



**Chief Health and Social Care Professional (HSCP) Officer in the
Department of Health**

**Expressions of Interest are invited to the HR Unit of the Department of
Health for secondment for an initial 3-year period to the Department of
Health**

TO ALL HR MANAGERS

**HR Managers are requested to bring this notice to the attention of all eligible staff
within their Organisation. Please note that the closing date for receipt of applications is
midnight on 16th December 2022.**

1. Background

The overall purpose of the health service is to improve the health and well-being of people in Ireland by keeping people healthy, providing the healthcare people need, delivering high quality services and getting best value from health system resources.

The Department of Health's role is to provide strategic leadership for the health service and to ensure that Government policies are translated into actions and implemented effectively.

A multi annual programme of health reform is set out in Sláintecare. The Sláintecare Implementation Strategy is the framework for a system-wide reform Programme setting out the direction until 2028. The objective is to deliver a health and social care service that meets the needs of our population and attracts and retains the very best healthcare professionals, managers and staff.

The role and input of Health and Social Care professionals in the state funded health and social care services is significant and requires specific policy input to support planning, integration, and strategic development of the professions in the context of reform. A key policy area for this role is workforce, specifically, the development of an Advanced Practice Framework in line with Sláintecare reform.

The Chief HSCP Officer will report through the Assistant Secretary for Primary Care division. The Person will be initially based in the Strategic Workforce Planning Unit of the Department to support specialist

policy development as a priority under Sláintecare. The key functions of the Office include:

- Developing a Health and Social Care Workforce Planning Strategy Action Plan and planning projection model including workforce planning policies and strategies for doctors, nurses and midwives and health and social care professionals.
- Working with the education sectors, regulators, and professional bodies to improve the availability of health professionals and reform their training to support integrated care across the entire health service.

While the Unit has an important strategic role across the Department, it also undertakes the full range of corporate duties including Parliamentary duties and providing general support to the business of the Minister and the Department including providing briefing and speech material for Government Business and attendance at Oireachtas Committees.

The Department now wishes to recruit, through a process of secondment from the Health and Social Care community, a **Chief HSCP Officer** to develop policy in relation to strategic workforce planning and advance practice for health and social care professionals. Details of the role are set out below.

2. Key Responsibilities and Deliverables of the Post

It is expected that the successful candidate will demonstrate excellent interpersonal, communication, collaboration, and influencing skills. The Chief HSCP Officer will have the following key responsibilities (please note that this list is indicative and not exhaustive):

- Support the Minister and the Department of Health with policy development for Strategic Workforce Planning, Advance Practice and Training and Development for Health and Social Care Professionals to meet the needs of the health service in the context of the overall policy objectives of Sláintecare.
- Providing specialist policy input to the strategic workforce planning policy and direction to support Government priorities, including Sláintecare and shifting care to the community to achieve better outcomes and maximum value from public investment in the health system.
- Develop an Advanced practice Framework to support the development of the professions and maximize the potential to achieve HSCP professionals using their full scope of practice to achieve health goals.
- Supporting the role of HSCPs to the maximum extent by building regulatory, cultural and organizational systems that facilitate professionals to fully contribute to health service objectives.
- Support enhancing productivity, stability, capacity and capability through the utilisation of robust data intelligence to measure the impact of HSCPs.
- To work in close collaboration with PRU on regulation, including ongoing policy development across a range of policy, legislative, regulatory and governance issues in

collaboration with CORU.

- Contributing to the implementation of the SWFP Unit Policy objectives outlined in the business plan.
- Contribute to the overall development of health policy to deliver on policy objectives work closely with colleagues across the Department of Health and other Government Departments, the Health Services, and international professional networks
- Continue with personal and professional development
- Work in collaboration with other team members, colleagues around the Department and beyond.
- Maintain and assist in the further development of relationships and collaborative working with agencies, stakeholders and other parties as required both nationally and internationally to advance the HSCP contribution to policy

In addition, other relevant responsibilities may be assigned, as determined by the Strategic Workforce Planning Unit

3. Experience/Qualifications Required

Candidates must:

- Be a registered (or be entitled to registration) by CORU.
- Have a primary degree in a relevant discipline. A Master's degree or equivalent in a relevant area is desirable.
- Have at least 3 years' recent experience in the health system at a senior staff level with project/Programme management experience in healthcare delivery and/or professional education/regulation as it relates to the health service.

4. In addition, a candidate will be expected to demonstrate the following:

- Experience of working on national and/or international focused projects.
- Experience of critically analyzing and interpreting research and health related information and the prepare reports.
- A broad understanding of workforce policy and where it sits within the overall delivery of health and wellbeing initiatives
- Excellent inter-personal and team-working skills.

5. Eligibility for the post

It is expected that candidates would be currently employed in the HSE / public system at a senior level on a Health and Social Care Professional Grade.

On secondment the successful candidate will retain the terms and conditions of their existing grade.

Current supervisors will be required to certify that the candidate has worked well in his or her present post and has been satisfactory in general conduct and in respect of sick leave prior to the candidate being offered a position.

6. Conditions of Assignment

- The role is full-time and will be based in the Department's HQ, Miesian Plaza, Dublin. However, the department has a blended working policy where employees can opt to work from home with at least 2 days on site.
- The secondment will be for a period of 36 months with an option to extend it for a further 24 months. This arrangement will be reviewed after three months to ensure that it is meeting the expectations of both parties.
- In the event of a Chief HSCP Officers service not being satisfactory the secondment arrangement will cease, and the officer will return to his or her parent organisation.
- While on secondment the Officer will continue to have access to promotional opportunities in his/her parent organisation.
- While on secondment the Officer will not be eligible to compete in internal promotional competitions which are restricted to staff of the Department of Health.
- At the end of the period of secondment, the Officer will return to his or her parent Department/organisation, in accordance with the redeployment arrangements applying at that time.
- The successful candidate must be in a position to take up duty in the Department of Health without undue delay.

7. Application & Selection Process

Application Process

Applicants should submit a succinct CV (**maximum 3 pages**, highlighting relevant experience accompanied by a signed cover letter (**500 words maximum**). The cover letter should set out their reasons for considering themselves qualified and suitable for the role. The CV should include the names of two referees but please note that they will not be contacted in advance of securing the candidate's permission.

Applicants should note the importance of these two documents in terms of providing clear, concise and relevant supporting information **specific to the Chief HSCP Officer role**.

Applications should be sent by email to Health_Secondments@health.gov.ie by midnight on the 16th December, 2022. Applications received after the closing date will not be considered.

Selection Process

It is likely that following a shortlisting exercise based on the information provided in CVs and cover letters, a number of candidates will be invited to attend for interview.

It is likely that interviews will be scheduled on the. Assignment will take place shortly thereafter.

The interview will entail a discussion that is based on the role (as set out above) and the

applicant's experience and understanding specific to this. In addition, there are competencies which are common to clinical professionals and the civil service which will also feature. These are: (1) delivery of results, (2) communication and interpersonal skills, (3) analysis and decision making.

Applications will be treated in strict confidence. All enquires, applications and all aspects of the proceedings are treated as strictly confidential and are not disclosed to anyone outside those involved in that aspect of the process.

Department of Health
30 November 2022

