



Human Resources Officer Grade V (Permanent, Full time)

Particulars of Office

1. Appointment

The appointment is permanent full time and pensionable. The post is graded at the Grade V level of the Clerical Administrative Scale

2. Salary

Remuneration is in accordance with the salary scale approved by the Department of Health Current scale.

3. Superannuation

The terms of the Voluntary Hospitals Superannuation Scheme and the Voluntary Hospitals Spouses and Children's Scheme or the Single Public Service Pension Scheme will apply to the position. Superannuation contributions at the appropriate rate will be payable in accordance with the provisions of these schemes.

4. Duties

The incumbent will perform such duties as are assigned from time to time and as are outlined in the attached Job Description.

5. Hours of Work

The whole time standard weekly working hours for this grade are 37 hours per week, usually discharged between the hours of 8.00am and 8.00pm on a Monday to Saturday basis, as appropriate to the particular service. The appointee may be required to attend at such other times as are required for the proper discharge of duties including attendance outside normal working hours.

6. Retirement

No age restrictions shall apply to a candidate except where he/she is not classified as a new entrant (within the meaning of the Public Service Superannuation (Miscellaneous Provisions) Act, 2004). In this case the candidate must be under 70 years of age on the 1st day of the month in which the latest date for receiving completed application forms for the office occur. Continued employment is conditional upon capacity and conduct of the employee.

7. Annual leave

Annual leave and public holidays are granted in accordance with the provision of the Organisation of Working Time Act, 1997. Your annual leave entitlement will be advised to you by the Human Resources Department in your contract of employment. Annual

Leave may be based on a number of factors such as grade, years of service and whole time equivalency.

8. Sick Leave

Payment of salary during illness will be in accordance with arrangements as approved from time to time by the Department of Health and Children.

9. Termination of Office

The employment may be terminated at any time by four weeks notice on either side except where circumstances are dictated by the Minimum Notice and Terms of Employment Act 1973/77. The Management's right under this paragraph shall not be exercised save in circumstances where the Management is of the opinion that the holder of the office has failed to perform satisfactorily the duties of the post or has misconducted himself/herself in relation to the post or is otherwise unfit to hold the appointment.

10. Garda Vetting Checks

Arrangements have been introduced, on a national level, for the provision of Garda Vetting Checks in respect of candidates for employment in areas of the Health Service, where it is envisaged that potential employees would have substantial access to children or vulnerable adults in the course of their duties. Garda vetting is done for the protection of these groups and the National Rehabilitation Hospital reserves the right to re-verify employees at any future point, as deemed appropriate by Hospital Management.

11. Confidentiality

In the course of your employment you may have access to or hear information concerning the medical or personal affairs of patients and/or staff, or other health services business. Such records and information are strictly confidential and unless acting on the instructions of an authorised officer, on no account must information concerning staff, patients or other health service business be divulged or discussed except in the performance of normal duty. In addition records must never be left in such a manner that unauthorised person can obtain access to them and must be kept in safe custody when no longer required.

12. Hygiene

During the course of employment staff are required to ensure that the hospital's hygiene and infection control policies are adhered to at all times. All employees have responsibility to prevent transmission of infection by adhering to and implementing optimal hand hygiene and adhering to the Hospital's Hygiene processes. Hygiene is a fundamental component of the National Rehabilitation Hospital's quality system to ensure the safety and well being of its patients and staff and plays a role in the prevention and control of healthcare associated infection.

13. Policies / Legislation

All Hospital policies and procedures form an integral part an employment contract and may be subject to update and revision, from time to time, in consultation with union representatives as appropriate. Employees are required to comply with all hospital policies, procedures (e.g. Dignity at Work, Trust in Care, Computer Usage Policy) and the Hospital's ethical codes of practice.

Employees are required to abide by the hospital's code of behaviour and the code of practice as defined by their relevant professional body.

14. Disability Census

As part of the NRH's commitment to supporting the employment of people with disabilities and to comply with the requirements of the Disability Act 2005, all staff are required to inform the Director of Human Resources Ms. Olive Keenan, of any personal disabilities. This information is only requested in the event that appropriate arrangements must be put in place during the course of one's employment and will be stored in compliance with Data Protection Legislation.

15. HR Department Privacy / GDPR Policy

In order to carry out its administrative functions the Human Resource Department in the National Rehabilitation Hospital collects and processes personal data relating to individuals, which includes the job applicants and staff of the Hospital. The Human Resources Department takes the confidentiality of all personal data seriously and consequently takes all necessary steps to comply with data protection legislation including the GDPR. The Human Resource Department collects personal data only in order to meet specific lawful purposes, and will retain that data only for so long as necessary. We also ensure that all reasonable technical and organisational security measures are in place to safeguard personal data.

Ordinarily, the Human Resource Department will not pass personal data to any third party except where required by law, or under statutory obligations, or to fulfil a contract of employment or for other legitimate purposes as balanced against the rights and interests of the Data Subject. If you have any concerns about how your personal data is processed, you may contact our Data Protection Officer (dpo@nrh.ie). Please refer to the National Rehabilitation Hospital Human Resources Privacy Policy Document for more information. The Policy Document is available on request from the Human Resources Department.

Selection Criteria

Selection criteria outline the qualifications, skills, knowledge and / or experience that the successful candidate would need to demonstrate for the successful discharge of the responsibilities of the post. Applications will be assessed against the eligibility criteria to see how well individual experience and skills satisfy these criteria and match the needs of the post.

Applicants will be subject to short listing based on the information provided in their application and Curriculum Vitae.



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1. Qualifications

The candidate must, on the latest date for receiving completed application forms for the office, have:

- A 3rd level qualification in Human Resources or related course and (ideally) CIPD membership
- Minimum 2, Ideally 3+ years related experience in human resources functional area as HR Generalist, HR Business Partner or comparable role
- Knowledge and management of recruitment and selection for the multidisciplinary team to include relevant policies and legislation
- Good working knowledge of Human Resource Best Practice / Industrial Relations / Employment Law
- Strong knowledge and experience of working with a HR Information System/Payroll Systems / electronic Time & Attendance Systems or equivalent
- Excellent organisational, communication and interpersonal skills
- Excellent administration skills and process focused experience
- Strong team working skills and ability to liaise with all members of the HR Team, Senior Management and other stakeholders
- Capacity for responsibility, accountability and individual initiative
- Strong proficiency in Microsoft Office packages, including Word, Excel, Access and Outlook.
- Have a sound knowledge and experience of Microsoft Teams
- Previous knowledge and experience with the CoreHR electronic system advantageous
- Background in and knowledge of the Health Services Sector advantageous
- Relevant experience in a hospital setting advantageous

Personal Attributes

- Excellent communication and interpersonal skills with the ability to interact and network with all levels of stakeholders in the Organisation.
- Excellent organisational, time management and administration skills; with process focused experience.
- Strong team working skills with the ability to collaborate and build effective working relationship with others.
- Results orientated with capacity for responsibility, accountability and individual initiative.

- Ability to process work professionally and efficiently in a busy, fast paced and dynamic work environment.
- Have Analytical, Judgemental, Planning, Organisational and Administrative Skills, together with the ability to define timelines and meet targets.
- This role requires an organised and methodical person with particular attention to detail and continuous improvement mentality.
- Ability to co-ordinate multiple activities and process work professionally and efficiently in a busy, fast paced and dynamic work environment.

2. Health

Candidates or any person holding the office must be free from any medical condition which would render them unsuitable to hold the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.

For the purposes of satisfying the requirements as to health, it will be necessary for each successful candidate before he/she is appointed to undergo a medical examination by a qualified medical practitioner to be nominated by the Chief Executive or designated officer. Any irregularities reported as a result of this examination which render the incumbent unsuitable for the post must be remedied / addressed before appointment.

Health Promotion – The Hospital is committed to promoting healthy lifestyles for both patients and staff. Staff are expected to participate in initiatives to support better health and well-being in line with the Hospital objectives.

3. Character

Candidates for and any person holding the office must be of good character.



Human Resources Officer Grade V (Permanent, Full time)

Title:	Human Resource Officer – (Permanent, Full time)
Purpose of the Position:	This is a key post with responsibility and accountability for the efficient day to day administration of the HR Function. The postholder will also be responsible for maintaining the Hospital's HR Information Management System and in working with and supporting the continued efforts of the HR System Support Team in realising long-term benefits of the HR System and ensuring HR processes are efficient and consistently applied across the organisation.
Accountable to:	The person chosen will report to and be accountable to the Director of Human Resources.
Liaison / Communication:	The proper performance of these duties will require a high degree of liaison and communication with Managers and Staff throughout the hospital in the course of their normal duties and responsibilities.



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JOB DESCRIPTION

Overview of the Role

The person appointed will operate as a HR Business Partner and provide a comprehensive and efficient administrative service to the Human Resource Department, with particular responsibility for the administrative aspects of recruitment, interviewing, selection of staff, as well as providing administrative support to the Human Resource Director and assisting with the strategic development of the service to meet changing organisational needs. This role requires an organised and methodical person with particular attention to detail and a continuous improvement mentality. The postholder will have responsibility for maintaining and updating the HR Information Management System, providing user support and training, ensuring integrity of the data and ensuring that the business rules operate in line with agreed Hospital processes.

ACCOUNTABILITY, DUTIES AND RESPONSIBILITIES

General Accountability

The person chosen will:

- Demonstrate behaviour consistent with the Values of the Hospital.
- Act with discretion when dealing with confidential matters.
- Be responsible for the provision of administrative support services to their designated area.
- Ensure that a safe environment is maintained for staff and visitors in compliance with Health and Safety requirements and best practice.
- Being responsible for the day to day security of the work area to which assigned, with particular awareness of fire regulations and security arrangements.
- Keeping up to date with all relevant mandatory training for the department.
- Keep abreast of changes in employment legislation and current HR issues together with actively enhancing your professional development.
- Work as part of the team within the department to ensure that the overall aims and stated objectives of the department are achieved.
- Work effectively in this role, integrating their professional role to the highest standard
- Comply with NRH organisational & staff policies and procedures.
- Demonstrate competence in the knowledge and skills relevant to performing the job.
- Demonstrate detailed knowledge of HR operations, processes and systems.
- Assume other responsibilities as required.

Specific Accountability

- Report to and be accountable to the Human Resource Director in all matters relating to the Personnel Function.
- Provide advice to Heads of Department and managers in relation to personnel and employee relations issues.
- Maintain and update the HR Information Management System
- Participate in the development of HR Information Systems or other electronic systems within the HR Department.

OUTLINE OF DUTIES AND RESPONSIBILITIES

1.0 RECRUITMENT & SELECTION

- 1.1 Drafting of job descriptions and person specifications, as agreed by each Head of Department.
- 1.2 Drafting of advertisements for the media, website and other areas.
- 1.3 Liaising with Heads of Departments regarding interview dates, interview panel and format of question / marking system for interviews.
- 1.4 Promotion of a favourable image of the Hospital to prospective employees, ensuring that enquiries and applications are dealt with promptly and efficiently.
- 1.5 Preparing interview packs for the Interview Board.
- 1.6 Participation and decision making on interview boards as required.
- 1.7 Facilitate and oversee the recruitment and selection of suitable staff, ensuring the process is fair, equitable and confidential.
- 1.8 Implementing proper and efficient administrative recording & storage systems in relation to staff appointment competitions and job applications.
- 1.9 Facilitating the normal recruitment processes for prospective employees i.e. reference requests, pre-employment medicals, Garda Vetting checks, ID Validation etc.
- 1.10 Sourcing and interpreting prospective appointee's previous recognised reckonable experience / service, and in conjunction with the Human Resource Manager, correctly assimilating appointees to the appropriate point on the salary scale.

2.0 HR SUPPORT & ADVICE

- 2.1 Provide expert HR / ER support, direction and guidance on all HR Policies and Procedures to Managers and Staff throughout the Hospital to ensure compliance with best practice and legislation.
- 2.2 Maintain good communication protocols for dealing with managers and staff to ensure information is delivered is relevant, appropriate and timely and in line with NRH communications protocols.
- 2.3 Ensure that all HR files and documents are stored in a safe and secure manner and in line with the HR Record Retention Policy / HR Privacy Policy.
- 2.4 Prepare and compile up to date HR data/reports as requested by Director of HR, Senior Management Team or other external agencies as appropriate.
- 2.5 Attend, as required working groups and Committees of the Hospital.

3.0 PERSONNEL ADMINISTRATION:

- 2.6 Constructing Contracts of Employment to meet with current and evolving statutory requirements.
- 2.7 Liaising with the Payroll Department and ensuring appropriate information is processed to salaries with regard to starters and leavers, change of contracted hours, promotions, extension of contracts etc.
- 2.8 Ensuring staff complement / staffing levels are not exceeded in any Department and keeping the appropriate records of agreed staffing levels per individual Department.
- 2.9 Procuring Work Permits / Work Authorisations for non-EEA staff as required and providing information & advice re same to Heads of Department and staff.
- 2.10 Liaising with the Occupational Health Department regarding pre-employment medicals, referrals to Occupational Health Physician etc and maintaining Occupational Health records for staff personnel files.
- 2.11 Arranging and co-ordinating the Staff Induction programme on a bi-monthly basis. Also responsible for the presentation on behalf of the Human Resource Department.
- 2.12 Processing and maintaining records of Maternity Leave, Parental Leave, Force Majeure, Leave of Absence etc for staff and also maintaining records in relation to change in terms and conditions etc for staff .
- 2.13 To comprehensively understand the Core HR system, and any supplementary modules to such systems, as used at the National Rehabilitation Hospital
- 2.14 Updating Core HR System both Personnel and Time in relation to any changes in staff details, contracts, leave arrangements, rosters etc., as detailed in HR Standard Operating Procedures.
- 2.15 Set up Staff on the NRH Tram/ Core Portal system and to set up/ issue out ID/ swipe cards to staff
- 2.16 Provide user support to managers and staff throughout the Hospital, including issue resolution and ensuring speedy turnaround of queries
- 2.17 Maintaining a comprehensive record keeping and filing system for all relevant staff files and documentation and ensure file maintenance is carried out as required. Ensure confidential files are secure.
- 2.18 Draw up and submit the monthly Census report and Starters & Leavers report for the HSE as detailed in the HR Standard Operating Procedures.
- 2.19 Arranging and attending meetings / committees as required, including minute taking and appropriate follow-up on issues to be actioned as required.
- 2.20 Responsible for collating and circulating monthly reports such as; maternity leave, vacancy, payroll validation, end of contract, emergency team and starters & leavers to the relevant personnel.
- 2.21 Arranging catering requirements for meetings and interviews as required.
- 2.22 Liaising with Heads of Department with regard to arranging work experience placements for students.
- 2.23 Ensuring information received from the DoHC, HSE & HSE (Employers Agency) etc is circulated to the relevant personnel.
- 2.24 Liaising with and follow up with queries raised by external agencies and ensure timely information / replies are returned to the relevant authority.
- 2.25 Compiling reports as required for Heads of Department, Executive Committee, HSE and other external bodies.
- 2.26 Maintaining effective appropriate communication internally/externally e.g. Heads of Department, hospital staff, outside agencies, other voluntary hospitals etc
- 2.27 Contributing to the development and review of HR Policies and Procedures and best practice.

- 2.28 Undertaking duties concerned with staff training and development as directed.
- 2.29 Assist in promoting a positive staff relations climate.
- 2.30 Liaising with Heads of Department on emerging issues and in conjunction with the Human Resource Manager, advise/take action to avoid disputes and staffing problems.
- 2.31 Maintaining accurate information on the Hospitals HR system.
- 2.32 Participate with the development, customisation and implementation of the HR System and other related project responsibilities
- 2.33 Deputising for the Human Director in their absence, as required.
- 2.34 Undertaking other duties appropriate to the post from time to time.

Patient Safety & Quality

The NRH prioritises the delivery of quality and safe patient care under HIQA and other quality standards. It is the responsibility of all staff at all levels to ensure that the highest level of quality services required for each patient is maintained. If you have a concern regarding any issue of patient safety and well-being please bring this to the immediate attention of your manager.

Quality and Patient Safety supports the Health Service to deliver high quality and safe services to patients and service users. The post-holder is responsible and accountable to deliver a quality service that ensures patient safety. The post holder will work within a risk management framework that complies with the Health Information and Quality Authority (HIQA) National Standards and other quality standards as appropriate

The extent of speed and change in the delivery of health care is such that adaptability is essential for all staff. The post-holder will be required to maintain, develop and enhance the necessary professional knowledge, skills and aptitudes required to respond to a changing situation.

This Job description does not contain an exhaustive list of duties, and the post holder may be required to undertake additional responsibilities. It will be reviewed from time to time in order to adapt and develop the role, according to service needs and Hospital policies.

I agree that this position description clearly outlines the specific responsibilities and duties that are to be carried out as part of this role. I also understand that these represent the minimum requirements to perform the duties at the current level.

To be signed by the post holder.

Employee Name: _____

Line Manager Name: _____

Employee Signature: _____

Manager's Signature: _____

Date: _____

Date: _____