



National Development Lead (Clinical) Mental Health Intellectual Disability Service
(National Clinical Programmes Mental Health)

Job Specification & Terms and Conditions

Job Title and Grade	Consultant
Campaign Reference	Expression of Interest
Closing Date	Wednesday 6 th November @ 3pm
Proposed Skill matching meeting Date (s)	End November / early December 2019
Taking up Appointment	A start date will be indicated at job offer stage.
Organisational Area	Community Operations Mental Health
Location of Post	Dr. Steevens' Hospital, Dublin. Some flexibility will be provided around location subject to a requirement to attend specific meetings in Dublin.
Informal Enquiries	Dr. Siobhán Ní Bhriain, National Clinical Advisor and Group Lead, Mental Health by email ncagl.mentalhealth@hse.ie .
Details of Service	<p>The role of the Clinical Design and Innovation (CDI) within the HSE is to leverage clinical leadership in order to improve clinical performance and ensure care is delivered in a manner that maximises quality while minimising expenditure.</p> <p>Intellectual Disability as defined by ICD-10 as a significantly reduced ability to understand new or complex information and to learn new skills together with reduced ability to cope independently. The onset is in childhood and has a lasting effect on the person's development.</p> <p>3.8% of the population have intellectual disability (ID). Of this, 3% have mild ID and 0.8% moderate to severe ID. It is recognised that there is an increased prevalence of mental health problems within the ID population. Up to 25% of those with mild to moderate and up to 50% of those with severe to profound ID suffer from mental health problems (if problem behaviours not specifically secondary to mental illness are also included).</p> <p>A Vision for Change states there is a need for a specialist Mental Health of Intellectual Disability (MHID) services for people with ID of moderate or more severe levels of ID. It indicates that those with mild ID should be under the care of the relevant age related specialty.</p>

A Vision for Change advocates that the services be based on the same principles as for the general population.

A Vision for Change further advocates that the MHID service is based on multidisciplinary provision, similar to other mental health services, and that those working with such teams should have a special interest and expertise in supporting people with ID and moderate to severe mental health problems.

A significant number of posts have been developed with CHOs from the Development Funding since 2013. Further development of MHID services for both children and adults are planned.

To progress the development of the above services, in July 2016, a Developmental Clinical Lead was appointed to work with the National Clinical Advisor and Head of Operations to oversee the development of these services within each CHO Area. Additionally, the development of Mental Health Services for People with an Intellectual Disability was identified as one of the core strategic priorities for the Mental Health Division in 2017. To support this, in late 2016 a Service Improvement Lead was assigned, to project manage the development of these services and to support the work of the Clinical Lead.

A national programme of work was identified, whose aim is to operationalize A Vision for Change and provide specialist, multi-disciplinary, community MHID services for adults and children, with equitable and clear access across Ireland, through partnership with Social Care and Voluntary agencies.

The MHID national programme is currently looking at:

- Mapping all existing resources, including pre 2013 posts and resources in both the HSE and Voluntary Agencies. A specific focus is looking at allocated posts, to determine which are in place and which remain to be filled;
- Establishing Baseline Services and determining governance agencies for both Adult and CAMHS MHID service for each CHO;
- Continuing the work of developing a National Model of Service;
- Developing Interim Team Guidelines for adult and child MHID services, to support staff and ensure consistency and high standards in practice;
- Establishing a national Clinical Activity Data Collection Process for MHID;
- Developing Governance structures and MHID Service Level Agreements between the HSE and Voluntary Agencies;
- Working in partnership with Mental Health and Social Care services within each CHO to advise them, in the implementation of new teams, systems and supports;
- Working in partnership with relevant Voluntary MHID service providers.

	<p>Close collaboration with the HSE's Social Care Division and relevant Voluntary Agencies will be a vital part of this programme, to ensure there is an integrated service to respond to the mental health needs of this group.</p>
<p>Reporting Relationship</p>	<p>The post holder will report to the National Clinical Advisor and Group Lead for Mental Health.</p> <p>Key working relationships:</p> <ul style="list-style-type: none"> • Programme Manager • Office of NCAGL – Mental Health • Mental Health National Operations and Commissioning Teams • Office of Chief Clinical Officer (CCO) • College of Psychiatrists of Ireland • Department of Health • Relevant service user and family/carer groups • Executive Clinical Directors and Heads of Mental Health at CHO level
<p>Purpose of the Post</p>	<p>The National Development Lead (Clinical) will lead on the development and full implementation of the MHID Service Improvement Project across mental health services in line with agreed model of care.</p> <p>The Programme of Work centres on ten projects that are interrelated and interdependent and have been identified as necessary to develop a model of care for children and adults with moderate to profound Intellectual Disability who experience mental health problems. The MHID service will be across each CHO and based on the principle of multidisciplinary, community based provision and is crucially needed to improve the clinical outcomes, decrease risks and increase recovery rates for people with intellectual disability and co-morbid mental health problems. Delivery of the Programme of Work will require close co-operation with the Social Care Division and relevant Voluntary agencies.</p> <p>The primary objective of the Mental Health Intellectual Disability Service is to provide specialist community based mental health services for children and adults with Moderate to Profound Intellectual disabilities. This is as is set out in Chapter 14 of A Vision for Change and in line with international best practice.</p> <p>Ireland signed up to the UN Convention on the Rights of Persons with Disabilities (UNCRPD) in March 2018.</p>
<p>Principal Duties and Responsibilities</p>	<ul style="list-style-type: none"> • Completing detailed mapping of existing services in each CHO area (the resource needs required for a basic service will be calculated on the basis of this mapping). • Developing the collection of MHID clinical data to report into the

Business Information Unit of the HSE, by the Qlikview system.

- Developing a Model of Service for MHID
- Advising on the implementation of MHID services by each Area Management Team.
- Reviewing local site MHID Service plans to ensure appropriate incorporation of national guidelines, care pathways, decision support algorithms and performance metrics, etc.
- Advising the NCAGL – Mental Health on any training required for staff working in MHID.
- Working with the mental health data system to ensure collection of the patient benefit outcomes (KPIs).
- Monitoring this activity to identify any gaps / emerging issues and provide advice to any Area in which difficulties are noted.
- Monitoring overall implementation.
- Advising the NCAGL – Mental Health on further developments required in MHID services.
- Being aware of and taking cognisance of resource implications.
- Providing advice for the NCAGL – Mental Health on the resource requirements for the ongoing development of the service.
- Working with relevant patient groups and patient representatives to ensure the voice of the patient is considered as practices and guidelines are defined.
- Providing a sustained focus on continual quality and safety improvement, resource utilisation and quality assurance in the medium to long term.
- Continuing to provide expert guidance in view of changing clinical practice, integrating evidence based care research into practice guidelines and seeking to foster innovative and novel ways of care and service delivery.
- Supporting implementation of current and future national standards for equity of access, quality and safety.
- Formally report to the NCAGL – Mental Health at monthly meetings.
- Adhering to the HSE National Financial Regulations for any expenditure or costs associated with the programme.
- Adhering to the HSE Communications protocol for any interaction with the press or media and in relation to any public relations events or queries.
- Making information available through the NCAGL – Mental Health in respect of PQs or representations for Government.
- Complying with Freedom of Information and Data Protection legislation.
- Complying with the Ethics in Public Office requirements.

The above Job Specification 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

	<p>him/her from time to time and to contribute to the development of the post while in office.</p>
<p>Eligibility Criteria</p> <p>Qualifications and / or experience</p>	<p>Candidates must have at the latest date of application: -</p> <p>Professional Qualifications</p> <ol style="list-style-type: none"> 1. Be a Consultant Psychiatrist with no less than 10 years post medical qualification experience. 2. Be an employee of the HSE or other public funded agency (e.g. Section 38). Recently retired consultants from the public service may apply. 3. Be registered with Medical Council of Ireland and on the Psychiatry of Learning Disability Specialist Divisions of its Register. 4. Experience in psychiatry of learning disability is desirable. <p>Experience</p> <ol style="list-style-type: none"> 1. Have demonstrated successful and innovative leadership and management of change in health care delivery. 2. Have a profile of peer recognition at national and/or international level. 3. Have ability to recognise and respect the expertise of others and the contribution of team members and harness good teamwork and open contributions to enable the achievement of aims. This to focus specifically on both the Mental Health Management Team and local Intellectual Disability Services (HSE and Section 38) 4. Have capability and awareness of the importance of Quality Improvement and its application to MHID. 5. Have demonstrated capacity to integrate scientific research and clinical personnel in knowledge generation, transfer and application. 6. Have capability to identify health and health care needs, and address inequalities in health and health care provision. 7. Demonstrate willingness and commitment to building an environment in which personal success is identified through programmatic leadership and strategic direction, not by personal clinical practice or scientific project achievement. 8. Demonstrate commitment to fostering partnerships, multi-professional and multidisciplinary relationships, multi-institutional relationships, and collaborative, programmatic development across primary, community, secondary and tertiary constituencies. 9. Have demonstrated alignment with population-based approaches to improved health outcomes, including the development of evidence as a basis for 'best practice', prioritisation and resource allocation. 10. Demonstrate excellent interpersonal skills, including experience and familiarity with public, professional, media and political communications and stakeholder relations.

	<p>11. Demonstrate acceptance of, and comfort with, environments characterised by ambiguity, change management, continuous development and a requirement for flexible and creative approaches to resolution.</p> <p>12. Demonstrate capability to effectively engage in the development of a transparent and objective resource utilisation model.</p> <p>13. Have demonstrated successful and innovative leadership and management of change in health care delivery.</p> <p>14. Demonstrate teaching skills to a wide range of stakeholders.</p> <p>Health A candidate for and any person holding the office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.</p> <p>Character A candidate for and any person holding the post must be of good character.</p> <p>Age Age restrictions shall only apply to a candidate where he/she is not classified as a new entrant (within the meaning of the Public Service Superannuation Act, 2004). A candidate who is not classified as a new entrant must be under 65 years of age on the first day of the month in which the latest date for receiving completed application forms for the office occurs.</p> <p>(Please note that the provisions of HSE HR Circular 006/2018 may be applied as appropriate allowing certain public servants in the health sector to be retained beyond their compulsory retirement age of 65 years until they reach the age of eligibility for the Contributory State Pension).</p>
Other requirements specific to the post	Access to appropriate transport to fulfil the requirements of the role.
Skills, competencies and/or knowledge	<p>Candidates must demonstrate the following:</p> <p>Professional Knowledge & Experience</p> <ul style="list-style-type: none"> • Experience of participating, with other professional disciplines and, service users in the implementation of policies and programmes. • Knowledge of clinical governance systems including quality improvement and quality assurance. • A track record of achievement in effective performance management and facilitation of groups. • Successful initiation and facilitation of strategic partnership working and alliances. • A good understanding of epidemiology and population health.

- An ability to evaluate health services.
- Published research studies
- The ability to contribute to policy development.
- Computer literacy, including the ability to use MS Powerpoint for presentations and the internet as a research tool, and experience in using a range of proprietary software packages in data analysis and in preparation of reports.
- Capable and committed to translating policy and analysis into practical actions.

Critical Analysis, Problem Solving and Decision Making

- Critical appraisal skills.
- Innovative thinking, with strong service focussed approach.
- The ability to think and act strategically and to articulate a clear sense of direction and vision to a wide audience.
- Strong problem solving and analytic skills.

Building and Maintaining Relationships – Communication

- Good interpersonal and negotiating skills and an ability to build relationships with staff, colleagues and a range of internal and external stakeholders at all levels.
- A high degree of report writing skills.
- The ability to deal confidently with the media.
- An ability to present and communicate technical / scientific material verbally and in writing to a variety of audiences with varying levels of knowledge and experience.

Leadership and Direction

- An ability to work independently and as part of a structured collaborative team.
- Leadership and team management skills, including the ability to work with multi disciplinary team members and to adopt a flexible leadership style.
- Have demonstrated effective leadership in a challenging environment including a track record of service innovation / improvements.
- Have the capacity to lead, organise and motivate staff to effectively function

Operational Excellence – Managing and Delivering Results

- A proven ability to prioritise, organise and schedule a wide variety of

	<p>tasks and the ability to manage deadlines and effectively handle multiple tasks.</p> <ul style="list-style-type: none"> • An ability to effectively adapt to changing sets of demands / work environments. • Experience of developing an organisational culture that promotes clinical engagement in decision making and leading continuous change and improvement in services, encouraging the use of new clinical and service technologies. <p>Personal Commitment and Motivation</p> <ul style="list-style-type: none"> • A strong commitment to providing a quality service. • Be driven by the values, aims and ethos of the HSE. • Demonstrate a patient / service user centred approach to provision of health and personal social services. • Be capable of coping with competing demands without a diminution in performance.
<p>Campaign Specific Selection Process</p> <p>Ranking/Shortlisting</p>	<p>Applications should be made by CV, together with a brief statement clearly indicating your relevant experience by email to ncagl.mentalhealth@hse.ie stating “MHID Development Lead” in the subject matter. The closing date for receipt of applications is Wednesday 6th November 2019 @ 3pm. Interviews will be held end November / early December.</p> <p>Appointment will be on the basis of a skills match meeting with senior management. Initial screening and shortlisting may apply based on information provided in CV and application. The criteria for short listing 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. Those successful at the shortlisting stage of this process (where applied) will be called forward to a meeting with the selection panel.</p>
<p>Tenure</p>	<p>The assignment / secondment is 2 days per week for an initial 1 year period, with the option to extend for an additional 12 months.</p>
<p>Terms & Conditions</p>	<p>The current terms and conditions of employment of the successful candidate will be retained. The term of office will be for a one year period renewable for a second year. Where required, a detailed secondment arrangement will be put in place following offer and acceptance of the post.</p> <p>During the term a performance and development plan according to mutually</p>

	<p>agreed goals and parameters will be prepared and monitored by the NCAGL for Mental Health. Within two years it is anticipated that this support structure will have successfully overseen the development of MHID teams for adults and children nationally such that they are an integral part of the mainstream operation of the mental health services.</p> <p>The position of MHID Development Lead will be backfilled for 2 days per week.</p>
<p>The reform programme outlined for the Health Services may impact on this role and as structures change the job description may be reviewed.</p> <p>This job description is a guide to the general range of duties assigned to the post holder. It is intended to be neither definitive nor restrictive and is subject to periodic review with the employee concerned.</p>	