



General Manager's Office
University Hospital Waterford,
Kilcreene Regional Orthopaedic Hospital, Kilkenny
South/South West Hospital Group
Email: uhwpq@hse.ie

1st November 2021

Mr Matt Shanahan TD
Dail Eireann,
Leinster House,
Kildare Street,
Dublin 2.

PQ 52470 - To ask the Minister for Health if the skills specialty required and being interviewed for in relation to the present ongoing recruitment of a consultant cardiology resource at University Hospital Waterford is that of a qualified interventional cardiologist; the full and actual printed job specification title without condensing and description that has been used to advertise this post in medical journals, websites and offered to specialist recruiters; and if he will make a statement on the matter.

Dear Deputy Shanahan

The Health Service Executive has been requested to reply directly to you in the context of the above Parliamentary Question, which you submitted to the Minister for Health for response. I have examined the matter and the following outlines the position.

I can confirm that the Consultant Cardiologist post advertised for University Hospital Waterford is that of a Consultant Cardiologist and General Physician. The professional qualifications required for this post are: *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 cardiology and general (internal) medicine.*

The grade code is what dictates the qualifications required. Of note there are only two grade codes for Cardiology, neither of which indicate the necessity for Interventional skills.

The purpose of this post is to work with the existing Consultants in Cardiology and General Medicine in UHW to provide a comprehensive effective service in Cardiology and General Medicine to the catchment area of the South East. This is a Cardiology post in which the post-holder will be required to deliver acute cardiology care via the scheduled interventional service and the on call STEMI rota for acute coronary syndromes.

For your information, I am enclosing copy of the job specification which was used for the advert. I trust the above is satisfactory but if you have any queries please do not hesitate to contact me.

Yours sincerely,

Grace Rothwell
General Manager
University Hospital Waterford
Kilcreene Regional Orthopaedic Hospital



Job Specification & Terms and Conditions

Job Title and Grade	Temporary Consultant Cardiologist
Competition Reference	UHWCARD2020
Closing Date	Monday 31 st May 2021
Proposed Interview Date (s)	Week of 21 st June 2021
Taking up Appointment	No later than August 2021
Location of Post	This is an appointment to the South / South West Hospitals Group on a Type B basis under the Consultants' Contract 2008 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 University Hospital Waterford for 39 hours per week. 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.
Organisational Area	HSE South\South West Hospital Group
Details of Service	<p>University Hospital Waterford is a Model 4 Hospital in the South/South West Hospital Group (SSSWHG) and provides a broad range of Regional Services to the population of the South East (SE) (520,000). This same population base will be served under the Slaintecare programme.</p> <p>It is one of the 8 Cancer centres, a regional trauma centre and dedicated teaching hospital for UCC & RCSI students with 535 inpatient bed capacity. Specialty Services include Geriatrics, Nephrology, Neurology, Cardiology, Dermatology, Rheumatology, Gastroenterology, Respiratory, Acute Medicine, Ophthalmology, ENT, Urology, Vascular Surgery, GI, Haematology, Palliative Care, Oncology, Paediatrics, Obstetrics and Gynaecology.</p>

The cardiology service functions as a consultant-provided service where the current 4.5 consultants work as one team. This facilitates a seamless service delivery, continuous running of the catheterisation laboratories and a consultant delivered service.

Out-patient cardiology:

The current compliment of 3.5 consultant cardiologists (and one locum cardiologist) provides a departmental outpatient capacity of 100 new referrals per month, in addition to return patients. The ratio of new:return is 1:2, reflecting an active discharge-to-GP policy for return patients. The current new outpatient referral rate is 130-150 per month, from GP's locally. To expand new patient capacity therefore requires additional consultant appointments.

We run four full consultant led and NCHD supported OPD clinics per week, Monday PM, Tuesday AM, Thursday AM and Friday AM

Non-invasive Cardiology Diagnostic Service:

Transoesophageal echoes are performed two days a week by a consultant as well as ad hoc sessions when required. The service is otherwise based on a highly skilled cardiac technical department. ECGs, stress tests, 24hr ECG, echocardiography including stress echo and 3D echo. Pacemaker ICD,CRT-D follow up clinics are performed and reported predominantly by the cardiac physiologists. The department is accredited by the British Society of Echocardiography. All technicians that perform echocardiography are BSE accredited within the service. Senior technicians also who have IBHRE/ Heart Rhythm Ireland are assigned to Pacing & ICD implant/follow up. At this time, Waterford is the only unit nationally that has a technician successfully accredited to supervise ICD implantation without company supervision.

On-Call commitments:

Currently the cardiologists contribute to unselected general medical call on a 1:19 days & weekends rota. The service, however, does not

contribute to the general medical take. Cardiology operates a 1:4 cardiologist of the week (COW) system where all cardiology admissions acutely are taken on to the cardiology service. Cardiology does not have responsibility for onward management of general medical patients.

We provide a daily consultant led/SpR provided inpatient consult service.

Cardiac Catheterization Laboratory:

We are performing approximately 50-60 invasive cardiovascular procedures a week in the main cardiac catheterization laboratory currently between the hours of 9.00am and 5.00pm. A second diagnostic list is performed three days a week in Whitfield Clinic currently whilst we are awaiting our second Cath Lab, which is under contract to be built.

We performed 626 PCI procedures in 2019 (2019 numbers because of Covid restrictions in 2020), and the numbers of procedures have been increasing year on year since the inception of the service.

This has been temporarily affected by current Covid restrictions on some elective activity

We implanted 242 new pacemakers in 2019, and an advanced ICD and CRT-P/D programme is established 60 devices (ICD/CRT) implanted in 2019). Some peripheral intervention is also undertaken.

In Waterford we have 4 consultants on-staff who run a 5-day-a-week invasive and interventional service, and provide a primary angioplasty service between 9am and 5pm. Additionally we have, two visiting cardiologists from Wexford General, and South Tipperary General who participate in the invasive and diagnostic service.

In addition we have a service level agreement in place with the Whitfield Clinic Cath Lab to provide our diagnostic angiography lists three days per week. This is provided by consultants from UHW, Wexford General, South Tipperary General Hospital delivered as part of their job plan.

This appointment would facilitate local implementation of the requirements of the National Acute Coronary Syndrome Strategy,

specifically through the facilitation of primary PCI from 8am to 8pm, Monday to Friday. We expect that this timetable will already be in place by the start of this post

Facilitate a rapid chest pain assessment service, comprising consultant led assessment and invasive management of acutely presenting cardiac patients with coronary disease, leading to rapid discharge of this large cohort of acute medical take patients.

Allow consultant-led development of vital non-catheter lab-based cardiology services, including the further development of a community heart failure service (a national strategic objective), and a non-invasive imaging service including Cardiac CT and Cardiac MRI

Allow time for initiation of research and teaching programmes within the specialty, for undergraduates, post-graduates, and primary care staff.

Facilitate the provision of a same-day cardiology in-patient consult service that would translate into earlier patient treatment and discharge.

The department boasts a consolidated cardiology management system in situ. The cardiology management system is currently implemented in both UHW and all adjacent acute hospitals. This innovative system directly interfaces with all cardiology clinical diagnostic equipment and combines those test results with clinical reports to provide optimal patient care and traceability in a manner where maximum operational efficiency and patient-throughput is ensured.

This cardiology management system electronically links all acute hospitals within the SE area to allow the mutual sharing of all cardiology patient data. Using controlled patient / data paths, this propagates maximum efficiency by allowing the central cardiology service in UHW to be optimally utilised, whilst nonetheless using remote cardiology services for all local and follow up patient-care.

Additionally, the cardiology department has a variety of device clinics, and technician-based diagnostic cardiology clinics. The Cardiac Diagnostic department has always been at the forefront of training and education. It was the first department in the country to set up a training programme for undergraduate and postgraduate Cardiac Technicians with the development of uniform policies and procedures throughout the HSE South East area. This has led to the high standard of expertise in specialised areas achieved by accredited Chief & Senior Cardiac

	Technicians in Echocardiography and Pacing.
Reporting Relationship	<p>The Consultant's reporting relationship and accountability for the discharge of his/her contract is:</p> <p>i) to the Chief Executive Officer/General Manager/Master of the hospital (or other employing institution) through his/her 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 him/her from time to time.</p> <p>Ms. Grace Rothwell, General Manager, University Hospital Waterford Dr. Donncha O'Gradaigh, Clinical Director, Medicine Services</p>
Purpose of the Post	<p>The purpose of this post is to work with the existing Consultants in Cardiology and General Medicine in UHW to provide a comprehensive effective service in Cardiology and General Medicine to the catchment area of the South East.</p> <p>This is a Cardiology post in which the post-holder will be required to deliver acute cardiology care via the scheduled interventional service and the on call STEMI rota for acute coronary syndromes</p>
Principal Duties and Responsibilities	<p>Standard Duties and responsibilities</p> <p>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.</p> <p>b) To ensure that duties and functions are undertaken in a manner that minimises delays for patients and possible disruption of services.</p> <p>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.</p>

- d) To co-operate with the expeditious implementation of the Disciplinary Procedure (attached at Appendix II).
- 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.

The key responsibilities of the post include the following domains:

Clinical Practice, Risk Management, Health and Safety :

- Providing the highest standard of care for patients
- Providing the highest standard of training to NCHDs in Cardiology Services.
- Providing a supportive environment to nurses and the professions allied to medicine in the care of patients.
- Providing a leading role in the ongoing development of a modern and responsive Cardiology service.

Administration, Finance and HR:

- Providing a supportive role to hospital management and administration in the ongoing development of hospital services.
- Providing a supportive role in the education of undergraduate and graduate medical students consistent with the role of University Hospital Waterford as a Teaching Hospital of the Medical Schools of University College Cork and the Royal College of Surgeons in Ireland.
- Providing a supportive role in the employment of NCHDs by working closely with Human Resources.

The person appointed shall perform the following duties appropriate to the office

To practice as a Consultant Cardiologist under the Health Service Executive South and in particular;

- To attend at University Hospital Waterford at such times as may be determined by the Chief Executive Officer of SSWHG , or other designated officer, and in emergencies as required and to remain in attendance as long as his/her services are required.
- To attend for consultation on patients in any part of the hospital when requested to do so and to act as Consultant Cardiologist.
- This post is based at University Hospital Waterford. 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.
- To participate in the Consultant Medical on call rota
- To contribute to the further development of Cardiology Services across the South / South West Hospital Group
- To ensure that duties and functions of the post are undertaken in a manner which minimises delays for patients and disruption of

services.

- To provide cover in conjunction with colleagues in the area to ensure continuity of service delivery.
- To hold office under the terms and conditions of the revised consultants contract which will determine that s/he will participate actively in the management of the hospital, take cognisance of resource constraints and retain clinical autonomy while practising.
- To participate in the overall management of the Cardiology Services
- To participate in multidisciplinary case conferences.
- To participate in requisite CME, C.P.D, Audit and proactive risk management and facilitate production of all data/information required for same.
- To comply with hospital, HSE policies and procedures including those pertaining to Hygiene.
- To work with hospital and network management structures via the Clinical Director in the delivery of this service and the general efficiency of the hospital

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 him/her from time to time and to contribute to the development of the post while in office.

Eligibility Criteria

Professional Qualifications

Qualifications and/or experience

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 cardiology and general (internal) medicine.

Entry to competition / recruitment process

No candidate will be appointed as a Medical Consultant unless (s)he is registered as a Specialist in the Specialist Division of the Register of Medical Practitioners maintained by the Medical Council of Ireland.

Age

Age restriction shall only apply to a candidate where he/she is not classified as a new entrant (within the meaning of the Public Service Superannuation (Miscellaneous Provisions) Act, 2004). A candidate who is not classified as a new entrant must be under 68 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>Health</p> <p>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.</p> <p>Character</p> <p>A candidate for and any person holding the post must be of good character.</p> <p>Entry to competition and subsequent appointment</p> <p>For the purposes of eligibility for entry to any competition or recruitment process associated with this post, a candidate must fulfil the eligibility requirements laid down in the information pack for the post.</p> <p>The successful interviewee 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 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</p> <p>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.</p> <p>Section 62 Post</p> <p>It is noted that this post of Cardiology is considered to carry with it duties involving the teaching of clinical medicine and/or the conduct of medical research under the direction of the University College Cork. Therefore, this post is considered a Section 62 post under the Health Act 1953 as amended by the Health Act 2004.</p>
Other requirements specific to the post	Experience in Invasive/Interventional Cardiology desirable.
Skills, competencies	<p>Working with Others</p> <ul style="list-style-type: none"> • Develops networks and works in partnership with patients/service users,

and/or knowledge

carers and colleagues within and across systems to deliver and improve services.

- Builds and maintains relationships, listening, supporting others, gaining trust and showing understanding.
- Encourages contribution creating an environment where others have the opportunity to contribute.
- Works within teams to deliver and improve services.

Managing Services

- Contributes to the development of business and service plans to achieve service goals.
- Manages resources to ensure the delivery of safe and efficient services.
- Manages people by providing direction, reviewing performance, motivating others and promoting equality and diversity.
- Manages performance, holding themselves and others accountable for service outcomes.

Setting Direction

- Identify the contexts for change, demonstrating awareness of the political, social, technical, economic, organisational and professional environment.
- 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 being accountable for decisions.

Improving Services

- Ensures patient safety by assessing and managing the risk to patients associated with service developments, balancing economic considerations with the need for patient safety.
- Critically evaluates services to identify where services can be improved, working individually or as part of a team.
- Encourages improvement and innovation, creating a climate of continuous service improvement.
- Facilitates transformation, actively contributing to change processes that lead to improved healthcare.

Demonstrating Personal Qualities

- Is aware of own values, principles and assumptions and is able to learn from experience.
- Organises and manages self while taking account of the needs and

	<p>priorities of others.</p> <ul style="list-style-type: none"> • Learns through participating in continuing professional development and from experience and feedback. • Acts with integrity, behaving in an open, honest and ethical manner.
<p>Competition Specific Selection Process</p> <p>Ranking/Shortlisting / Interview</p>	<p>A ranking and or shortlisting exercise may be carried out on the basis of information supplied in your application form. The criteria for ranking and or 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.</p> <p><u>Failure to include information regarding these requirements may result in you not being called forward to the next stage of the selection process.</u></p>
<p>Protection of Persons Reporting Child Abuse Act 1998</p>	<p>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.</p>
<p>Code of Practice</p>	<p>The Public Appointment Service will run this campaign in compliance with the Code of Practice prepared by the Commissioners for Public Service Appointments (CPSA). The Code of Practice sets out how the core principles of probity, merit, equity and fairness might be applied on a principle basis. The Codes also specifies the responsibilities placed on candidates, feedback facilities for applicants on matters relating to their application when requested, and outlines procedures in relation to requests for a review of the recruitment and selection process and review in relation to allegations of a breach of the Code of Practice. Additional information on the HSE's review process is available in the document posted with each vacancy entitled "Code of Practice, information for candidates. "</p> <p>Codes of practice are published by the CPSA and are available on www.cpsa.ie</p>

The reform programme outlined for the Health Services may impact on this role and as structures change the job description may be reviewed.

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.

Terms and Conditions of Employment

Locum Consultant Cardiologist

UHCARDIO2021

Tenure	<p>The appointment is whole-time, temporary and pensionable</p> <p>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.</p>
Remuneration	<p>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:</p> <p>Medical Consultants Salary Scales from 1st April, 2019 - New Entrant (Clinicians) from 1st October 2012* who are parties to the Haddington Road Agreement:</p> <p>€135,790 €140,623 €147,297 €150,749 €155,353 €159,969 €164,623 €171,603 €178,583</p> <p>Note:</p> <p>*Consultants taking up posts under these scales may benefit from incremental credit up to the 6th point</p>
Working Week	<p>The standard working week applying to the post is: 39 hours per week</p>
Annual Leave	<p>The annual leave associated with the post is: 30 Working Days per annum and as determined by the Organisation of Working Time Act 1997</p>
Superannuation	<p>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.</p> <p>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</p>

	are no less favourable to those to which they were entitled at 31st December 2004.
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.
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 (€ 65,812 as at 01.04.2017) 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;
Positions remunerated at or above the minimum point of the Grade VIII salary scale (€65,812 as at 01.04.17)	<p>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.</p> <p>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.</p> <p>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</p>

Positions remunerated at or above €168,317 at 1 April 2019.

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.gov.ie/>

Positions remunerated at or above €168,317 as at 1st April 2019 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.

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

	<p>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.gov.ie/</p>
--	--