



Candidate Campaign Information Pack
Grade VII – Research Officer
(Grade Code 0582)

Dear Candidate,

Thank you for your interest in the post of Grade VII Research Officer

This Candidate Pack includes the following information:

- Full and detailed Job Specification and important dates to note
- Recruitment Process detail and important dates to note
- Candidate General Declaration

Please ensure that you read this Campaign Information Pack in detail and that you fully understand the process.

For any informal enquiries regarding the position and job specification please contact:

Marian Brattman, Interim National Manager for Research marian.brattman@tusla.ie, 01-7718640.

Should you have any specific queries in relation to the recruitment process please contact the Tusla Recruitment team via: tuslarecruit@tusla.ie or the Tusla Recruit Campaign Manager Siobhan Mahon on siobhan.mahon@tusla.ie or (01) 771 8584.

Kind Regards,

Tusla Recruitment Team

Research Officer Grade VII with Tusla – Child and Family Agency

Job Title and Grade	Research Officer - Grade VII Grade Code 0582
Campaign Reference Approval Code	TN2016337
Applications considered Via	Tusla Recruit Portal only
Opening date for Applications	1 st February 2018
Closing Date for Applications	12:00 midday 22 nd February 2018
Proposed Interview date(s)	13 th & 16 th March 20018 <i>-may be subject to change based on volume of candidates and availability of Service resources.</i>
Contact for Informal Enquiries	Marian Brattman, marian.brattman@tusla.ie, 01-7718640.
Location of Post	Consideration may be given for the Grade VII, Research Officer to work outside of Dublin, from Tusla Offices around the country. If located outside of Dublin, it should be noted that the Research Officer will be required to attend meetings in Dublin, Heuston South Quarter, on a regular basis.
Details of Service	<p>The Child and Family Agency was established on 1st January 2014 and is responsible for improving wellbeing and outcomes for children. It represents the most comprehensive reform of services for the development, welfare and protection of children and the support of families ever undertaken in Ireland. It is an ambitious move which brings together some 4,000 staff who were previously employed within Children and Family Services of the Health Service Executive, the National Educational Welfare Board and the Family Support Agency.</p> <p>The Child and Family Agency has responsibility for the following range of services:</p> <ul style="list-style-type: none"> • Child Welfare and Protection Services, including family support services • Family Resource Centres and associated national programmes • Early years (pre-school) Inspection Services • Educational Welfare responsibilities including School completion programmes and Home School Liaison • Domestic, sexual and gender based violence services

	<ul style="list-style-type: none"> • Services related to the psychological welfare of children <p>Further information is available on www.tusla.ie</p> <p>The purpose of the National Research Office is to achieve the most effective and efficient arrangements for the development of a research function and the promotion of a research culture across the organisation in support of corporate strategy.</p> <p>The National Research Office has responsibility for managing and coordinating all research activity across Tusla, contributing to the development of Tusla services (including commissioned services) that are built on robust evidence and informed policy.</p> <p>One of the specific functions of the Agency, as set out in the Child and Family Agency Act, 2013 Part 2 Section 8 (1)(f) is to “Undertake or commission research relating to its functions”. -Tusla Strategic Objective 7 is to “Build on our research strategy to develop policy and enable evidence-based decision-making and high quality service delivery”</p> <p>The objectives of this strategy are set out below and provide short-term and medium-term goals that Tusla is seeking to accomplish within the timescale of the Corporate Plan 2015 – 2017.</p> <p>These objectives will provide a framework within which Tusla can progress its overall strategic goals in regard to research:</p> <ul style="list-style-type: none"> • Co-ordinating all research activity of Tusla – Child and Family Agency; • Establishing and maintaining relationships with all those engaged in research activities within Tusla and those within the wider research community including academic institutions, public and private research departments and independent researchers; • Reviewing ethical standards of research proposals that affect Agency personnel, service users and their families; • Contributing to Tusla’s learning organisation objectives by strengthening the research capacity and skills of the workforce; • Promoting a greater understanding of the relationship between research, information, knowledge and evidence by providing guidance and support to all disciplines which use and integrate research in their practice and those undertaking practitioner research and/or academic research; • Ensuring that Tusla’s research needs are addressed through the undertaking and commissioning of specific research studies; • Providing a range of electronic-based resources to Tusla staff and the wider public to strengthen and build research capacity and skills.
Reporting Relationship	Reporting to the Research Manager, National Research Office.
Key Working Relationships	Key working relationships will be within National Research Office, Research and Information Mentors, the Transformation and Policy Directorate, the Quality Assurance Directorate,

	Operational services, Workforce Development, DCYA Research Division, research bodies and academic institutions.
Scope and Purpose of the Post	<p>As a key member of the National Research Office, the Research Officer will support the Research Manager and the National Manager with responsibility for Research in ensuring the effective operation of the National Office through a line management and team-based approach.</p> <p>As a member of the National Research Office team to provide a range of research and evaluation services in co-ordination of Tusla's research activities and to support corporate objectives through:</p> <ul style="list-style-type: none"> • providing specialist research and evaluation expertise and support; • promoting the use of research, evaluation and other forms of evidence; • planning, designing and managing research and evaluation projects including the drafting of commissioning documentation for research; • gathering analysing and interpreting research information that forms the foundation for decision-making; • reporting on service trends, the development of Tusla policy and evaluation of how policies make a difference to Tusla services; • Disseminating research to a variety of audiences.
Duties and Responsibilities	<p>Research and Analysis</p> <ul style="list-style-type: none"> • Support the research and information structures of the National Office such as the Research Ethics Committee, the Research Advisory Group, Research and Information Mentors, research and information dissemination strategies, communications role and the PPPG Research Policy Working Group. • Contribute to the development, implementation and review of Tusla's research and evaluation work programme by promoting the use of best evidence in Tusla services. • Consult and work in partnership with Tusla staff and stakeholders to develop, design and deliver research projects and activities through to final output to ensure delivery on time, cost and quality. • Develop and maintain links with academic institutions and research bodies involved in child care, educational and related research. • Provide ongoing communication to academic institutions and research bodies involved in child care, educational and related research on developments within Tusla Research and ensure that developments in academia inform learning within the Agency. • Develop procedures in support of Tusla Research structures such as the Tusla Research Ethics Committee (REC) and other relevant structures, as identified. • Develop procedures for Tusla local research and information structures and support the work plan in allocated areas. • Support the effective operation and development of Tusla's research advisory structures. • Be responsible for authoring written reports, ensuring that they accurately reflect the research findings, and using background secondary research to set results in a wider

	<p>Tusla context.</p> <ul style="list-style-type: none"> • Provide specialist research knowledge and information on international best practice in designated national services. • Support and provide training on research and related activities with staff; • Contribute to the dissemination of research findings through the production of evidence summaries, case studies, reports and briefings. • Contribute ideas for future activities and suggestions for improvement within the Research Office and across Tusla. • Maintain effective working relationships and clear communication with project stakeholders (internal and external). • Represent and promote Tusla at relevant meetings and conferences. <p>Administration</p> <ul style="list-style-type: none"> • Ensure the efficient administration of area of responsibility. • Execute assignments in accordance with agreed plans, time budgets and deadlines; • Effectively discharge the day to day operations, including compliance with Tusla Financial regulations and all Tusla policies and procedures. • Prepare regular reports on the progress of work against the operational plan. • Promote and participate in the implementation of change. • Participate in and lead project working groups. • Represent Tusla on committees and groups as required. • Contribute to service plans for own area and implement service plan objectives within own area. • Prepare clear, concise, accurate reports backed up by sufficient reliable documentary evidence. • Undertake special assignments as directed. • Maintain own knowledge of relevant procedures, practices and legislation to perform the role effectively and to ensure standards are met. • Maintain relationships with key stakeholders to gather support for new initiatives. • Pursue continuous professional development in order to develop research and professional knowledge. <p>Education & Training</p> <ul style="list-style-type: none"> • Maintain standards of practice and levels of professional knowledge by participating in continuous professional development initiatives and attendance at courses as appropriate. • Engage in career and professional development planning. <p>Human Resources</p> <ul style="list-style-type: none"> • Ensure policies and procedures are well documented and understood by staff within
--	---

	<p>your section who are assigned to you.</p> <ul style="list-style-type: none"> • Support the preparation and issuing of office documentation (correspondence, reports etc) to the highest possible standard by monitoring and reviewing team work to ensure quality and accuracy. • To promote a culture that values diversity and respect in the workplace. • To provide assist with leadership and motivation conducive to good staff relations and work performance. • Where appropriate establish and maintain records of attendance, statistical information, annual returns, and any other information as may be requested. • Work as part of a team and to ensure that all members are treated with dignity and respect. • Participate in the recruitment, retention and development of staff including training and continual assessment. <p>Health & Safety</p> <ul style="list-style-type: none"> • Comply with and contribute to the development of policies, procedures, guidelines and safe professional practice and adhere to relevant legislation, regulations and standards. • Have a working knowledge of the Health Information and Quality Authority (HIQA) Standards as they apply to the service for example National Standards for Child Protection and Care and comply with associated Tusla – Child and Family Agency protocols for implementing and maintaining these standards as appropriate to the role. • To support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service. <p>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.</p>
<p>Eligibility Criteria Qualifications and / or Experience</p>	<p>At the closing date for receipt of completed application forms for the post each candidate must have the following:</p> <ul style="list-style-type: none"> • Be currently in direct employment with Tusla – Child and Family Agency, the HSE or within other statutory health agencies, or a body which provides services on behalf of the HSE under Section 38/39 of the Health Act 2004 or within a body that provides services on behalf of Tusla under Section 56 or Section 59 of the Child and Family Act 2013. • At least two years experience in a designated office within the Services. • A minimum QQI Level 8 in a relevant field (e.g. psychology, sociology, social work,

	<p>social care, education, business, economics, law, public health and allied health, librarian, statistician, implementation science) that has included a research component (e.g. research thesis, dissertation, project, research ethics and/or research skills modules).</p> <ul style="list-style-type: none"> • Have significant experience of qualitative research methodologies and evaluation methods including social research which have involved large data sets and data analysis. <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 Each candidate for and any person holding the office 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 Services Superannuation Act, 2004). A candidate who is not classified as a new entrant must be under 65 years of age.</p>
<p>Skills, competencies and/or knowledge</p>	<p>Professional Knowledge & Experience</p> <ul style="list-style-type: none"> • Research Methods including knowledge and application of collecting data, survey and sampling methods, formative and summative evaluation methodologies. • Familiarity with statistical and analytical tools and software, data interpretation, coding and derivation of variables. • Ability to conduct qualitative and quantitative research. • Confident and committed to the use of modern information and communications technologies. • Passionate about the use of research and evidence to improve child care practice. • Knowledge of specialist statistical software such as SPSS, SAS or equivalent. Ability to prepare models, charts, tables, pie diagrams, graphics to present statistical data in easy to understand formats <p>Teamwork & building and Maintaining Relationships</p> <ul style="list-style-type: none"> • Experience of managing and working collaboratively with multiple internal and external stakeholders, as relevant to this role. • Good planning and management skills, demonstrating attention to detail and quality in every aspect of work. • Good interpersonal skills to facilitate positive outcomes of assigned projects. <p>Managing & Delivering Results</p> <ul style="list-style-type: none"> • Demonstrate excellent analytical, problem solving and decision making skills.

	<ul style="list-style-type: none"> • Demonstrate the capacity for in-depth analysis of data and ability to draw relevant conclusion to support findings. • Demonstrate the ability to quickly grasp and understand complex issues and the impact on service delivery. • Demonstrate strong planning and organisational skills. • Demonstrate a commitment to promoting and maintaining high work standards; • Demonstrate commitment to developing own knowledge and expertise. • Demonstrate effective communication skills especially excellent report writing skills, delivering complex information in understandable terms and the ability to present information in a concise and clear manner. • Demonstrate basic knowledge of wider health and social care reform. <p>Communications & Interpersonal Skills:</p> <ul style="list-style-type: none"> • Demonstrates effective verbal communication skills, delivering complex information clearly, concisely and confidently • Has excellent written communication skills including strong report writing and presentation skills • Demonstrates excellent verbal communication and interpersonal skills in order to deal effectively with a wide range of stakeholders. • Effectively influences others to take action
Post Specific Requirements	<ul style="list-style-type: none"> • Up to date knowledge of the social services sector in Ireland. • Knowledge of research methods and of approaches for the effective promotion of evidence informed practice. • Proven experience of development work to promote the use of research and other forms of evidence. • Possess sufficient administrative capacity to discharge the functions of the grade/post
Other requirements of the role	Access to transport as the role may require travel.
Campaign Specific Selection Process Shortlisting / Interview	<p>Short listing may be carried out on the basis of information supplied in your 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.</p> <p>Failure to include information regarding these requirements may result in you not being called forward to the next stage of the selection process.</p> <p>Those successful at the shortlisting stage of this process (where applied) will be called forward to interview.</p>
Code of Practice	The Recruitment Service Child and Family Agency will run this campaign in compliance with

	<p>the Code of Practice prepared by the Commission 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 Code also specifies the responsibilities placed on candidates, facilities for feedback to 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.</p> <p>Codes of practice are published by the CPSA and are available on www.cpsa.ie.</p> <p>Tusla Child and Family Agency is an Equal Opportunities Employer</p> <p>Tusla Child and Family Agency recognises its responsibilities under the Data Protection Acts 2003 & 1988 and the Freedom of Information Act 2014</p>
--	---

Terms and Conditions of Employment

Research Officer – Grade VII

Tenure	<p>The current vacancy is permanent and the post is pensionable.</p> <p>A Talent Pool may be created from which permanent and specified purpose contracts of full or part time duration may be filled within this area.</p> <p>Appointment as an employee of the Child & Family Agency is governed by the Child and Family Agency Act, 2013 and the Public Service Management (Recruitment and Appointments) Act 2004.</p>
Remuneration	<p>The Salary scale for the post is:</p> <p>€48,015, €49,186, €50,558, €51,933, €53,314, €54,545, €55,801, €57,022, €58,234, €60,322, €62,417 LSIs</p>
Working Week	<p>The standard working week applying to the post is: 37 hours</p>
Annual Leave	<p>The annual leave associated with the post is 30 days per annum.</p>
Superannuation	<p>This is a pensionable position with Tusla. The successful candidate will upon appointment become a member of the appropriate pension scheme. Pension scheme membership will be notified within the contract of employment.</p>
Probation	<p>Every appointment of a person who is not already a permanent officer of the Child & Family Agency/ 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.</p>

Recruitment Process

1. Who should apply?

We are very interested to receive applications from all suitably qualified individuals who are interested in working with Tusla.

For each post there are criteria that apply to applicants which will determine if you are eligible or ineligible. Eligibility criteria are detailed on the Job Specification for each post.

Further eligibility information is available on the appendices detailed below:

- For information on “Non-European Economic Area Applicants” please see Appendix 1.
- For information on Security Clearance please see Appendix 2.
- Please note we cannot accept applications from applicants who are in receipt of pensions from particular superannuation schemes, please see Appendix 3 for more information on this.

2. How do I apply for this post?

You must complete the Tusla Recruit online application particular to this post.

- Please ensure that you have completed your Tusla Recruit Profile in full and you are happy that the information you have provided is accurate.
- As we require the same information from all candidates in order to make fair decisions on their applications we will not be able to process applications by any method other than that of the Tusla Recruit online application process.
- Tusla Recruit can only accept complete applications received by the closing date and time specified on the Job Specification.

We will contact you mainly by mobile phone and emails to your Tusla Recruit Profile. Therefore we recommend you specify in your application your personal mobile number and you fully complete your Tusla Recruit profile. It is your responsibility to ensure you have access to your mobile voice mails, text messages and your Tusla Recruit Profile. If you choose to use your work mobile and you do not have access to Tusla Recruit you may receive communications that have a time deadline requirement while working away or on leave.

3. How will the selection process be run?

- You must complete the official application form in full. If you do not complete the application form in full your application may not be submitted to the selection board for consideration and subsequent interview (if applicable).
- A selection board of senior managers will assess your application form against the eligibility criteria to see how your individual experience and skills match the needs of the

post. The criteria for the selection exercise are based on the requirements of the post as outlined in the job specification. Therefore it is very important that you think about your experience in light of those requirements.

- There may be a number of stages of selection and short-listing or a ranking exercise may take place. A ranking exercise is an assessment that may be carried out on the basis of information supplied in your application form. The criteria for ranking are based on the requirements of the post as outlined in the eligibility criteria and skills, competencies and/or knowledge section of the job specification. Therefore it is very important that you think about your experience in light of those requirements. Those successful at the ranking stage of this process (where applied) will be placed on an order of merit and will be called to interview in 'bands' depending on the service needs of the organisation
- Any applicant who did not meet the eligibility criteria/ was not shortlisted will be informed of that decision and the reason why.
- Candidates who have demonstrated the requisite skills and experience will be called to interview.
- Any candidate invited to interview will be given more details regarding the interview at a later date.
- Candidates who are successful at interview will be placed on a panel (Talent Pool) in order of merit.
- We will offer the posts to the candidates with the highest scores on the panel (Talent Pool).
- If a candidate declines the post we will offer it to the next highest scoring candidate etc.
- Tusla Recruit must be satisfied that it has a full and comprehensive suite of references which assures it that the applicant's past performance and behaviours are appropriate to the post. Tusla Recruit determines the merit, appropriateness and relevance of references. Tusla Recruit reserves the right to remove candidates from specific recruitment panels (Talent Pools) and retract job offers if satisfactory clearances (e.g. past /current employment references, security clearances) cannot be obtained or are unsatisfactory. All previous employers may be contacted for reference purposes. Please note Tusla Recruit may retract a job offer if sufficient satisfactory references cannot be obtained in a time frame congruent with service need. Tusla Recruit reserves the right to retract a job offer should the successful candidate be unable to fulfil the provisions / criteria of the specific post in line with service need.

4. Acceptance / Declination of a Job Offer

The time lines and panel (Talent Pool) management rules (i.e. how posts are offered) for each individual post will be included in the email communication sent to you for each individual post which arises and is relevant to your order of merit on the panel (Talent Pool).

5. Campaign Time Scales

The Closing date for this position is as stated in the Job Specification.

It is anticipated that interviews will be scheduled on the dates as specified in the Job Specification. Therefore we advise that you note these dates in your diary now as due to the limited availability of the interview board it is unlikely that an alternative interview date and time can be offered. Interviews will be held in person only, therefore candidates must be available to present for interview.

6. Security Clearance

Our office will seek Garda Vetting for all of your residences in the Republic of Ireland and Northern Ireland. Please see **Appendix 2** for more information on international clearances.

7. Appeal Procedures

Appointments in Tusla are made under a recruitment license and are subject to Codes of Practice established by the Commission for Public Service Appointments (CPSA). Under the Codes of Practice candidates are entitled to appeal any part of the appointment process that they feel is unfair or has been applied unfairly to them. Candidates are entitled to one of two forms of review procedure which are mutually exclusive - a Section 7 **or** a Section 8 review. Before submitting a request for review candidates should determine which procedure is appropriate to their particular circumstances.

The procedures allow for matters to be resolved on an informal basis and candidates are advised to avail of the informal process before making use of the formal review procedure. Candidates should in the first instance make an informal appeal to Tusla Recruit Campaign Manager tuslarecruit@tusla.ie Please note that informal appeals prior to interview must be submitted within 2 working days of receipt of a decision. Informal appeals after interview must be submitted within 5 working days of notification of a decision.

We encourage you to visit www.cpsa.ie for further information on the code of practice and informal and formal review procedures.

Appendix 1

(i) EEA Nationals

EEA nationals who do not require work permits / visas / authorizations are nationals of the following countries: Austria, Belgium, Denmark, Finland, France, Germany, Greece, Ireland, Italy, Luxembourg, The Netherlands, Portugal, Spain, Sweden, United Kingdom, Cyprus, Czech Republic, Estonia, Hungary, Latvia, Lithuania, Malta, Poland, Slovakia, Slovenia, Norway, Iceland, Liechtenstein, Switzerland, Bulgaria and Romania.

(ii) NON-EUROPEAN ECONOMIC AREA APPLICANTS WHO RESIDE WITHIN THE STATE

In order that we can process your application it will be necessary for you to submit the following scanned documentation:

A scanned copy of your passport showing your identification i.e. the first page of your passport showing your photograph and personal details and current immigration stamp showing you have permission to be in this State.

And

A scanned copy of your current Certificate of Registration (GNIB card) showing Stamp 1, Stamp 4/ 4EUfam, Stamp 5

Or

A scanned copy of your current Certificate of Registration (GNIB card) showing Stamp 3 and scanned copies of the following:

Marriage/Civil Partnership Certificate

And

Spouse's passport showing their identification and current immigration stamp **and** their current GNIB card showing Stamp 1, 4 or 5

Or

If your spouse holds a Stamp 2 for the purposes of **PhD study**, please include a copy of their passport showing their identification and current immigration stamp **and** their current GNIB card showing Stamp 2 **and** documentary evidence from the relevant educational institution showing that they are a **PhD** student.

Applications that are not accompanied by the above documents where necessary will be considered incomplete and will not be processed any further.

This means that your application will not be submitted for the ranking exercise and subsequent invitation to interview.

For more details on EEA countries please see visit the Department of Jobs, Enterprise and Innovation website www.djei.ie

Please note:

Tusla Recruit welcomes applications from suitably qualified Non-EEA Nationals that have refugee status. We would be grateful if such applicants would provide documentary evidence confirming their status.

Appendix 2

All appointments will require satisfactory security clearances. Please note if you require overseas security clearance and are unable to produce it at the time of job offer then the job offer may be withdrawn.

If you lived in any country for 6 months or more other than the Republic of Ireland or Northern Ireland you will be required to provide security clearance for each jurisdiction in which you have resided. Your security clearance must be dated AFTER you left that country and cover the entire period of your residence. Seeking security clearances from other countries (e.g. UK, USA etc) are the responsibility of the candidate. It is a process which can take an amount of time. Therefore if you are interested in pursuing a career within Tusla we would strongly advise that you commence seeking international security clearances now.

PLEASE NOTE: the Garda clearance form which you complete and return only covers addresses in the Republic of Ireland and Northern Ireland. However all addresses from birth, including overseas addresses must be provided on our Garda Clearance form.

All Northern Ireland addresses on vetting applications must include a Postal Code.

Further information in respect of Postal Codes is available on the following websites:

www.royalmail.com/find-a-postcode

www.postoffice.co.uk/postcode-finder

If you have resided in countries outside of the Republic of Ireland and Northern Ireland for a period of 6 months or more, it will be mandatory for you to furnish this department with a Police Clearance Certificate from those countries stating that you have no convictions recorded against you while residing there. You will need to provide a separate Police Clearance Certificate for each country you have resided in. Clearance must be dated after the date you left the country/countries.

Note: Candidates who studied outside of Ireland e.g. in the UK, please pay particular attention to this. You will require UK disclosure to cover the entire period you were in the UK. Clearance must be dated **after** you left the UK.

The following websites may be of assistance to you in this regard:

United Kingdom

London:

<http://content.met.police.uk/Site/infomationaboutyourself>

[Metropolitan Police Service - Your right to information](#)

www.disclosurescotland.co.uk

<http://www.south-wales.police.uk/more-about-us/your-right-to-information/data-protection/>

www.north-wales.police.uk

The <http://www.police.uk/forces/> website will provide you with a link to each police force site in the UK. Click on the relevant force covering the area where you resided. A search under Data Protection or Data Access Request or Subject Access Request will bring you to the relevant section of that Police Forces website.

<https://www.gov.uk/browse/working/finding-job> (This website will provide you with a list of registered agencies to contact in the UK who may process your request for UK clearance with the Criminal Records Bureau).

Australia

www.afp.gov.au This website will provide you with information on obtaining a national police clearance certificate for Australia

New Zealand

www.courts.govt.nz This website will provide you with information on obtaining police clearance in New Zealand.

United States of America

Please note that valid Security/Overseas Clearance from the USA must be obtained from the **FBI only**,

http://travel.state.gov/travel/tips/emergencies/emergencies_1201.html

FBI Clearance is valid for all of the United States and convictions / remarks occurring anywhere in the United States would be noted. Individual US State Clearance (e.g., New York State Clearance) is not acceptable as it is valid for that State alone and convictions / remarks occurring in other States may or may not be noted.

Other Countries

- For other countries not listed above you may find it helpful to contact the relevant embassies who could provide you with information on seeking Police Clearance.
- Candidates please do not send us your overseas clearance or any other documentation unless we request it from you. Candidates who receive job offers will have 5 working days in which to produce the required documentation; otherwise the job offer will be withdrawn.
- When requested, a copy of your overseas Clearance will be retained on file and the original returned to you by post.

Note: Any costs incurred in this process will be borne by the candidate.

Appendix 3

Candidates who CANNOT APPLY

Applications received from candidates who fall under the below categories will not be processed further in the selection process; this means that you will not be invited to interview.

Persons in receipt of a pension from specified Superannuation Schemes

Tusla and the HSE has implemented a policy which prohibits the rehire of retired members of Tusla and the HSE staff in all grades. You will not be eligible to compete for posts to be filled in this campaign if you have previously worked for Tusla/ the HSE/former Health Boards and are now in receipt of a pension awarded under the terms of one of the following Pension Schemes:

1. Local Government Superannuation Scheme (LGSS)
2. HSE Employee Superannuation Scheme
3. Voluntary Hospital's Superannuation Scheme (VHSS) (Officers or Non Officers Schemes)
4. Nominated Health Agencies Superannuation Scheme (NHASS).

Prospective candidates must satisfy themselves as to their eligibility to be employed by the Health Service Executive before applying/competing for posts to be filled through this recruitment campaign.

Former Health Service and public sector employees must ensure that they adhere to their contractual obligations where they have previously availed of the Incentivised Scheme of Early Retirement (ISER), 2010 Voluntary Early Retirement Scheme (VER) or 2010 Voluntary Redundancy Scheme (VRS).

General Declaration

It is important that you read this Declaration carefully and then sign it in the space below.

Part 1:

Obligations Placed on Candidates who participate in The Recruitment Process.

The Public Services Management (Recruitment and Selection) Act 2004 makes very specific provisions in relation to the responsibilities placed on candidates who participate in recruitment campaigns and these are detailed in Section 4 of the Code of Practice under the Act.

These obligations are as follows:

Any canvassing by or on behalf of candidates shall result in disqualification and exclusion from the recruitment process. Candidates shall not:

- Knowingly or recklessly make a false or a misleading application
- Knowingly or recklessly provide false information or documentation
- Canvass any person with or without inducements
- Impersonate a candidate at any stage of the process
- Knowingly or maliciously obstruct or interfere with the recruitment process
- Knowingly and without lawful authority take any action that could result in the compromising of any test material or any evaluation of it
- Interfere with or compromise the process in any way

Any person who contravenes the above provisions, or who assists another person in contravening the above provisions, shall be guilty of an offence.

It is the policy of Tusla to report any such above contraventions to An Garda Síochána.

In addition, where a person found guilty of an offence was or is a candidate at a recruitment/selection process, then, in accordance with the Public Services Management (Recruitment and Selection) Act 2004:

- Where s/he has not been appointed to a post, s/he shall be disqualified as a candidate and;
- Where s/he has been appointed as a result of that process, s/he shall forfeit that appointment

Part 2:

Declaration: 'I declare that to the best of my knowledge and belief there is nothing in relation to my conduct, character or personal background of any nature that would adversely affect the position of trust in which I would be placed by virtue of my appointment to this position. I hereby confirm my irrevocable consent to the Child and Family Agency to the making of such enquiries, as the Child and Family Agency deems necessary in respect of my suitability for the post in respect of which this application is made.

I hereby accept and confirm the entitlement of the Child and Family Agency to reject my application or terminate my employment (in the event of a contract of employment having been entered into) if I have omitted to furnish the Child and Family Agency with any information relevant to my application or to my continued employment with the Child and Family Agency or where I have made any false statement or misrepresentation relevant to this application or my continuing employment with the Health Service.

Furthermore, I hereby declare that all the particulars furnished in connection with this application are true, and that I am aware of the qualifications and particulars for this position. I understand that I may be required to submit documentary evidence in support of any particulars given by me on my Application Form. I understand that any false or misleading information submitted by me will render me liable to automatic disqualification or render me liable to dismissal, if employed.'

Failure to sign application will render it invalid.*

Signed: _____(Candidate Name)

Date: _____

Important: If you are submitting your application via Tusla Recruit online we will accept the Declaration unsigned once you have confirmed understanding of the document via the system process but you will be required to sign the Declaration at interview should you be invited.

(I confirm understanding of the declaration document)