



**Medical Clinical Observer (Doctor) (Doctor)  
Description**

<b>Title</b>	Medical Clinical Observer (Doctor)
<b>Reporting Relationship</b>	The Medical Clinical Observer (Doctor) will report to the Supervising Consultant or their designate.
<b>Purpose</b>	The Medical Clinical Observer (Doctor) observes medical processes and systems in the HSE under the direct supervision of a designated Medical Consultant in a relevant clinical speciality.
<b>Duties &amp; Responsibilities</b>	<p>The Supervising Consultant may use their discretion to define the following interactions (to be undertaken under direct clinical supervision) with patients and defining the duties of the Medical Clinical Observer (Doctor):</p> <ul style="list-style-type: none"> <li>• Observe the provision of medical care to patients.</li> <li>• Observe the diagnosing and treating of patients.</li> <li>• Observe consultation in clinical areas of activity.</li> <li>• Direct observation of surgery (i.e. not assisting in surgery).</li> <li>• Undertake patient histories under direct clinical supervision.</li> <li>• Undertake routine physical examinations with the patients' consent, as relevant to the clinical area and under direct clinical supervision.</li> <li>• Attend at ward rounds and multi-disciplinary meetings.</li> <li>• Take part in defined continuing professional development, education and in research fora.</li> <li>• Further progress knowledge of medical care provision in Irish healthcare settings.</li> <li>• Identity themselves as Medical Clinical Observer (Doctor) to the patient/ client/ multi-disciplinary team.</li> <li>• Access relevant information as relevant to the Medical Clinical Observer (Doctor) and as defined by the Supervising Consultant, in line with HSE policies, standards and guidelines.</li> <li>• Attend defined induction.</li> <li>• Attend as agreed with the Supervising Consultant.</li> <li>• Adhere to statutory and regulatory requirements, corporate policies and procedures (for example Dignity at Work etc.) as required.</li> <li>• Abide by professional standards in relation to confidentiality and ethics, abide by the Irish Medical Council "Guide to Professional Conduct &amp; Ethics for Registered Medical Practitioners" and the domains of good professional practice (<a href="http://www.medicalcouncil.ie">www.medicalcouncil.ie</a>)</li> <li>• Observe the policies, procedures and safe professional practice of the Irish Healthcare System by adhering to relevant legislation, regulations and standards.</li> <li>• For mental health Observerships, the Medical Clinical Observer (Doctor) will observe in accordance with the principles and values of recovery as described in the National Framework for Recovery for Irish Mental Health Services 2018-2020.</li> <li>• Observe in a safe manner with due care and attention to the safety and wellbeing of self, patients and others.</li> <li>• Be aware of risk management issues and bring any risks identified to the attention of the Supervising Consultant or designate.</li> <li>• Promote a culture that values diversity and respect.</li> </ul> <p>The following duties are outside the scope of the Medical Clinical Observer (Doctor) and under no circumstances may a Medical Clinical Observer (Doctor):</p>



	<ul style="list-style-type: none"> <li>• Perform invasive procedures.</li> <li>• Advise on patient treatment or initiate, alter or stop the treatment of a patient.</li> <li>• Carry out any procedure involving patients, including prescribing, ordering tests, taking specimens, obtaining or witnessing signatures for consent.</li> <li>• Advise colleagues or patients on the treatment of patients.</li> <li>• Teach clinical procedures.</li> <li>• Carry out research or assist with laboratory work.</li> <li>• Obtain or witness the signature by, or on behalf of, a patient on a form of consent to treatment.</li> <li>• Present themselves as an employee of the HSE.</li> </ul>
<p><b>Eligibility Criteria</b></p>	<p>The following criteria to apply:</p> <p>(a) The applicant must have a have a primary medical qualification awarded by a medical school listed in the World Directory of Medical Schools (<i>Note: where the listing includes a Sponsor Note indicating that it is an acceptable medical school in Canada or for the purposes of USMLE</i>)</p> <p>And</p> <p>(b) The applicant must be currently registered with a Medical Regulator <u>or</u> previously registered with a Medical Regulator, within a reasonable timeframe (*See exception in Note (IV))</p> <p>And</p> <p>(c) The applicant must possess the ability to effectively communicate in English as evidenced by meeting the language requirements for HSE and/ or Medical Council of Ireland, as outlined in Appendix A.</p> <p>And</p> <p>(d) The applicant must demonstrate they are legally residing/ can legally reside in Ireland. Applicants will not be granted immigration permission for the purposes of undertaking a Medical Clinical Observership. Applicants must therefore provide evidence upon application that they are either:</p> <p>(1) An EEA/Swiss or British National</p> <p><u>or</u></p> <p>(2) Have a valid Irish Residence Permit (IRP) card or official confirmation of an appointment to register a first-time permission or renew an existing permission. Applicants will not be granted immigration permission for the purposes of undertaking a Medical Clinical Observership.</p> <p>And</p> <p>(e) Supervisor Consultant availability: There is an available Consultant Supervisor at the relevant medical setting/specialty</p> <p>Prioritisation: Applications may be prioritised on the following ranking basis as relevant to the clinical area being applied for:</p> <p>(i) Applicants who have completed specialist training and worked as a Specialist at Senior level in another country, relevant to the clinical area being applied for</p>



	<p>(ii) Applicants who have speciality training and experience at postgraduate training level, relevant to the clinical area being applied for</p> <p>(iii) Applicants who have not completed any speciality training or attained speciality experience, relevant to the clinical area being applied for</p> <p>(iv) *Applicants who meet the current criteria for Medical Intern positions in the Republic of Ireland.</p> <p>Health A candidate for and any person undertaking a Medical Clinical Observer (Doctor)ship must be fully competent and capable of undertaking the observership and be in a state of health such as would indicate a reasonable prospect of ability to undertake the placement.</p> <p>Character Each candidate for and any person undertaking a Medical Clinical Observer (Doctor)ship must be of good character</p>
<p><b>Skills, competencies and/or knowledge</b></p>	<ul style="list-style-type: none"> <li>• Effective communication and interpersonal skills including the ability to engage with colleagues, patients, etc.</li> <li>• Sufficient command of the English language to effectively undertake the observership</li> <li>• Sufficient clinical knowledge and evidence based practice to partake meaningfully in a Medical Clinical Observership..</li> <li>• Ability to utilise supervision effectively.</li> <li>• Effective team skills to engage with the multi-disciplinary team.</li> <li>• Awareness and appreciation of the patient and the ability to empathise with and treat others with dignity and respect, with awareness of patient safety at all times.</li> <li>• A willingness to develop IT skills as appropriate.</li> </ul>
<p><b>Specific Selection Process Shortlisting / Interview</b></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 description. Therefore it is very important that you think about your experience in light of those requirements.</p>
<p>The reform programme outlined for the Health Services may affect this observership and as structures change, the observership description may be reviewed.</p> <p>This observership description is a guide to the general scope of the Medical Clinical Observership. It is intended to be neither definitive nor restrictive and is subject to periodic review with the observer concerned.</p>	



## Medical Clinical Observer (Doctor) Conditions

<b>Status</b>	<p>During the Medical Clinical Observer (Doctor) placement you do not have employee status and you will <b>not</b> be entitled to any of the terms and conditions that are conditional on employee status (including, but not limited to, remuneration, annual leave, and public holiday entitlements).</p> <p>Observerships are unpaid. Medical Clinical Observers (Doctors) are not authorised by the HSE to provide services of any kind either in an employed or honorary capacity and observers are not entitled to remuneration or any expenses that are not pre-authorised.</p> <p>This is a not a pensionable position with the HSE.</p>
<b>Tenure</b>	The Medical Clinical Observer (Doctor) placement will be for a period of 2-12 weeks, as defined by the Supervising Consultant.
<b>Attendance</b>	Attendance is to be defined by the Supervising Consultant.
<b>Performance</b>	Your performance as a Medical Clinical Observer (Doctor) will be reviewed regularly during your placement period, which will involve discussions between you and your Supervising Consultant or Designate in relation to your performance and conduct.
<b>Termination of Medical Clinical Observer (Doctor)ship</b>	The Medical Clinical Observer (Doctor) placement may be withdrawn at any time if the Observer is found to be in breach of any policies, procedures or the terms of the Medical Clinical Observer (Doctor) agreement. It may also be withdrawn for any other reason at the discretion of the Clinical Director.
<b>Protection of Children Guidance and Legislation</b>	<p>The welfare and protection of children is the responsibility of all HSE staff. You must be aware of and understand your specific responsibilities under the Children First Act 2015, the Protections for Persons Reporting Child Abuse Act 1998 in accordance with Section 2, Children First National Guidance and other relevant child safeguarding legislation and policies.</p> <p>Some staff have additional responsibilities such as Line Managers, Designated Officers and Mandated Persons. You should check if you are a Designated Officer and / or a Mandated Person and be familiar with the related roles and legal responsibilities.</p> <p>For further information, guidance and resources please visit: <a href="#">HSE Children First Webpage</a>.</p>
<b>Infection Control</b>	Adhere to Health Information and Quality Authority (HIQA) Standards as they apply to the Medical Clinical Observer (Doctor) for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc. and associated HSE protocols for implementing and maintaining these standards as appropriate.
<b>Health &amp; Safety</b>	<p>It is the responsibility of line managers to ensure that the management of safety, health and welfare is successfully integrated into all activities undertaken within their area of responsibility, so far as is reasonably practicable. Line managers are named and roles and responsibilities detailed in the relevant Site Specific Safety Statement (SSSS).</p> <p>Key responsibilities include:</p> <ul style="list-style-type: none"> <li>Developing a SSSS for the department/service<sup>1</sup>, as applicable, based on the identification of hazards and the assessment of risks, and reviewing/updating same on a regular basis (at least annually) and in the event of any significant change in the work activity or place of work.</li> </ul>

<sup>1</sup> A template SSSS and guidelines are available on [writing your site or service safety statement - Corporate \(hse.ie\)](#):

<sup>2</sup> Structures and processes for effective [incident management](#) and review of incidents



	<ul style="list-style-type: none"><li>• Ensuring that Occupational Safety and Health (OSH) is integrated into day-to-day business, providing Systems Of Work (SOW) that are planned, organised, performed, maintained, and revised as appropriate, and ensuring that all safety related records are maintained and available for inspection.</li><li>• Consulting and communicating with staff and safety representatives on OSH matters.</li><li>• Ensuring a training needs assessment (TNA) is undertaken for employees, facilitating their attendance at statutory OSH training, and ensuring records are maintained for each employee.</li><li>• Ensuring that all incidents occurring within the relevant department/service are appropriately managed and investigated in accordance with HSE procedures<sup>2</sup>.</li><li>• Seeking advice from health and safety professionals through the National Health and Safety Function Helpdesk as appropriate.</li><li>• Reviewing the health and safety performance of the ward/department/service and staff through, respectively, local audit and performance achievement meetings for example.</li></ul> <p><b>Note:</b> Detailed roles and responsibilities of Line Managers are outlined in local SSSS.</p>
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### **Appendix A:**

Applicants for the Medical Clinical Observer (Doctor) placement must be able to effectively communicate in English as evidenced by meeting the language requirements for HSE and/ or Medical Council of Ireland, which are outlined below. There are different requirements dependent on where the undergraduate medical training was completed.

For the Medical Clinical Observer (Doctor) placement applicants can meet either the HSE and/ or Medical Council of Ireland language requirements.

The HSE requirements follow the standard for Non Consultant Hospital Doctors as outlined in Circular 063/20

<https://www.hse.ie/eng/staff/resources/hr-circulars/hr-circular-063-2020-english-language-requirements-for-nchds.pdf>

### **The HSE requirements are:**

For doctors who were not registered with the Irish Medical Council before 1<sup>st</sup> January 2015 or for doctors who did not complete the entirety of their under-graduate medical training in the Republic of Ireland, are required to provide evidence under **one** of the following categories:

**Category 1:** Doctors who completed their Medical degree in English from any of the following countries: Australia, Canada, New Zealand, The United States of America or The United Kingdom must provide:

- A copy of their Medical Degree Certificate

**Category 2:** Doctors who completed the Irish State Leaving Certificate examination or A Levels in the United Kingdom and a Medical Degree in English must provide all three of the following:

1. A copy of Irish Leaving Certificate/UK A-Level transcript results
2. A copy of their Medical Degree
3. Certificate/confirmation from their University confirming their Medical degree was taught and examined solely in English

**Category 3:** Doctors who meet the English Language requirements by attaining certification via the recognized English Language Tests **must** submit a certificate of test results from either the International English Language Test System (IELTS) (Academic EXAM) or Occupational English Test (OET).

Please refer to the table overleaf for the minimum levels in each of the tests that are accepted by the HSE:



IELTS Academic Exam	Minimum Scores*	OET	Minimum Grade*
Listening	6.5	Listening	B
Reading	6.5	Reading	B
Writing	6.5	Writing	B
Speaking	6.5	Speaking	B
Overall	7.0	Overall	7

*\*IELTS or OET results from online tests that meet the minimum levels outlined above are accepted*

**The Medical Council of Ireland requirements** are that the applicant attain one of the following which has been confirmed as meeting the Medical Council of Ireland registration requirements:

- Applicant has passed another equivalent English language test or
  - Applicant has satisfactory proof of award of a Higher Qualification awarded by a postgraduate training body in a country where English is the language spoken by the vast majority of the population; (note: available at medical council website) or
  - Applicant has satisfactory proof that basic medical degree and internship training were completed through English in a country where English is the language spoken by the vast majority of the population or
  - Applicant has attained Cambridge ESOL Certificate in Advanced English (CAE) - CEFR Level C1 or C2 or
  - Applicant has completed USMLE if all of part 1 and part 2 Ck and Cs
- \*\*If without the Clinical Skills (CS) component, an applicant must provide alternative evidence of language skills such as those included above.