanding need to direct the clinical infection surveillance service.
- Additional commitment for Infection Control Services in community HCFs. Especially in the light of the COVID pandemic and the national emergency as a consequence of CPE.
- Antimicrobial stewardship: Further commitment by the Director-Consultant on both sites (COH & SJH) to support compliance with national guidelines on Antimicrobial Stewardship. The importance of antimicrobial stewardship is critical to the on-going safe and effective functioning of the acute & long term care
- Leading the IT infrastructure strategic development at PHL to improve its efficiency in service delivery. This will require implementation of connectivity with external agencies, CRM, clients e.g. via health link etc., allow interfacing of Molecular equipment with our LIMS and document control software for accreditation
- Manage & develop the dual accreditation standard scopes at PHL & partake in the accredited clinical microbiology scope at SJH.

Reporting Relationships

The Consultant's reporting relationship and accountability for the discharge of their contract is:

- a) to the Chief Executive Officer / General Manager / Master of the hospital (or other employing institution) through their Clinical Director (where such is in place). The Hospital Group Chief Executive Officer or Chief Officer, Community Health Organisation may require the Consultant to report to them from time to time.
- b) HSE Reporting Relationship:
Aisling Heffernan Head of Service, Health & Wellbeing Community Healthcare East Block B, Civic Centre, Bray A98X329, Phone: 087 2953567, aisling.heffernan@hse.ie

Key Working Relationships

The Director-Consultant at PHL will liaise with a number of essential external agencies and their Senior personnel, this includes;

- Health Protection Surveillance centre –HPSC.
- European Centre for disease control- ECDC via participation in select pathogen specific committees, leading the 2 year EUPHEM Fellowship in Ireland and associated ECDC fora. Urgently responding to ECDC alerts on gastro-enteric outbreaks with comparison Irish NRL molecular laboratory database searches.
- Food Safety Authority in Ireland –FSAI, directing the contracted food surveillance and outbreak investigation PHM.
- Regional Depts. of Public Health for supporting their activities with the PHL NRL scope. National, Regional & Local HSE Environmental health services for surveillance & outbreak management.
- All Consultant Microbiology Colleagues nationally providing them with advice & interpretation of NRL genomic data results on their submitted samples. At SJH the Consultant will integrate with the consultant microbiology team in a manner best suited to the overall requirements of the service. This may include a lead role in specialist interest e.g. cancer-related microbiology or a specialist commitment to the proposed Cancer Institute, Infection Control, Antimicrobial Stewardship
- Director of a Reference Laboratory, Laboratory Diagnostics/Management, Mycology, and clinical service provision, education and training. The specific role will depend upon the specialist interest of the successful candidate and the other roles undertaken by existing consultants.

A number of the above roles/responsibilities are integrated closely with other services in the hospital and include:

- Infection control which is integrated with infection prevention and control nursing staff, surveillance staff.
- Antimicrobial Stewardship which is delivered by the Medical Microbiology staff and Infectious Disease staff in conjunction with antimicrobial pharmacists.
- Cancer-related microbiology service which is integrated with clinical haematology and oncology teams. He/she will also be expected to participate in the delivery of the routine clinical service which includes authorisation of laboratory results, clinical liaison, acute infection control problems and acute antimicrobial stewardship problems. In addition, he/she will be expected to participate in the shared Consultant on-call roster and be available for structured weekend attendances where required by hospital management.

Informal Enquiries to:

Name: Dr. Eleanor McNamara

Title: Consultant Microbiologist and Director of Public Health Laboratory

Telephone Number: +353 1 79 55214

Mobile: 00353-86-8289044

Email address: eleanor.mcnamara@hse.ie

Location of Post

This is an appointment to the CHO 6 on a Type B basis under the Consultants' Contract 2008 (as per standard text issued by the HSE) by the Health Service Executive. The initial commitment for this post will be to Public Health Laboratory for 29 hours per week and St James's Hospital for 10 hours. This post may be subject to restructuring in the future to facilitate the reorganization of acute services in line with new clinical models of acute and community services. It is noted that the post must be congruent with the requirements of, and facilitate implementation of national health policy, the HSE's National Clinical Programmes including commitment to deliver the relevant performance outcomes. This is a Replacement post.

The Minister for Health has confirmed the Government Policy regarding the introduction of the new Sláintecare Consultant Contract as provided for in the Programme for Government. The Sláintecare Consultant Contract will provide for Public only work in public hospitals.

The new Sláintecare Consultant Contract 2021 will be applicable to all new and replacement Consultant Contracts issued after the implementation date. Please note that the HSE has yet to receive confirmation of the implementation date for the Sláintecare Contract.

* As outlined in HR Memo – Haddington Road Agreement (HRA) hours reversal on 29th June 2022, there is a 2 hour reduction for Consultants that are on 39 hours per week (to 37 hours per week)

Principal Duties and Responsibilities

The successful candidate will be based in Public Health Laboratory, HSE Dublin at Cherry Orchard Hospital (29 hours) & St. James's Hospital (10 hours) working with the other Consultant Microbiologists in post to ensure seamless consultant-delivered microbiology service on both sites.

The successful candidate will be expected to:

Public Health Laboratory Directorship

- Provide leadership in the development of the public health Microbiology (PHM) services appropriate to the current & future national public health requirements for enhanced national PHM capability & capacity.
- Expand the surveillance services for gastroenteric infections & participate in 'One health' national disease mitigation strategies.
- Lead the PHM responses to National & European communicable disease public health threats and outbreaks as appropriate to PHL capability and capacity.
- Direct the National Reference Laboratory Services for specific gastro-enteric pathogens. Liaise with external agencies requiring Public Health Microbiology expertise & support e.g. The Health Protection Surveillance Centre, Dept of Health and Children, Regional Directors of Public health & HSE Environmental Health Service, The Food safety Authority of Ireland, Dept of Agriculture & Marine, and Environmental protection agency.
- Cooperate with the European Centre for Disease prevention & Control (ECDC) in PHM activities & be the national operational contact person for designated gastroenteric pathogens to ECDC.
- Undertake clinical liaison duties at PHL and facilitate multi-disciplinary training at PHL. Lead and advise on the appropriate use of PHM laboratory resources including, test selection and interpretation of test results.
- Facilitate the development & introduction of novel PHM methods including genomic characterization of pathogens.

- Participate in the provision of Infection Control services for Cherry Orchard Hospital, related Community Health Care areas & SJH.
- Contribute to improved Antimicrobial Stewardship activity.
- Oversee PHL laboratory administration, with Consultant colleagues, to ensure continued and extended accreditation to ISO1518 & ISO17025.
- Lead on the training of Fellows selected for the ECDC European public health microbiology (EUPHEM) 2 year Fellowship in Ireland.
- Facilitate & encourage opportunities in PHM research

At both sites there will be a requirement for Consultant Microbiology services, these will include:

Clinical

- Provide clinical microbiology advice and consultation on SJH in-patients concerning diagnosis, management of patients and prevention of infection.
- Participate in multi-disciplinary teaching ward rounds and in educational programmes for Non-Consultant Hospital Doctors.
- Provide microbiology & PHM advice for Clinical staff in the community, including General Practitioners, Public Health Doctors and Nursing Personnel.
- Advise on the diagnosis, management and prevention of infection in hospitals and in the community.
- Participate in Medical Audit.
- Advise on Antibiotic and other hospital policies.
- Participate in the on call advisory service and provide access to 24-hour specialist microbiology advice. Laboratory
- Participate and advise on appropriate use of laboratory tests, test selection and interpretation of test results.
- Authorize laboratory test results.
- Engage with scientific colleagues on the introduction of new tests and methodologies.
- Collaborate with the Department of Public Health Medicine in surveillance, investigation and management of communicable diseases. Assist and advise on the control of communicable disease outbreaks.
- Provide Public Health Microbiology support.
- Co-operate with external agencies requiring Public Health Microbiology expertise, e.g. Health protection Surveillance Centre (HPSC), DOAM, EPA, FSAI, 'Safe Food' and the Department of Health and Children.
- Participate on communicable disease surveillance programmes.
- Provide PHM Advice on environmental, Food & water PHM surveillance or contaminations.
- Participate in 'One Health' multidisciplinary approach to gastro-enteric infections. Infection Control
- Participate as required in Infection Control Advisory Committees facilitating the development and review of Infection Control Programmes within SJH, Cherry Orchard hospital & designated Community Health Care areas.
- Collaborate with Infection Control Nurse Specialists to provide infection control services. Assist in the preparation of and advice on the implementation of Infection Control Policies.
- Liaise as appropriate with Directors of Public Health, the HPSC, the FSAI and DOHC.
- Participate in infection control audit, education and surveillance.

Management & Administration

- To work within the framework of the Community Health Care East & SJH hospital's service plan and/or levels of service (volume, types etc.) as determined by PHL & St James's Hospital. Service planning for PHL & individual clinical services at SJH will be progressed through the relevant Administrative structures.
- To participate in the development and operation of the proposed National Reference laboratory & Public health laboratory structure and in such management or representative structures as are in place or being developed.
- 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. To collaborate with Community Health Care East & SJH Management & relevant clinical stakeholders in all matters pertaining to the general efficiency of the PHL & SJH Microbiology services.

Audit

- Plan, develop and maintain responsibility for clinical audit programmes within PHL & the SJH Microbiology Department in conjunction with consultant colleagues and in accordance with the clinical governance structures.
- To facilitate production of all data/information required for same in accordance with regulatory, statutory and corporate policies and procedures.

Standard Duties and Responsibilities

- a) 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 and in line with policies as specified by the Employer.
- b) To ensure that duties and functions are undertaken in a manner that minimises delays for patients and possible disruption of services.
- c) To work within the framework of the hospital / agency's service plan and / or levels of service (volume, types etc.) as determined by the Employer. Service planning for individual clinical services will be progressed through the Clinical Directorate structure or other arrangements as apply.
- d) To co-operate with the expeditious implementation of the Disciplinary Procedure.
- e) 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.
- f) 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.
- g) To provide, as appropriate, consultation in the Consultant's area of designated expertise in respect of patients of other Consultants at their request.
- h) 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.
- i) To supervise and be responsible for diagnosis, treatment and care provided by non-Consultant Hospital Doctors (NCHDs) treating patients under the Consultant's care.
- j) 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.

- k) 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.
- l) 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.
- m) To carry out teaching as appropriate.
- n) 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.
- o) Support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service.
- p) Act as spokesperson for the Organisation as required.
- q) Demonstrate pro-active commitment to all communications with internal and external stakeholders.

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 them from time to time and to contribute to the development of the post while in office.

The Letter of Approval for these positions can be found here: [LINK](#)

Eligibility Criteria

1. Qualifications & Professional Requirements

Professional Qualifications

Registration as a specialist in the Specialist Division of the Register of Medical Practitioners maintained by the Medical Council in Ireland in the specialty of microbiology.

Other requirements specific to the post:

- Access to transport will be required in order to be available in a timely fashion at both sites in accordance with structured commitments including attendance at short notice when on call in the event of emergency

Note 1: No candidate will be appointed as a Medical Consultant unless they are registered as a Specialist in the Specialist Division of the Register of Medical Practitioners maintained by the Medical Council of Ireland.

The successful interviewee must be registered as a Specialist in the relevant speciality 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.

Please note that appointment to and continuation in posts that require statutory registration is dependent upon the post holder maintaining annual registration in the relevant division of the register maintained by The Medical Council of Ireland.

2. Health and Character

Health

A candidate for and any person holding the post must be fully competent and capable of undertaking the duties attached to the post and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.

Character

A candidate for and any person holding the post must be of good character.

NEW MEDICAL CONSULTANT

COMPETENCY FRAMEWORK IMPLEMENTATION 2022

A review of the competency framework for Medical Consultants was conducted by PAS in collaboration with the HSE.

In reviewing the competency framework, a Job Analysis was conducted by a team of Chartered Occupational Psychologists on the role of Medical Consultant. The review covered a number of specialisms including Anaesthesia, Emergency Medicine, Obstetrics and Gynaecology, Medicine, Paediatrics, Pathology, Psychiatry, Radiology and Surgery. There were a wide range of Stakeholder Groups involved in the consultation process and extensive international benchmarking was also carried out. The output was a new comprehensive competency framework outlined below.



All candidates will be assessed across the competency areas of ***Delivering Clinical Expertise, Leading and Governance, Engaging Staff, Patients and Family*** as well as ***Improving Future Care***. These new competency areas take account of the Clinical, Organisational and Interpersonal requirements for the role as well as the future focussed direction of the role.

3. Skills, competencies and knowledge

Clinical Competence – Delivering Clinical Expertise

(incorporating clinical knowledge & skills, clinical experience, Continuous Practitioner Development)

- Possesses a detailed knowledge and understanding of the relevant specialist domain
- Has a clear understanding of the clinical challenges facing relevant population groups
- Demonstrates leadership skills to enhance patient care and safety
- Applies knowledge effectively to make clear and proactive decisions
- Anticipates rather than reacts; maintains knowledge of current research and practice
- Recognises and respond to the complexity, uncertainty and ambiguity inherent in medical practice
- Has track record of doing things thoroughly in challenging cases / complex referrals
- Adopts a patient-centred approach to understanding patient needs and delivering their care
- Makes a clear and decisive contribution within the multi-disciplinary team
- Regularly engages in further education to develop self and practice

Organisational Competence – Leading & Governance

(Incorporating clinical leadership & accountability, clinical service planning)

- Sees self as accountable for relevant issues related to clinical outcomes, patient safety, risk, quality, stewardship of resources and change management
- Manages people by providing direction, reviewing performance, motivating others and promoting equality and diversity
- Recognises respective areas of accountability of the CEO, General Manger / Service lead and others
- Efficient and organised; employs effective processes to manage and prioritise workload
- Open and honest; willing to admit mistakes and learns from experiences
- Is aware of resources available and manages these appropriately to ensure the delivery of safe and efficient services
- Contributes to the development of business and service plans to achieve service goals
- Reviews and monitors service provision
- Adequately identifies, assesses, manages and monitors risk within their area of responsibility

Interpersonal Competence – Engaging Staff, Patients & Family

(Incorporating communication & listening skills, dealing with emotional situations, teamwork & collaboration, motivating and supporting others)

- Listens attentively and accurately to others and tailors their communication to suit the individual and the situation (oral and written)
- Encourages people to collaborate towards a common goal or vision
- Helps people to identify and develop their strengths, supports people when things go wrong
- Demonstrates self-awareness; understands own limitations
- Manages own emotions and is resilient, remains calm under pressure
- Adopts an inclusive, collaborative approach / understands and respects others' roles within the wider multi-disciplinary team / treats people with respect at all times

- Sees self as a team member; is willing to take as well as give direction / works within teams to deliver and improve services
- Effectively influences and persuades others

Future Focused Competence – Improving Future Care

(Improving healthcare quality, Teaching & Research)

- Identifies the contexts for change, demonstrating awareness of the political, social, technical, economic, organisational and professional environment
- Encourages improvement and innovation, creating a climate of continuous service improvement.
- Applies knowledge and evidence, gathering information to produce an evidence-based challenge to systems and processes in order to identify opportunities for service improvement
- Makes sound evidence based decisions consistent with the values and priorities of the organisation and profession
- Measures and evaluates outcomes taking corrective action where necessary and is accountable for decisions
- Contributes to an ongoing process to improve health in the community / population they serve, with a strong appreciation of the service user
- Shares learning with colleagues via formal and informal methods (thinking aloud)
- Makes time to coach and support others; shows empathy for the concerns of learners, promotes a safe learning environment

Terms and Conditions

Tenure

The appointment is whole-time, permanent and pensionable Appointment as an employee of the Health Service Executive is governed by the Health Act 2004 and the Public Service Management (Recruitment and Appointment) Act 2004.

A panel may be formed from which other permanent vacancies for Consultant Microbiologist at Public Health Laboratory for 29 hours per week and St James's Hospital for 10 hours may be filled.

Remuneration

The annual salary will be as set out in the Consultant Contract 2008 (as per standard text issued by the HSE) for **Contract Type B:**

Medical Consultants Salary Scales from 1st October 2022 - New Entrant (Clinicians) from 1st October 2012*:

€145,033	€150,194	€157,323	€158,392	€163,230	€168,080	€176,699
€184,191	€191,683					

Note: *Consultants taking up posts under these scales may benefit from incremental credit up to the 6th point

Serving Consultants moving from permanent posts are allowed to retain their existing salary scales.

Applicants who are currently in permanent employment as a Consultant in the Irish public health system on a salary scale other than that applicable from 1st October 2012 retain eligibility for payment under that scale if appointed to this post.

The Minister for Health has confirmed the Government Policy regarding the introduction of the new Sláintecare Consultant Contract as provided for in the Programme for Government. The Sláintecare Consultant Contract will provide for Public only work in public hospitals.

The new Sláintecare Consultant Contract 2021 will be applicable to all new and replacement Consultant Contracts issued after the implementation date. Please note that the HSE has yet to receive confirmation of the implementation date for the Sláintecare Consultant Contract.

Pro Rata - Public Health Laboratory for 29 hours per week and St James's Hospital for 10 hours.

Taking up Appointment

Ideally, the successful candidate will take up duty no later than 4 months of being interviewed

Working Week

The standard working week applying to the post is: 37 hours per week

* As outlined in HR Memo – Haddington Road Agreement (HRA) hours reversal on 29th June 2022, there is a 2 hour reduction for Consultants that are on 39 hours per week (to 37 hours per week)

Pro Rata - Public Health Laboratory for 29 hours per week and St James's Hospital for 10 hours.

Annual Leave

The annual leave associated with the post is: 30 Working Days per annum and as determined by the Organisation of Working Time Act 1997

Pro Rata - Public Health Laboratory for 29 hours per week and St James's Hospital for 10 hours.**Superannuation**

This is a pensionable position within the HSE. The successful candidate will upon appointment become a member of the appropriate pension scheme. Please be advised that pension scheme membership will be notified within the contract of employment.

Members of pre-existing pension schemes who transferred to the HSE on 1st January 2005 pursuant to Section 60 of the Health Act 2004 are entitled to superannuation benefit terms under the HSE Scheme which are no less favourable to those to which they were entitled at 31st December 2004.

Pro Rata - Public Health Laboratory for 29 hours per week and St James's Hospital for 10 hours.**Age**

The Public Service Superannuation (Age of Retirement) Act, 2018* set 70 years as the compulsory retirement age for public servants.

*** Public Servants not affected by this legislation:**

Public servants recruited between 1 April 2004 and 31 December 2012 (new entrants) have no compulsory retirement age.

Public servants recruited since 1 January 2013 are members of the Single Pension Scheme and have a compulsory retirement age of 70.

Probation

Every appointment of a person who is not already a permanent officer of the Health Service Executive or of a Local Authority shall be subject to a probationary period of 12 months as stipulated in the Department of Health Circular No.10/71.

Protection of Persons Reporting Child Abuse Act 1998

As this post is one of those designated under the Protection of Persons Reporting Child Abuse Act 1998, appointment to this post appoints one as a designated officer in accordance with Section 2 of the Act. You will remain a designated officer for the duration of your appointment to your current post or for the duration of your appointment to such other post as is included in the categories specified in the Ministerial Direction. You will receive full information on your responsibilities under the Act on appointment.

Mandated Person Children First Act 2015

As a mandated person under the Children First Act 2015 you will have a legal obligation:

- To report child protection concerns at or above a defined threshold to TUSLA.
- To assist Tusla, if requested, in assessing a concern which has been the subject of a mandated report.

You will remain a mandated person for the duration of your appointment to your current post or for the duration of your appointment to such other post as is included in the categories specified in the Ministerial Direction. You will receive full information on your responsibilities under the Act on appointment.

Infection Control

All HSE Employees must have a working knowledge of 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.

Ethics in Public Office 1995 and 2001

Positions remunerated at or above the minimum point of the Grade VIII salary scale are designated positions under Section 18 of the Ethics in Public Office Act 1995. Any person appointed to a designated position must comply with the requirements of the Ethics in Public Office Acts 1995 and 2001 as outlined below;

A) In accordance with Section 18 of the Ethics in Public Office Act 1995, a person holding such a post is required to prepare and furnish an annual statement of any interests which could materially influence the performance of the official functions of the post. This annual statement of interest should be submitted to the Chief Executive Officer not later than 31st January in the following year.

B) In addition to the annual statement, a person holding such a post is required, whenever they are performing a function as an employee of the HSE and have actual knowledge, or a connected person, has a material interest in a matter to which the function relates, provide at the time a statement of the facts of that interest. A person holding such a post should provide such statement to the Chief Executive Officer. The function in question cannot be performed unless there are compelling reasons to do so and, if this is the case, those compelling reasons must be stated in writing and must be provided to the Chief Executive Officer.

C) A person holding such a post is required under the Ethics in Public Office Acts 1995 and 2001 to act in accordance with any guidelines or advice published or given by the Standards in Public Office Commission. Guidelines for public servants on compliance with the provisions of the Ethics in Public Office Acts 1995 and 2001 are available on the Standards Commission's website <http://www.sipo.ie/>

Positions remunerated at or above **€185,380** as at 1st October 2022 are designated positions under the Ethics in Public Office Acts 1995 and 2001.

In accordance with Section 18 of the Ethics in Public Office Act 1995, a person holding such a post is required to prepare and furnish an annual statement of any interests which could materially influence the performance of the official functions of the post. This annual statement of interest should be submitted to the Chief Executive Officer not later than 31st January in the following year.

In addition to the annual statement, a person holding such a post is required, whenever they are performing a function as an employee of the HSE and have actual knowledge, or a connected person, has a material interest in a matter to which the function relates, provide at the time a statement of the facts of that interest. A person holding such a post should provide such statement to the Chief Executive Officer. The function in question cannot be performed unless there are compelling reasons to do so and, if this is the case, those compelling reasons must be stated in writing and must be provided to the Chief Executive Officer.

The Standards in Public Office Commission oversees compliance with the tax clearance provisions. We will provide details of your appointment and contact details to the Commission. Non-compliance will be investigated by the Commission. A report will be furnished to the HSE and laid before each House of the Oireachtas, at which point it will be made public. Any continuing non-compliance will also be noted in the Commission's Annual Report

Under the Standards in Public Office Act 2001, the post holder must within nine months of the date of appointment provide the following documents to the Standards in Public Office Commission at 18 Lower Lesson Street, Dublin 2:

1. A Statutory Declaration, which has been made by the post holder not more than one month before or after the date of the appointment, attesting to compliance with the tax obligations set out in section 25(1) of the Standards in Public Office Act and declaring that nothing in section 25(2) prevents the issue to the post holder of a tax clearance certificate

2. and either
 - (a) a Tax Clearance Certificate issued by the Collector-General not more than 9 months before or after the date of the appointment or
 - (b) an Application Statement issued by the Collector-General not more than 9 months before or after the date of the appointment.

A person holding such a post is required under the Ethics in Public Office Acts 1995 and 2001 to act in accordance with any guidelines or advice published or given by the Standards in Public Office Commission. Guidelines for public servants on compliance with the provisions of the Ethics in Public Office Acts 1995 and 2001 are available on the Standards Commission's website <http://www.sipo.ie/>

THE SELECTION PROCESS

How to Apply

Applications should be made online through www.publicjobs.ie Candidates who have not already done so, must register as a New User to create a profile (register a new account), to do so please click on 'Login' in the top right hand corner of our website. Please do not confuse registering (creating a profile) with submitting an application.

Once you have created a profile you must then access the application form, complete and submit it. All sections of the application form must be fully completed.

Click on the button 'Apply now' to access the application. This button is located at the end of the job posting page for **Consultant Microbiologist** on www.publicjobs.ie You must ensure your candidate name and ID is correct before you submit.

Please carefully note the following instructions: Please ensure that you save your form at regular intervals using the "Save" button at the bottom of the page. If you are inactive on this page for 30 minutes, the page will time out and your information may be lost.

It is imperative that all sections of this application form are completed in full. You may save the form as a draft and come back to it later however please note that you must submit the form in order to be considered for this competition as draft applications will not progress to the next stage.

Once you have submitted your application you should return to your public jobs account and confirm that it has been successfully submitted via 'My Applications'. You should review your submitted application and ensure that it is fully completed and correct. At this point you should consider adding publicjobs.ie to your safe senders or contact list within your email account to avoid not receiving email because a public jobs email has been blocked.

Only fully completed and submitted applications will be accepted into the competition. The admission of a person to the competition, or invitation to undertake any element of the selection process is not to be taken as implying that the PAS or other body is satisfied that such a person fulfils the requirements.

Only one application per person is permitted.

Closing date

Your application must be submitted on www.publicjobs.ie not later than 3pm, Thursday 05/01/2023. If you do not receive an acknowledgement of receipt of your application within 24 hours of applying, please contact: MCR1@publicjobs.ie

Campaign updates will issue to your publicjobs.ie Message board after each selection stage.

You are advised to check your messageboard on a regular basis as email notifications of updates/tests/Interviews etc issued to your Messageboard may sometimes be filtered into your Junk/Spam email folders. You are also advised to check all these folders regularly.

The onus is on each applicant to ensure that they are in receipt of all communication from the Public Appointments Service (PAS)

The PAS accept no responsibility for communication not accessed or received by an applicant

Candidates should make themselves available on the date(s) specified by the PAS and should make sure that the contact details specified on the application form are correct.

Please note

If the Public Appointments Service is not notified of any issues or problems you experience on the day of the tests/interview, we will not be in a position to address these after the fact.

Candidates with Disabilities

Candidates who have indicated on their application or profile that they would like to avail of reasonable accommodations are asked to submit a psychologists/medical report. The purpose of the report is to provide PAS with information to act as a basis for determining reasonable accommodations, where appropriate.

These reports must be forwarded to the Assessment Services unit, Public Appointments Service, Chapter House, 26-30 Abbey Street Upper, Dublin 1 by 3pm on **05/01/2023**. **You should email a scanned copy** of the report to asu@publicjobs.ie

If you have previously applied for a competition with PAS and submitted a report, please email asu@publicjobs.ie to confirm that your report is still on file.

If you would like to talk about your candidature and any accommodations that may be of benefit during the recruitment process, please contact our Disability Champion, Amanda Kavanagh, at amanda.kavanagh@publicjobs.ie For further information on the accessibility of our service please see our [Accessibility page](#).

Selection Methods

The selection may include:

- shortlisting of candidates on the basis of the information contained in their application
- a competitive preliminary interview
- completion of online questionnaire(s)
- presentation or other exercises
- a final competitive interview
- Any other tests or exercises that may be deemed appropriate

Shortlisting

Normally the number of applications received for a position exceeds that required to fill existing and future vacancies to the position. While a candidate may meet the eligibility requirements of the competition, if the numbers applying for the position are such that it would not be practical to interview everyone, the Public Appointments Service may decide that a number only will be called to interview. In this respect, the Public Appointments Service provide for the employment of a short listing process to select a group for interview who, based on an examination of the application forms, appear to be the most suitable for the position. An expert board will examine the application forms against a pre-determined criteria based on the requirements of the position. This is not to suggest that other candidates are necessarily unsuitable or incapable of undertaking the job, rather that there are some candidates, who based on their application, appear to be better qualified and/or have more relevant experience. It is therefore in your own interest to provide a detailed and accurate account of your qualifications/ experience on the application form.

The criteria for 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.

Failure to include information regarding these requirements may result in you not being called forward to the next stage of the selection process.

Admission to a competition

The admission of a person to a campaign, or invitation to attend an interview or a successful letter, is not to be taken as implying that the Public Appointments Service are satisfied that such person fulfils the requirements of the competition or is not disqualified by law from holding the position and does not carry a guarantee that your application will receive further consideration. It is important, therefore, for you to note that the onus is on you to ensure that you meet the eligibility requirements for the competition before attending for interview. If you do not meet these essential entry requirements but nevertheless attend for interview you will be putting yourself to unnecessary expense.

Security Clearance

You will be required to complete and return a Garda Vetting form should you come under consideration for appointment. This form will be forwarded to An Garda Síochána for security checks on all Irish and Northern Irish addresses at which you resided. However should your application for the competition be unsuccessful this form will be destroyed by PAS. If you subsequently come under consideration for another position, you may therefore be required to complete a further Garda Vetting Form.

If a candidate has resided / studied in countries outside of Ireland for a period of 6 months or more, it is **mandatory** for them to furnish a **Police Criminal Records Check/ Police Certificate** from those countries stating that they have no convictions recorded against them while residing there. Candidates will need to provide a separate **Police Criminal Records Check/ Police Certificate** for each country in which they have resided. The **Police Criminal Records Check/ Police Certificate** must be dated after the date the candidate left the relevant country. Candidates should provide documentation in the English and/or Irish language. Translations must be provided by a registered translation company/institute in the Republic of Ireland; all costs will be borne by the candidate. Only original version documents will be accepted.

Candidates should be aware that any information obtained in the Garda Vetting process can be made available to the employing authority.

It is the responsibility of the candidate to seek security clearances in a timely fashion as they can take some time. No candidate will be appointed without this information being provided and being in order.

The following websites may be of assistance in this regard:

www.disclosurescotland.co.uk

www.psni.police.uk

www.afp.gov.au This website provides information on obtaining a national police clearance certificate for Australia

www.courts.govt.nz This website provides information on obtaining police clearance in New Zealand.

www.fbi.gov/about-us/cjis/identity-history-summary-checks This website provides information on obtaining police clearance in the United States of America.

For other countries not listed above candidates may find it helpful to contact the relevant embassies who could provide information on seeking Police Clearance. Original Police Clearance documentation should be forwarded to the PAS. Candidate can request the original to be returned to them from the Health Business Service medicaldental@hse.ie. Any cost incurred in this process will be borne by the Candidate.

EXPOSURE PRONE PROCEDURE POSTS

Pre-employment medical screening of health care workers, who perform Exposure Prone Procedures (EPP's) as part of their work, is carried out in accordance with Department of Health Guidance 2005. This guidance is contained in the Department of Health's Document 'Prevention of Blood Borne Diseases in the Health-Care Setting'. This document can be obtained at www.dohc.ie or by contacting the Department of Health (00353-1-6354000)

The successful candidate must provide satisfactory documentary evidence that they are not an infectious carrier of the Hepatitis B or Hepatitis C virus. Such documentation would include an original laboratory report or a certified copy (photocopies, faxes, e-mails not acceptable) showing

- Hepatitis B surface antigen (HBs Ag),
- Hepatitis B anti-core antibody (anti- HBc)
- Anti- Hepatitis B surface antibody (Anti HBs).
- Antibodies to Hepatitis C virus and if positive for Hepatitis C virus RNA.

Testing must be done in the designated occupational health department of a current Public Training Hospital or the Civil Service Occupational Health Department (CSOHD), or alternatively at a UK NHS Occupational Health Department if this can be arranged. Applicants will have to attend at their own expense for this testing. Additional visit(s) may be required depending on the test results.

Candidates who are successful at interview may not be made a job offer if they are found to be at risk of potentially transmitting infection to patients, or alternatively they may be appointed subject to certain conditions.

While the guidance does not currently recommend HIV testing at present, it re-iterates Irish Medical Council Ethical Guidelines that any healthcare worker who suspects that they may have been exposed to blood borne viruses through work or other risk behaviours must seek professional advice and diagnostic testing. Your attention is drawn to this.

Enquiries

Prior to recommending any candidate for appointment to positions the Public Appointments Service or employing organisation will make all such enquiries that are deemed necessary e.g. employer references, to determine the suitability of that candidate. Until all stages of the recruitment process have been fully completed a final determination cannot be made nor can it be deemed or inferred that such a determination has been made.

Specific candidate criteria

In addition to fulfilling the eligibility criteria set out, candidates must:

- Have the knowledge and ability to discharge the duties of the post concerned;
- Be suitable on the grounds of health & character;
- Be suitable in all other relevant respects for appointment to the post concerned;
- If successful, they will not be appointed to the post unless they:
 - Agree to undertake the duties attached to the post and accept the conditions under which the duties are, or may be required to be performed; and
 - Are fully competent and available to undertake, and fully capable of undertaking, the duties attached to the position

Non-Refund of Expenses

Any expenses incurred by candidates whilst undertaking or attending any elements of the selection process will not be refunded.

Deeming of candidature to be withdrawn

Candidates who do not attend for interview when and where required, or do not, when requested, furnish such evidence as required in regard to any matter relevant to their candidature, will have no further claim to consideration.

Appointments from panels

It is envisaged that a panel(s) of qualified individuals will be established from which vacancies may be filled. Qualification and placement on a panel is **not** a guarantee of appointment to a position. Please note that once an offer of appointment has been accepted a candidate will no longer remain on the panel.

Declining an offer of appointment

Should the person recommended for appointment decline, or having accepted it, relinquish it, or should additional similar vacancies arise, the PAS may at its discretion, select and recommend another person for appointment on the results of this selection process.

Confidentiality

Subject to the provisions of the Freedom of Information Act 2014, and any security clearance and/or enquiries, all aspects of the proceedings, to the extent that they are managed by the PAS or employing organisation, are treated in strict confidence and are not disclosed to anyone outside those directly involved in the selection process.

Quality Customer Service

The PAS aims to provide an excellent quality service to all our customers. If, for whatever reason, you are unhappy with any aspect of the service you receive from us, we urge you to bring this to the attention of the unit or staff member concerned. This is important as it ensures that we are aware of the problem and can take the appropriate steps to resolve it.

General Data Protection Regulation (GDPR)

The General Data Protection Regulation (GDPR) came into force on the 25th May 2018, replacing the existing data protection framework under the EU Data Protection Directive.

When you register with publicjobs.ie or submit an application for a competition, we create a computer record in your name. Information submitted with a job application is used in processing your application. Where the services of a third party are used in processing your application, it may be required to provide them with information, however all necessary precautions will be taken to ensure the security of your data. If you are successful in the recruitment and selection competition, your application may be made available to the Human Resources section of the organisation to which you have been assigned.

To make a request to access your personal data please submit your request by email to: dpo@publicjobs.ie ensuring that you describe the records you seek in the greatest possible detail to enable us to identify the relevant record(s).

Information in relation to a candidate's personal data held by the Public Appointments Service are set out on the Data Protection page of www.publicjobs.ie.

Use of Recording Equipment

PAS does not allow the unsanctioned use of any type of recording on its premises or any location where assessments/tests/interviews, etc. take place, e.g. video interviews, teleconference. This applies to any form of sound recording and any type of still picture or video recording, whether including sound recording or not, and covers any type of device used for these purposes. Any person wishing to use such equipment for any of these purposes must seek written permission in advance. This policy is in place to protect the privacy of staff and candidates/clients and the integrity of our assessment material and assessment processes.

Unsanctioned use of recording equipment by any person is a breach of this policy. Any candidate involved in such a breach could be disqualified from the competition and could be subject to prosecution under section 55 of the Public Service Management (Recruitment & Appointments) Act, 2004.

Eligibility to compete and certain restrictions on eligibility

While the HSE is an equal opportunities employer, in line with current Department of Enterprise, Trade and Employment work permit requirements, applications from candidates other than those stated below will only be considered in the event that a candidate with those requirements cannot be found to fill a vacancy.

Candidates must by the date of any job offer, be:

- (a) A citizen of the European Economic Area. The EEA consists of the Member States of the European Union, Iceland, Liechtenstein and Norway; **or**
- (b) A citizen of the United Kingdom (UK); **or**
- (c) A citizen of Switzerland pursuant to the agreement between the EU and Switzerland on the free movement of persons; **or**
- (d) A non-EEA citizen who is a spouse or child of an EEA or Swiss citizen and has a stamp 4 visa; **or**
- (e) A person awarded international protection under the International Protection Act 2015 or any family member entitled to remain in the State as a result of family reunification and has a stamp 4 visa **or**
- (f) A non-EEA citizen who is a parent of a dependent child who is a citizen of, and resident in, an EEA member state or Switzerland and has a stamp 4 visa

For more details on EEA countries please see visit the Department of Business, Enterprise and Innovation website <https://dbei.gov.ie/en/>

Review and Complaint Procedures under the Code of Practice for Appointments to Positions in the Civil and Public Service

If a candidate is unhappy following the outcome of any stage of a selection process, they can either:

1. Request a **Review of a decision** made during the process

Or

2. **Make a Complaint** that the selection process followed was unfair

A candidate can follow either one of the two procedures in relation to the same aspect of a selection process, but not both. Where a review of a selection process has taken place under Section 7 (as detailed below), a complainant may not seek a further review of the same process under Section 8, other than in the most exceptional circumstances that will be determined by the Commission for Public Service Appointments (CPSA) **at its sole discretion**.

There is no obligation on PAS to suspend an appointment process while a Review or Complaint is being considered. However, the CPSA expects that, where possible, PAS will intervene in cases where it finds an error is likely to have occurred.

Requesting a Review under Section 7

A request for review may be taken by a candidate should they be dissatisfied with an action or decision taken by the Public Appointments Service (PAS). PAS will consider requests for review

in accordance with the provisions of **Section 7** of the Code of Practice for Appointments to Positions in the Civil and Public Service published by the CPSA.

When making a request for a review, the candidate must support their request by outlining the facts they believe show that the action taken or decision reached was wrong. A request for review may be refused if the candidate cannot support their request.

The Informal Review will consist of a desk-based examination of any available information in relation to the recruitment process and the decision taken regarding the candidate's application. The outcome of the Informal Review Process will be communicated to the requester in writing.

- A request for Informal Review must be made within 5 working days of notification of the decision, and will normally take place between the candidate and a representative of the PAS who had played a key role in the administration of the selection process.
- Where a candidate remains dissatisfied following any such informal discussion, they may adopt the formal procedures set out below.

A request for Formal Review must be made within 5 working days of either the notification of the selection decision, or the notification of the outcome of the Informal Review process. Any extension of these time limits will only be granted in the most exceptional of circumstances and will be at the sole discretion of the Chief Executive.

- The candidate must address their concerns in relation to the process in writing to the Chief Executive (via email to ceomailbox@publicjobs.ie, or in writing to Chief Executive Officer, Public Appointments Service, Chapter House, 26/30 Abbey Street Upper, Dublin 1), outlining the facts that they believe show an action taken or decision reached was wrong.
- The Formal Review will be conducted by a person who is completely independent of the selection process
- The outcome of the Formal Review must generally be notified to the candidate within 25 working days of receipt of the request for review. If the investigation does not produce a decision within this time, PAS must keep the candidate informed of the status of the review and the reasons for the delay.

Making a Complaint under Section 8

A candidate may believe there was a breach of the Commission's Code of Practice by PAS that may have compromised the integrity of the decision reached in the appointment process. The complaints process enables candidates to make a complaint under **Section 8** to PAS in the first instance, and to the Commission for Public Service Appointments subsequently on appeal if they remain dissatisfied.

On foot of a Section 8 Complaint process, either PAS or the CPSA may find that the recruitment and selection process in question has not adhered to the standard set out in the Code of Practice. In such cases, PAS and the CPSA may make recommendations in order to prevent such issues from reoccurring again in the future. **The CPSA cannot instruct PAS to reverse a decision taken in the course of an appointment process.** Any candidate wishing for an investigation into the decision taken regarding their application as part of a selection process should request a Review under Section 7, as outlined above.

The complainant must outline the facts that they believe show that the process followed was wrong. The complainant must also identify the aspect of the Code they believe has been infringed and enclose any relevant documentation that may support the allegation. A complaint may be dismissed if they the complainant cannot support their allegations by setting out how the Public Appointments Service has fallen short of the principles of this Code.

The Informal Complaint will consist of a desk-based examination of any available information in relation to the recruitment process. The outcome of the Informal Complaint will be communicated to the requester in writing.

- An Informal Complaint must be made within 5 working days of notification of the decision, and will normally take place between the candidate and a representative of the PAS who had played a key role in the administration of the selection process.
- Where a candidate remains dissatisfied following any such informal discussion, they may adopt the formal procedures set out below.

A Formal Complaint must be made within 5 working days of either the notification of the selection decision, or the notification of the outcome of the Informal Complaint. Any extension of these time limits will only be granted in the most exceptional of circumstances and will be at the sole discretion of the Chief Executive.

- The candidate must address their concerns in relation to the process in writing to the Chief Executive (via email to ceomailbox@publicjobs.ie, or in writing to Chief Executive Officer, Public Appointments Service, Chapter House, 26/30 Abbey Street Upper, Dublin 1), outlining the facts that they believe show an action taken or decision reached was wrong.
- The Formal Complaint will be investigated by a person who is completely independent of the selection process
- The outcome of the Formal Complaint must generally be notified to the candidate within 25 working days of receipt of the request for review. If the investigation does not produce a decision within this time, PAS must keep the candidate informed of the status of the review and the reasons for the delay.

For further information on the above Review and Complaint procedures please see the *Code of Practice for Appointments to Positions in the Civil and Public Service* which is available on the website of the Commission for Public Service Appointments, www.cpsa.ie

Requests for Feedback

Feedback in relation to the selection process is available on request. There are no specific timeframes set for the provision of feedback

Please note that the Review Process as set out in the Code of Practice is a separate process with specified timeframes that must be observed. Receipt of feedback is not required to invoke a review. It is not necessary for a candidate to compile a detailed case prior to invoking the review mechanism. The timeframe set out in the CPSA Code cannot be extended for any reason including the provision of feedback.

During the interview, the PAS Representative will maintain the official record. This involves taking an objective note of questions asked by board members and of the key points/words from candidate answers. While a verbatim account is not expected, the record may be used as an aide-memoire e.g. when evaluating/reflecting back on candidates after the interview; evidence and justification for decisions made; used in the case of a review, appeal or challenge. These notes are releasable to candidates on request.

Following on from each candidate's interview the PAS Representative will record a summary comment representing the consensus view of the Board. The purpose of this summary comment is to provide clear and concise feedback on a candidate's performance at the interview. This must relate to the candidate strengths/ weaknesses as assessed against the key criteria covered at interview. This comment provides specific and meaningful feedback on each candidate reflecting the marks awarded, however, it is not intended to be a mechanism for providing developmental guidance or advice for the candidate. This comment is particularly

important where the candidate has been unsuccessful, or whose placing is unlikely to be reached. When requested, this comment will be used to facilitate feedback by PAS to the candidate.

Candidates' Obligations:

Candidates in the recruitment process must not:

- knowingly or recklessly provide false information
- canvass any person with or without inducements
- interfere with or compromise the process in any way

A third party must not impersonate a candidate at any stage of the process

Contravention Code of Practice

Any person who contravenes the above provisions or who assists another person in contravening the above provisions is guilty of an offence. A person who is found guilty of an offence is liable to a fine/or imprisonment.

In addition, if a person found guilty of an offence was, or is a candidate at a recruitment process,

- they will be disqualified as a candidate and excluded from the process;
- has been appointed to a post following the recruitment process, they will be removed from that post.

Candidates should note that canvassing will disqualify.