Professor of General Practice

Trinity College Dublin, the University of Dublin
Post Specification

<table>
<thead>
<tr>
<th>Post Title:</th>
<th>Professor of General Practice</th>
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<tr>
<td>Post Status:</td>
<td>Permanent, 0.8FTE</td>
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<tr>
<td>Department/Faculty:</td>
<td>Discipline of Public Health &amp; Primary Care, Trinity College Dublin, the University of Dublin</td>
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<tr>
<td>Location:</td>
<td>Trinity Institute of Population Health, Tallaght, Tallaght University Hospital, and Trinity College Dublin, the University of Dublin, College Green, Dublin 2, Ireland</td>
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<tr>
<td>Reports to:</td>
<td>Head of School</td>
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<tr>
<td>Salary:</td>
<td>Salary is competitive and commensurate with the qualifications and experience required for this role. Appointment will be made in line with Government pay policy aligned to relevant comparable positions.</td>
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<td>Hours of Work:</td>
<td>Hours of work for academic staff are those as prescribed under Public Service Agreements. For further information please follow the link below: <a href="http://www.tcd.ie/hr/assets/pdf/academic-hours-public-service-agreement.pdf">http://www.tcd.ie/hr/assets/pdf/academic-hours-public-service-agreement.pdf</a></td>
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<tr>
<td>Closing Date:</td>
<td>12 Noon (Standard Irish Time) Thursday, 22nd April 2021</td>
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The successful applicant will be expected to take up post as soon as possible during the 2021/2022 academic year. Please note that Police vetting will be sought in respect of individuals who come under consideration for a post.
Post Summary

Trinity College Dublin seeks to appoint a Professor of General Practice. The Discipline of Public Health & Primary Care located in the Institute of Population Health, Tallaght, has a strong tradition of thought leadership, advocacy and research to inform change in the social aspects of health and medicine. General Practice in Trinity has been to the forefront of academic and service thinking over the last two decades. The successful applicant will be expected to continue this tradition already established in the Discipline of developing initiatives and policies to improve general practice and primary care practice and impact in Ireland.

http://www.hse.ie/eng/services/list/2/PrimaryCare/gp-and-primary-care/

There will be four main areas of overlapping responsibility: teaching, research, clinical practice and general management/administration in School/Discipline affairs.

Teaching & Examining

The new Chair will be expected to provide leadership in all aspects of research led teaching and learning in General Practice/Primary Care for the undergraduate medical programme. Much of the General Practice teaching is delivered by a network of GP Tutors to student on placements. The Chair will be expected to devote time and energy to forging strong links with this network that forms the bedrock of General Practice teaching. The Chair will also have a role in postgraduate teaching. Significant changes in Irish General Practice are planned and underway at local and national levels and students and General Practice trainees in training will need adequate preparation to play a full part in these changes. The Discipline has major teaching responsibilities in two of the five medical school years, 1st and 4th year as follows:

1st medical year

In year 1 the Discipline has a major input, the ‘Family Case Study’, into the Human Development, Behavioural Science and Ethics module. All 1st years are attached in groups of 10 to a general practitioner (GP) who then pairs them up and assigns them to a family with a new-born baby.
They have four seminars with the GP tutor either in the GP practice or in Trinity teaching rooms and they also make three family visits to monitor the development of the newborn baby, and how the family is adapting and responding. The Family Case Study remains a very popular module with students and GP Tutors alike. It also serves as an entry for recently graduated GPs into academic General Practice.

4th medical year

Students spend eight weeks in their 4th medical year, undertaking ‘Public Health, Primary Care and Epidemiology’. This comprises four weeks classroom seminars and four weeks attached to two separate general practices. The learning objectives for this rotation are clearly outlined.

In addition to the above components, students are offered student selected modules in groups of 12 in years 1 and 2 on various public health and primary care clinical, audit and research topics.

Postgraduate Teaching

The successful applicant will also support and take a leading role in postgraduate training in General Practice in collaboration with the current recognised training body, the Irish College of General Practitioners and with the TCD/HSE Specialist Training Programme in General Practice in the Discipline. The Training Programme is a part of the Discipline, providing a network of teaching and training practices. [https://www.tcd.ie/medicine/public_health_primary_care/postgraduate/HSE/](https://www.tcd.ie/medicine/public_health_primary_care/postgraduate/HSE/) to support research in Pharmaceutical Sciences.

Research

It is recognised that the appointee will have developed a strong research record and will be facilitated in continuing any existing research themes. The Discipline wants to continue to play a role in policy and advocacy activities. This will include collaboration with the Health Service Executive (HSE) in developing and undertaking joint research projects and initiatives aimed at developing and improving primary care at local, regional and national level in line with national policy and the strategic direction of the HSE.

There is also an opportunity to carry out practice-based research and innovations. (See Appendix 1).

Clinical Practice

It is expected that the Professor of General Practice will be clinically active. On appointment the Chair will demonstrate leadership on a national level, contributing to the Specialty by promoting the central role of General Practice in the Primary Care ecosystem, especially with the ever-increasing interest in community-based care espoused by the Sláintecare Programme. True integration with HSE Primary Care services and with Tallaght University Hospital will be a priority for the Chair as well as supporting the local community of GPs, who are integral to the further development of robust Primary Care locally.
Management/Administration
The Professor of General Practice is a senior academic appointment and the appointed individual will take the role of Head of Discipline on appointment for at least one 3-year term. Alongside other responsibilities, this role will include the management of budgets, the appointment of Discipline staff along with probation and other people management activities, the oversight of the courses, and the governance and smooth running of the Discipline. This Discipline also includes the Centre for Health Policy and Management and the Trinity Centre for Global Health, both of which are currently sited in Dublin city centre. The successful applicant will also be expected to participate in School of Medicine, Faculty of Health Sciences and College groups, structures and committees.

Further Information
Informal enquiries about this post should be made to Professor Catherine Darker, (interim) Head of Discipline at Catherine.Darker@tcd.ie, or Professor Michael Gill, Head of School at mgill@tcd.ie.

Professorship at Trinity College Dublin
Professorship is the highest academic post within the College. The holder of a Professorship plays a central leadership role in the development of the relevant Discipline and represents it at a senior level inside and outside the College. The qualifications for appointment to such a position are as follows: high academic distinction with the capacity to provide leadership in the development of the subject and in the promotion of teaching and research; capacity to represent effectively the Discipline inside and outside the College; capacity to act as Head of an academic Unit/Discipline.

The post holder will:
The appointee to this post will have the following clinical and academic responsibilities:

- Be accountable for the delivery of the clinical components of the post and demonstrate leadership in academic matters relating to patient care.
- With senior colleagues in the School of Medicine and the Faculty of Health Sciences, lead on the development of strategic and operational plans for the Institute of Population Health.
- Contribute to the research within the Discipline of Public Health and Primary Care and actively take part in grant procurement at national and international level.
- Lead on progressing the development of the Trinity Health Ireland academic health partnership and the Dublin Midlands Hospital group partnership and agreements between Tallaght University Hospital and the School of Medicine, Trinity College Dublin.
• Be accountable via the management and governance structures in place in the University in relation to the delivery of the academic commitment.

• Take part in undergraduate teaching as part of the School of Medicine, Trinity College Dublin.

• Contribute to ongoing reform and innovation of the undergraduate curriculum in medicine including e-learning developments.

• Participate in the Trinity College Dublin undergraduate medicine course in General Practice, including assessment and standard setting.

• Take part in postgraduate teaching and the supervision of research students and contribute towards the future development of postgraduate course programmes.

• Carry out other responsibilities including audit, external quality assessment and administration as advised by the Head of School of Medicine.

• Provide leadership in research in conjunction with staff working in the Trinity Research Institutes (TTMI, TBSI, or TCIN).

• Contribute to research within the Discipline and develop and maintain an internationally competitive research group including acquiring the necessary funds from grant giving bodies and commercial sources and recruiting, supervising, and supporting through to successful completion of postgraduate degrees of research students and/or postdoctoral fellows.

• Participate in and present research findings at major national and international academic meetings.

• Guide clinical research within the framework of the current clinical service structures to advance the expertise of the treatments and services available to patients.

• Carry out from time to time, duties on behalf of the Hospital and the University.

• Assume a leadership and managerial role within the School of Medicine, Trinity College Dublin, and undertake the role of Head of Discipline or Head of School if duly elected or appointed.

• Liaise between the service providers and the University to integrate the needs of the clinical services with the clinical experience needed by students.

• Take part in National Committees with regards to all matters pertaining to medical training and practice.

The successful applicant will be based in the Institute of Population Health, Tallaght on the 6th floor of the Russell Centre in the Discipline of Public Health and Primary Care and in Tallaght University Hospital. There is an active research agenda in collaboration with the local HSE community health area, Tallaght Hospital and the local community (Academic and Primary Care Centre). The newly appointed Chair will be expected to join the steering group of this collaboration. The terms of reference of the steering group, which is primarily research based, are attached in Appendix II.
Clinical Practice:
The post is being appointed as 0.8FTE to the University and Hospital with the remaining 0.2FTE being available for General Practice, but not part of the formal appointment. The University appointment will be 0.5FTE. Therefore, Clinical Practice will be in two parts:

Tallaght University Hospital (TUH) – 0.3FTE
The Hospital will facilitate clinical sessions in the area of special interest of the successful candidate to include:
- Onsite presence one day a week which will include an OPD session in the clinical specialty that the successful candidate has a special interest in.
- Participation in the relevant Clinical Directorate activities (e.g., MDT) as relevant to the speciality with a reporting relationship to the Clinical Director of the Directorate that their special interest is in.
- There will be no on-call commitment.
- Attend designated forums as required e.g. LinCC (see Appendix III).
- Provide liaison relationship and a leadership role between TUH, Academia and GP fraternity.

General Practice = 0.2FTE
The remaining 0.2FTE of the appointee’s time will be in the lead practice on the 3rd floor of the Russell Centre in Tallaght within the practice ‘GP’s at Tallaght Cross’. The lead practice on the third floor reflects the direction of travel of primary care as set out in the Department of Health’s Primary Care Strategy and will reflect and support initiatives and investments being made by the HSE in the area of Primary Care in ‘A Future Together’. In order to facilitate the clinical placement, the practice will support the HSE and Trinity in arranging a General Medical-Services Scheme (GMS) contract and other relative HSE contracts as appropriate. The location within one building for the Trinity College academic commitments of the new professor and the General Practice activity is an important dimension of this post.
Discipline of Public Health and Primary Care, School of Medicine

Public Health and Primary Care is located in the Institute of Population Health, Russell Centre, Tallaght Cross. [https://www.tcd.ie/medicine/public_health_primary_care/](https://www.tcd.ie/medicine/public_health_primary_care/)

The disciplines of Public Health and Primary Care together form one of the Trinity College Medical School departments based in the Trinity Institute of Population Health (IPH), Tallaght, alongside colleagues from the School of Nursing and Midwifery. The Discipline hopes to develop further linkages and synergies with local GP practices, HSE and hospital colleagues and other disciplines within Trinity College. The Discipline is a multi-disciplinary team with public health medicine and general practice forming the core of the discipline. Epidemiology, health psychology and the social sciences are also represented in the team makeup. The Discipline’s research is reflective of health questions at both population and community levels, with particular emphasis on lifestyle issues and how these affect people’s health. Health inequalities, illicit drugs and alcohol use, childhood and adult obesity, cancer prevention, prevention and management of chronic disease and multi-morbidity along with genetic epidemiology and gene-environment interaction, all form part of our research agenda. Staff members are involved in the Growing up in Ireland (GUI) study, which provides a rich seam of data for research. The Discipline runs a very successful Masters in Addiction Recovery within the IPH, Tallaght, and other masters courses within the Trinity Centre for Global Health and the Centre for Health Services Management. Both of these Centres are under the administrative governance of the Discipline.

Person Specification

The successful candidate will have:

Qualifications

**Essential**
- MB, BCh, BAO or equivalent.
- Possess registration as a member of the Irish College of General Practitioners (MICGP) or equivalent.
- No candidate will be appointed as the Chair in General Practice unless they are registered on the Specialist Division of the Register of Medical Practitioners – General Practice Register (SDR) maintained by the Medical Council of Ireland. Applicants who are not yet registered but are entitled to be registered may apply for this campaign. Successful candidates 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 within 180 days of the day of interview.
- Training in general practice at a postgraduate level that is recognised by the Irish Medical Council.
- MD or PhD in general practice or related area.

**Desirable**
- Have a postgraduate qualification in Teaching and Learning in Higher Education.
Knowledge & Experience

Leadership and clinical practice

**Essential**
- The ability to provide vision, leadership and advocacy in the development of General Practice/Primary Care within the strategic frameworks of the School of Medicine and the University.
- Excellent communication and interpersonal skills commensurate with leading and supporting a team of committed academic, clinical and administrative colleagues together with the demonstrated ability and willingness to work in a collaborative manner.
- Proven administrative experience and the capacity to act as Head of Discipline.
- A commitment to the long-term development of the Discipline.
- A proven track record of advancing the General Practice/primary care at local, regional and national levels with strategic stakeholders.

**Desirable**
- Experience in innovation and change management.
- Experience and involvement in collaborations in clinical service, teaching and research.
- Evidence of participation in relevant academic and professional associations/bodies as appropriate.
- Ability to participate in and contribute to the overall intellectual life of the University, the Discipline and society at large.
- Demonstrable experience of leadership in advancing gender equality.

Teaching and Examining

**Essential**
- Evidence of teaching, learning and assessment in General Practice, at both undergraduate and postgraduate levels; and a willingness to both contribute to and lead in the development of the teaching and assessment programmes offered by the Discipline.
- The ability to teach, inspire and supervise students, communicate ideas and concepts in a teaching and learning environment and where the opportunity has existed, to develop and lead postgraduate supervision.

**Desirable**
- Evidence of an understanding of and willingness to use modern teaching technologies and potential for innovative teaching and curriculum development.

Research

**Essential**
- Evidence of significant publication record in the area of General Practice, in relevant and reputable journals.
- Demonstrated track-record in securing competitive grant funding to support high quality research.
- Experience in collaborative research with clinicians or relevant government and other agencies.
The School of Medicine is recognised as one of the world’s top medical schools; 89th in the QS ranking, 2019 and 1st in Ireland. The School operates across multiple sites, both within the College and adjacent, in addition to several major clinical campuses including St James’s Hospital and Tallaght University Hospital, delivering multidisciplinary education across all levels of healthcare and carrying out world-class research. The main School Office is located in the Trinity Biomedical Sciences Institute. The School has approximately 1000 staff (employed/affiliated) within 24 Disciplines/Academic Units, 1500 undergraduate students and 500 registered postgraduate students, with a wide range of additional formal linkages to key College and external Centres/Institutes.

The mission of the School of Medicine at Trinity College is to facilitate and provide medical education to the highest international standards; to train clinicians who are equipped to fulfil their professional roles in a caring, competent and patient centred manner; to produce individuals, who through critical thinking and outstanding professional and ethical standards, will become leaders in their field of practice. The School aims to be a leading research-intensive institution that fosters life-long learning in its graduates in preparation for postgraduate training. It aims to integrate its educational obligations with other missions for high-quality patient care, research excellence and new knowledge generation.

The School embraces an ethos of social responsibility, accountability, public service and community involvement, and is dedicated to meeting the health care needs of the wider community by training doctors to practice medicine with integrity, and a deep understanding of the impact of psycho-social influences and inequity on health and disease.

The School is an international leader in postgraduate education and provides a vibrant environment for postgraduate study. The School offers over 20 taught MSc/ Diploma programmes spanning a broad spectrum of medical and scientific disciplines, and research students work towards the degrees of PhD, MSc, MD or MCh. Over the past years, the School of Medicine has consistently maintained its position as a leading Research School in Trinity. This outstanding achievement has been possible through adherence to a focused approach to research in the biomedical sciences. The following research fields have been developing as the areas of particular emphasis:

- Immunology and Infection
- Molecular Medicine
- Ageing
- Neuroscience
- Cancer
- Population Health
- Clinical Research and Trials

The School recently established the Trinity Translational Medicine Institute (TTMI), which incorporates the Institute of Molecular Medicine, the Sir Patrick Dun laboratories, and consolidates research with the Mercers Institute for Successful Ageing, the Centre for Advanced Medical Imaging and the Wellcome Trust/HRB Clinical Research Facility at St James’s Hospital. The aim of TTMI is to consolidate patient orientated research across Trinity College and its affiliated hospitals creating a viable process, based on international best practice, for delivering basic to translational biomedical research.

The School currently offers the following undergraduate degree courses:

- Physiotherapy [http://www.tcd.ie/medicine/physiotherapy/undergraduate/](http://www.tcd.ie/medicine/physiotherapy/undergraduate/)
Tallaght University Hospital

Tallaght University Hospital is one of Ireland’s largest acute teaching hospitals, providing child-health, adult, psychiatric and age-related healthcare on one site. The hospital has 495 adult beds and 67 paediatric bed with 2,600 people on staff. The Hospital is a provider of local, regional and national specialities. It is also a national urology centre, the second largest provider of dialysis services in the country and a regional orthopaedic trauma centre.

Tallaght Hospital is one of the two main teaching hospitals of Trinity College Dublin - specialising in the training and professional development of staff in areas such as nursing, health and social care professionals, emergency medicine and surgery, amongst many others. Tallaght University Hospital is part of the Dublin Midlands Hospital Group which serves a population of over 1.2 million across seven counties.

A new satellite centre is to be built at Tallaght Hospital as part of the National Children’s Hospital project as a key element of an integrated clinical network for paediatric services nationally.

The Hospital’s Emergency Departments catered for 50,286 Adult Attendances and 32,886 Paediatric Attendances in 2017. A further 291,483 patients were treated through the Hospital’s adult and paediatric outpatient clinics in 2017. The Hospital’s operations are supported by 200 general practitioners in surrounding communities.

The Hospital recognises the strategic importance of its partnership with General Practice which is reflected in such recent developments as the establishment of the Local Integrated Care Committee in partnership with ICGP faculty, HSE CHO7 and the Hospital, the development of ambulatory services in the local area (SIMMs building adjacent to the Russell building and the TCD Institute of Population Health) as well as a number of joint initiatives.
Applications will only be accepted via our e-recruitment system at http://jobs.tcd.ie

Applicants must provide the following information when applying for this position:

1. Cover letter (1 x A4 pages maximum).
2. Comprehensive curriculum vitae including full data on publications.
3. Names and contact details (i.e., addresses and e-mail) of three referees who will be in a position to provide references.
4. Research statement (2 x A4 pages maximum).
5. Teaching statement (2 x A4 pages maximum).
6. A statement of the candidate’s vision for their contribution in a leadership role in the School of Medicine and Discipline of Public Health & Primary Care (1 X A4 pages maximum).

PLEASE NOTE:

• Applicants who do not address the application requirements above in their cover letter will not be considered at the short list stage.
• Applicants should note that the interview process for this appointment will include the delivery of a presentation.

Further Information for Applicants

• URL Link to Trinity College Dublin: https://www.tcd.ie
• URL Link to School of Medicine: https://www.tcd.ie/medicine/
• URL Link to Human Resources: https://www.tcd.ie/hr/
Trinity College Dublin, the University of Dublin

Trinity College Dublin, the University of Dublin is Ireland’s leading university, one of the top ranked universities in Europe and a member of the League of European Research Universities. It is currently ranked 101st in the QS World University Rankings 2021. Founded in 1592, the University is steeped in history with a reputation for excellence in education, research, and innovation.

Located on an iconic campus in the heart of Dublin’s city centre, Trinity has 18,000 undergraduate and postgraduate students across our three faculties – Arts, Humanities, and Social Sciences; Science, Technology, Engineering and Mathematics; and Health Sciences.

Trinity is the most international university in Europe and ranked 8th in the world - Times Higher Education 2021. Trinity has students and staff from over 120 countries.

Trinity’s Strategy 2020-25 identifies equality, diversity, and inclusion as a cornerstone of its ethos and practice in all aspects of university life, and names inclusivity as one of five core values that the University upholds. Trinity College Dublin is ranked 3rd in the world for gender equality in the Times Higher Education Impact Rankings 2020. Trinity holds an Athena SWAN Bronze award, recognising its commitment to, and achievement in, advancing gender equality, and is proud to have been one of the first two Irish universities to receive an Athena SWAN award in 2015. The University is actively pursuing a Silver level award, which it has committed to achieving by 2025.

The pursuit of excellence through research and scholarship is at the heart of a Trinity education, and our researchers have an outstanding publication record and strong record of grant success. Our research charter outlines the principles that are central to our research vision: www.tcd.ie/research/about/charter

Trinity has developed 19 broad-based multidisciplinary research themes that cut across disciplines and facilitate world-leading research and collaboration within the University and with colleagues around the world. Trinity is also home to 5 leading flagship research institutes:

- Trinity Biomedical Sciences Institute (TBSI)
- Trinity College Institute of Neuroscience (TCIN)
- Trinity Translational Medical Institute (TTMI)
- Trinity Long Room Hub Arts and Humanities Research Institute (TLRH)
- Centre for Research on Adaptive Nanostructures and Nanodevices (CRANN)
Trinity is the top-ranked European university for producing entrepreneurs for the past six successive years and Europe’s only representative in the world’s top-50 universities (Pitchbook Universities Report 2020).

Trinity has been incorporating sustainability right across the university. Commitments to sustainability have been made in the Strategic Plan (2020 - 2025) and via Trinity’s environmental sustainability practices under nine goals in areas that range from biodiversity to sustainable transport and green procurement.

For more on these sustainability commitments, please visit www.tcd.ie/provost/sustainability/initiatives

Rankings

Trinity is the top ranked university in Ireland and ranked 101st in the world (QS World University Rankings 2021). Trinity ranks in the top 50 in the world on 4 subjects and in the top 100 in 18 subjects (QS World University Rankings by Subject 2020).

Full details are available at: www.tcd.ie/research/about/rankings

Trinity is home to the famous Old Library and to the historic Book of Kells as well as other internationally significant holdings in manuscripts, maps, and early printed material. The Trinity Library is a legal deposit library, granting the University the right to claim a copy of every book published in Ireland and the UK. At present, the Library’s holdings span approximately 7 million printed items, 500,000 e-books and 150,000 e-journals.

With over 130,000 alumni, Trinity’s tradition of independent intellectual inquiry has produced some of the world’s finest, most original minds including the writers Oscar Wilde and Samuel Beckett (Nobel laureates), the mathematician William Rowan Hamilton and the physicist, Ernest Walton (Nobel laureate), the political thinker Edmund Burke, and the former President of Ireland Mary Robinson. This tradition finds expression today in a campus culture of scholarship, innovation, creativity, entrepreneurship, and dedication to societal reform.
The Selection Process in Trinity

The Selection Committee (Interview Panel) may include members of the Academic and Administrative community together with External Assessor(s) who are expert in the area. Applications will be acknowledged by email. If you do not receive confirmation of receipt within 1 day of submitting your application online, please contact the named Recruitment Partner on the job specification immediately and prior to the closing date/time. Given the degree of co-ordination and planning to have a Selection Committee available on the specified date, the University regrets that it may not be in a position to offer alternate selection dates. Where candidates are unavailable, reserves may be drawn from a shortlist. Outcomes of interviews are notified in writing to candidates and are issued no later than 5 working days following the selection day. In some instances, the Selection Committee may avail of telephone or video conferencing.

Information supplied by candidates in their application will be used to shortlist for interview.

Applications from non-EEA citizens are welcomed. However, eligibility is determined by the Department of Business, Enterprise and Innovation and further information on the Highly Skills Eligible Occupations List is set out in Schedule 3 of the Regulations and the Ineligible Categories of Employment are set out in Schedule 4 of the Regulations.

Non-EEA candidates should note that the onus is on them to secure a visa to travel to Ireland prior to interview. Non-EEA candidates should also be aware that even if successful at interview, an appointment to the post is contingent on the securing of an employment permit.

The University’s selection methods may consist of any or all of the following: Interviews, Presentations, Psychometric Testing, References and Situational Exercises. It is the policy of the University to conduct pre-employment medical screening/full pre-employment medicals.

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Equal Opportunities Policy

Trinity is an equal opportunities employer and is committed to employment policies, procedures and practices which do not discriminate on grounds such as gender, civil status, family status, age, disability, race, religious belief, sexual orientation or membership of the travelling community. On that basis we encourage and welcome talented people from all backgrounds to join our staff community.

Trinity’s Diversity Statement can be viewed in full at https://www.tcd.ie/diversity-inclusion/diversity-statement

Pension Entitlements

This is a pensionable position and the provisions of the Public Service Superannuation (Miscellaneous Provisions) Act 2004 will apply in relation to retirement age for pension purposes. Details of the relevant Pension Scheme will be provided to the successful applicant.

Applicants should note that they will be required to complete a Pre-Employment Declaration to confirm whether or not they have previously availed of an Irish Public Service Scheme of incentivised early retirement or enhanced redundancy payment. Applicants will also be required to declare any entitlements to a Public Service pension benefit (in payment or preserved) from any other Irish Public Service employment.

Applicants formerly employed by the Irish Public Service that may previously have availed of an Irish Public Service Scheme of Incentivised early retirement or enhanced redundancy payment should ensure that they are not precluded from re-engagement in the Irish Public Service under the terms of such Schemes. Such queries should be directed to an applicant’s former Irish Public Service Employer in the first instance.
Garda Clearance

Police vetting will be sought in respect of individuals who come under consideration for a post.

PLEASE NOTE: Applicants will be required to complete and return a Garda vetting form should they come under consideration for appointment. In some cases, they may be requested to complete the form on the day of interview. This form will be forwarded to An Garda Síochána (Irish Police) for security checks on all Irish addresses at which they have resided. An Garda Síochána will make enquiries with the Police Service of Northern Ireland with respect to addresses in Northern Ireland. If an applicant is not successful in obtaining the post for whatever reason, this information will be destroyed. If an applicant, therefore, subsequently comes under consideration for another position, they will be required to supply this information again.

While applicants must complete information in relation to all addresses at which they have resided, the vetting is only done on addresses on the island of Ireland.

If an applicant 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. Applicants 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 applicant left the relevant country. Applicants 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 applicant. Only original version documents will be accepted.

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

It is the responsibility of the applicant to seek security clearances in a timely fashion as they can take some time. No applicant 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.psnipl.police.uk

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

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

For other countries not listed above applicants 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 Human Resources where it will be copied and the original returned to the applicant by post. Any cost incurred in this process will be borne by the Applicant.
Application Procedure

APPLICATIONS WILL ONLY BE ACCEPTED BY E-RECRUITMENT

http://jobs.tcd.ie

If you have any application queries, please contact:

Senior Appointments, Human Resources,
House No. 4, Trinity College Dublin, the University of Dublin

Email: senior.appointments@tcd.ie
Appendix I

GPs at Tallaght Cross

Practice development

The practice began in a purpose-built Health Centre in Jobstown part funded by the HSE and the Mercers Hospital Foundation in 2001. Its ethos is to respect the resilience of the local population and develop primary care services that are appropriate to patients. The practice eventually increased to 4 GMS Principals who have extended their services to the new Academic Primary Care Centre in Tallaght Cross in 2016. The population in the immediate Tallaght Cross area comprises tenants, singles and young families, in the 500 apartments owned by a Canadian REIT.

The practice population comprises 2,800 GMS patients plus private patients and continues in 2 locations – “GPs at Tallaght Cross” 3rd Floor, Russell Centre, Tallaght Cross and “Jobstown Family Practice” Mary Mercer Health Centre, Jobstown. Both practices are linked by IT with most patients using the Centres interchangeably. The IT system provides opportunities for disease coding for practice-based research. The practice is actively engaged in analytics to plan and monitor services and utilisation.

Out of Hours

An out of hours centre commenced in 2011 has recently moved to a purpose-built premises that is across the courtyard from the Russell Centre and now sees over 14,000 patients a year with 50 local doctors participating. It has benefitted from a supportive relationship from the local HSE and has a modern governance system in place.

Personnel

- GP Principles
- Assistant GP (working on a salaried basis, providing additional cover)
- GP Registrar
- Practice Administration
- Practice Nurse
- Social Care Coordinator
- Data Analyst
- Clinical Pharmacist

Practice activity

- Predominantly public patients who are eligible for the General Medical Scheme.
- Area of deprivation.
- High intensity consultations due to combination of medical and social factors.
- Provide preventative, acute and chronic care, Cervical Check, Vaccination, Antenatal Care.
- Areas of particular expertise, Men and Women’s Health, Mental Health, Dermatology, Minor Surgery, Methadone Level 1, Type 2 Diabetes.
- All GPs member of Out of Hours Co-op – ‘TLC DOC’.

Innovations

- Pilot site for new Individual Health Identifier.
- Social Prescribing.
- Data analytics
- Men’s health
- Clinical pharmacy

Projects planned

- Reducing Unplanned Admissions initiative (Funded)
- “GP plus” – subscription based service for private or insured patients

Academic

- The practice employs a medically trained data analyst for drug & social prescribing, diabetes care and vaccinations
- All GPs involved in undergrad teaching with Trinity College
- All initiatives in the practice will be the subject of evaluation and analysis with the intention of disseminating the findings.

Relationship with Trinity

The practice has a long tradition of working well with Trinity which has continued as we have expanded. It takes part in the Final Medical exams, supports students in difficulties and engages in regular clinical attachments.

We see the new Chair of General Practice as becoming part of our developing team where they will have an opportunity to influence the practice. They will have an opportunity to provide continuity of care to patients and involvement in practice management in order to sustain and develop a credible clinical academic role in the practice and wider GP community. The practice is committed to making the relationship work. The professor will have access to modern clinical facilities, IT, staff and out of hours cover through the local Co-Op and cover for holidays and absences.

The practice will support a zero list General Medical Services number with the expectation that patient numbers will build from zero to 300 in 5 years.

Financial arrangements

Joining the practice will provide the Chair with an excellent environment from which to practice and also participate in ground-breaking GP innovation. Financially, the practice is a stand-alone entity, just over 5 years from formation and still in growth phase. The Practice will support the application of the Professor to the HSE to register a “zero-list”, affording them the opportunity to build up their income stream.

Nominated contact: Dr Darach Ó Ciardha will be pleased to meet interested candidate and arrange practice visits and meetings.
Appendix II

Terms of Reference of the Academic and Primary Care Centre (APCC) Steering Group

1. Membership: TCD (8), HSE (4), GPs (2), Tallaght Hospital (2), Community (1).
3. Quorum: 50% +1.
4. To act as a forum to oversee, promote and support population health in the Tallaght area by integration of primary and secondary care in the community in the Tallaght and wider area.
5. To foster and promote collaboration & coordination of processes and programme development that optimises service delivery and enhances research and education opportunities among the stakeholders.
6. To provide a mechanism for communication and liaison with related stakeholder groups for the operational aspects of the Steering Group’s work plan.
7. To set out a framework for the development of a vision, brand/identity, governance/structure and clear strategy for APCC.
8. To identify opportunities for service developments and realise potential organisational synergies.
9. To ensure joint care pathways are developed that optimise service outcomes for our patient.
10. To review terms of reference after 6 months.

Mission

Improve health outcomes using a person focused collaborative and innovative approach: Working together for a healthy Tallaght.

Appendix III

Tallaght/Clondalkin Local Integrated Care Committees (TCLICC)

Introduction

Arising from the local ICGP faculty AGM on March 31st, 2016 and following discussion with the Tallaght Hospital (TH) GP Liaison Committee it was agreed to explore a new model of engagement between local GPs, Tallaght Hospital and Primary Care (specifically CHO7). Following background exploratory work and discussion with key stakeholders it was proposed at an open meeting on November 8th, 2016 to develop a Tallaght/Clondalkin Local Integrated Care Committee (TCLICC) based on the learnings from the Kilkenny/Carlow LICC model. This paper outlines the proposed working arrangements for TCLICC.

1.1 Terms of Reference

The overarching aim of the TCLICC is to enhance the professional working relationships between GPs, consultants, hospital management and the community health organisations in order to create more effective and efficient services for patients in the greater Tallaght/Clondalkin catchment area.

This involves:

- Development of integrated care pathways between acute and community services so as to improve patient outcomes.
- Establish an effective medium for communications between all three entities on matters such as patient safety alerts, service developments and policy changes (these can be both urgent & routine in nature) as well as regular updates on the TCLICC activities.
- Ensure evidence based effective and transparent decision making incorporating all key stakeholders including in particular the CHO7.
- Develop a consensus approach to service enhancements required and the collective advocacy opportunities to the likes of the HSE and Department of Health on policy matters.
- Act as a conduit of any issues of conflict which have a direct or indirect impact on stakeholder or service users and aim for resolution of same using a consensus approach.