An Ghníomhaireacht um Leanaí agus an Teaghlach
Child and Family Agency

Psychologist Senior
Assessment Consultation and Therapy Service (ACTS)

Dear Candidate,

Thank you for your interest in the post of **Psychologist Senior Assessment Consultation and Therapy Service (ACTS)**

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:

Ms Claire Foley, National Manager ACTS Tel: 0871755206

Should you have any specific queries in relation to the recruitment process please contact the Tusla Recruitment team via: tuslarecruit@tusla.ie or Michael McLoone, 01 771 8608 / michael.mcloone@tusla.ie

Kind Regards,

Tusla Recruitment Team

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Job Specification

Job Title, Grade and Grade Code	Psychologist Senior Assessment Consultation and Therapy Service (ACTS) (Clinical, Grade Code 367Y Counselling Grade Code)
Campaign Reference Approval Code	TR2017758
Applications considered Via	Tusla Recruit Portal only
Opening date for Applications	12th September 2019
Closing Date for Applications	12 noon 7th October 2019
Proposed Interview date(s)	October / November - - may be subject to change based on volume of candidates and availability of Service resources.
Contact for Informal Enquiries	Ms Claire Foley, National Manager ACTS Tel: 0871755206
Location of Post	A National panel may be created for ACTS to fill current and future permanent and specified purpose vacancies of full or part time duration. There are three initial whole-time vacancies based in Dublin North East, Tusla South (Cork) and Tusla Tulsa West (Limerick) The post holders for DNE will be based initially in the ACTS Building, Ballyowen, Palmerstown, Dublin 20. The Tusla West post will be based initially in St Joseph's Hospital, Limerick and the Tusla South will be based in St Stephen's Hospital Glanmire, Cork.
Details of Service	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. The Child and Family Agency has responsibility for the following range of services: • 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 • Services related to the psychological welfare of children Further information is available on www.tusla.ie
Post Specific Service:	The Assessment, Consultation and Therapy Services (ACTS) is a Tusla Therapy Service which has been established to provide consultation, assessment and focused interventions to young

	people who have high risk behaviours associated with complex clinical needs. These therapeutic inputs will be provided in a timely and responsive manner with a focus on improving outcomes for young people and their families. ACTS is a specialised service which offers multidisciplinary assessment and time specific interventions. We also support other professionals in their on-going work with young people and their families. This includes ❑ On-site therapeutic services to the national special care units and the children detention schools ❑ Assessment and focused intervention services in the community for children at risk of placement in high support, special care or detention.
Purpose of the post:	The purpose of the post is to provide a Psychology Service to adolescents in Special Care, detention or young people living in the community at risk of special care or detention as part of the multi-disciplinary ACTS team structure. The Senior Psychologist on each team is responsible for the organisation and delivery of the Psychology service to the young people and their families in line with Tusla policies and within established professional standards, guidelines and policy.
Reporting Relationship	The professional reporting relationship for clinical governance and clinical supervision will be to the Principal Psychology Manager in ACTS. Line management reporting for the day to day caseload will be to the Clinical Team Manager.
Duties and Responsibilities	**<u>Professional / Clinical</u>** **The Senior Grade Psychologist will:** • Develop the psychology service in line with best practice and evidence based practice • Be responsible for the delivery of professional psychology assessment, intervention and consultation appropriate to the post in line with best practice • Carry a clinical caseload appropriate to the post • Provide psychological assessments for the client group based upon the appropriate use, interpretation and integration of data from a variety of sources including psychological tests, self-report measures, direct and indirect observation and interviews with clients, family members and/or carers and the wider professional system. • Formulate and implement plans for psychological therapeutic intervention or management in consultation with the MDT team based on an appropriate conceptual framework, working in home and clinical settings as appropriate • Communicate results of assessments and recommendations to the service user and relevant others as appropriate. • Document all assessments, diagnoses, treatment / intervention plans, clinical notes, relevant contacts and summaries in accordance with department and professional standards. • Make it possible for service users to advocate for their own needs, or where appropriate advocate on behalf of service users and ensure that all interventions are in line with Tusla's Child Participation Policy. • Attend court, tribunals etc as required. • Work within current legislation, relevant policies and procedures, guidelines and protocols within TUSLA. • Take direction from the Principal Psychology Manager, Clinical Team Manager or the ACTS National Manager. • Keep the Principal Psychology Manager and the Clinical Team Manager fully informed and up-to-date on all significant matters. • Actively engage in performance management.

- In conjunction with the Principal Psychology Manager, Clinical Team Manager and MDT contribute to the development and implementation of procedures, policies and guidelines while adhering to existing standards and protocols.
- Maintain professional standards in relation to confidentiality, ethics and legislation.
- Carry out other duties as assigned by the Principal Psychology Manager or Clinical Team Manager
- Provide clinical supervision to other Psychology/Psychotherapy staff members and trainees as appropriate.
- Provide, as required, reports regarding the service and professional advice to the Clinical Team Manager, ACTS National Manager and heads of other services as required and to contribute to the planning and development of services
- Exercise professional responsibility for the assessment, treatment, monitoring, follow-up and discharge of clients whose problems are managed using psychologically based care plans
- Contribute a psychological perspective to case planning and multi-agency case working and review and call multi-professional meetings when appropriate
- Provide professional reports as required in accordance with professional standards
- Communicate effectively and work in co-operation with team members and others to ensure integrated service provision
- Develop and maintain close liaison with key stakeholders
- Ensure co-ordinated interdisciplinary and inter-agency service delivery
- Participate in meetings, committees and/or conferences as required
- Work within limits of professional competence in line with principles of best practice, professional conduct and clinical governance
- Represent and advocate for the psychological needs of service users
- Work in and promote an ethical and professional manner at all times
- Be aware of and refer the service user to other services as necessary
- Initiate and participate in needs assessment and health promotion as appropriate
- Deputise for the Principal Psychologist and Clinical Team Manager as appropriate / required
- Promote a culture that values equality, diversity and respect in the workplace
- Demonstrate significant experience in engaging in therapeutic work with young people (12-18), their families and carers.
- Understanding of the role of TUSLA and knowledge of child protection and welfare services.
- Interest in working from a trauma informed and attachment perspective and learning about Special Care and Juvenile Detention Services

Research & Evaluation

The Senior Grade Psychologist will:

- Utilise evidence-based literature and research to support effective practice
- Undertake project management including audit and service evaluation with colleagues within the service to help develop service provision.
- Participate in evaluation of all clinical activity within the post and provide such information as required by the Clinical Team Manager and /or Principal Psychology Manager for the purpose of service monitoring and evaluation
- Conduct, encourage and support service related research and provide research advice as appropriate
- Publish research outcomes in professionally recognised journals and share information on outcomes at professional conferences where appropriate
- Represent a professional view point in relation to nationally accepted good practice and

to ensure a high level of ethical standards and professional conduct
- Lead and contribute to developments and innovative practice

Education & Training

The Senior Grade Psychologist will:

- Engage in specialised training appropriate to the post
- Receive regular clinical professional supervision
- Provide post-graduate teaching and training to professional postgraduates including Doctoral Psychology trainees
- Provide support to the work of non-psychologists in delivery of psychological interventions as appropriate
- Provide psychological training, advice and consultation to staff from Tusla and other agencies in areas relevant to direct clinical work and to psychology service provision
- Provide professional and clinical supervision of trainee psychologists
- Provide advice, consultation and training to staff working with the client group across a range of agencies and settings where appropriate
- Attend mandatory training programmes
- Be informed of advances in professional knowledge and practice
- Be informed of and distribute developments in national policies, strategies and legislation and provide feedback on impact on practice
- Take responsibility for continuous professional development and ensure compliance with statutory registration requirements
- In collaboration with the Clinical Team Manager and Principal Psychology Manager attend training courses as informed by service requirements and career & personal development planning
- Be responsible for the induction of new staff as appropriate
- Engage in planning and performance reviews, as required by the Psychology Manager and/or Clinical Team Manager.

Health & Safety

The Senior Grade Psychologist will:

- Comply with and contribute to the development of policies, procedures and safe professional practice and adhere to relevant legislation, regulations and standards and ensure their staff compliance
- Have a working knowledge of HIQA or Mental Health Commission 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.
- Comply with the policies, procedures and safe professional practice of the Irish Healthcare System by adhering to relevant legislation, regulations and standards.
- Document appropriately and report any near misses, hazards and accidents and bring them to the attention of relevant / designated individual(s) in line with best practice.
- Work in a safe manner with due care and attention to the safety of self and others.
- Be aware of risk management issues, identify risks and take appropriate action.

- Keep abreast of developments in national policies and strategies and international best practice.
- Support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service.

Management

The Senior Grade Psychologist will:

- Provide line management supervision to assigned staff as appropriate
- Manage and co-ordinate service delivery in their area of responsibility
- Assign duties and responsibilities as appropriate to ensure effective service delivery
- Ensure the maintenance of a high standard of appropriate service user records and statistics in accordance with Tusla requirements and local guidelines, Freedom of Information Acts, Data Protection Acts, GDPR and other relevant legislation
- Act as a person mandated under Schedule 2 of the Children First Act 2015.
- Provide service reports / data as required by the Clinical Team Manager or the Principal Psychology Manager
- Maintain accurate up to date records and files, and submit activity data as required.
- Write accurate, clear, concise and purposeful reports.
- Contribute to service developments by monitoring and evaluating emerging needs and trends in consultation with team members, Clinical Team Manager and the Principal Psychology Manager.
- Collaborate with the Principal Psychology Manager and Clinical Team Manager in developing the role of the Senior Grade Psychologist and the service e.g. through planning, audit, production of standards, continuing education, quality improvement initiatives and research.
- Be responsible for the co-ordination and delivery of service in designated area(s).
- Ensure good working practice and adherence to standards of best practice.
- Promote quality by reviewing and evaluating the Psychology service, identifying changing needs and opportunities to improve services.
- Represent the department / profession / team at meetings and conferences as appropriate.
- Deputise for the Principal Psychology Manager and Clinical Team Manager as required.
- Participate in the control and ordering of clinical equipment.
- Engage in technological developments as they apply to the service user and service administration.
- Contribute to the development and implementation of information sharing protocols, audit systems, referral pathways and integrated care arrangements
- Contribute to policy development, performance monitoring, business / service planning and budgetary control in conjunction with Clinical Team Manager, Psychology Manager and relevant others
- Keep abreast of developments in national policies and strategies and international best practice.
- Maintain an awareness of HR policies and procedures / engage in recruitment processes and other HR functions as required
- Assist in ensuring that the psychological service makes the most efficient and effective use of developments in IT
- Maintain professional standards with regard to service user and data confidentiality
- Keep up to date with organisational developments within Tusla

	• Have a strong working knowledge of current legislation, policies and procedures pertaining to working with children and their families. • Support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient clinical service. **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 Qualifications and / or Experience	At the closing date applicants must: a) (i) a recognised University degree or diploma obtained with first or second class honours in which psychology was taken as a major subject and honours obtained in that subject. **and** (ii) a recognised postgraduate professional psychological qualification appropriate to the area of professional psychology in which the position is designated and recognised by the PSI **and** b) Have at least five years satisfactory post graduate experience in the area of professional psychology in which the position is designated inclusive of any time spent in pursuing a course leading to the postgraduate qualification and including at least two years satisfactory experience as a staff grade psychologist **and** c) Possess the requisite knowledge and ability (including a high standard of suitability and management ability) for the proper discharge of the duties of the office. **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 **Character** Each candidate for and any person holding the office must be of good character **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.

Definitions	For the purpose of clarity the following definitions apply in the context of recruitment for psychology positions within Tusla: **PSI Placement Accreditation Standards** Clinical Psychology: Each trainee should spend a minimum of 60 days per placement but overall trainees should be on placement for a minimum of 390 days of the total course time. Counselling Psychology: Trainees should have a minimum of 450 hours supervised client contact experience (accrued over a minimum period of 30 months based on at least 2 placement days per week). Students must gain client experience in at least three settings at least one of which should be in a health care setting. Educational Psychology: Trainees should complete 120 full days practical work experience in applied settings. **Appropriate Health/Social Care Setting** An appropriate health/social care setting is defined in this context to be a setting which facilitates placement/clinical experience to be gained where the trainees / students have the opportunity to be supervised by an appropriate supervisor who is **working within the health setting**. The placement should include opportunities to acquire skills in assessment, formulation, intervention, evaluation and reporting with a range of clinical problems in terms of complexity and severity seen within a care group population e.g. Child (0-18) Adult, Disability (lifespan). Statutory / Public health service setting outside of the Irish State will be considered on a case by case basis. **Post-graduate professional psychology qualification** Post Graduate qualification means satisfactory completion of a PSI accredited professional training programme in clinical, counselling or educational psychology. Applicants with non Irish post graduate qualifications must have their qualification validated by the Department of Health. **Supervised Placement** A common definition of supervised clinical placement was developed based on the diverse accreditation standards pertaining to each qualification. This is defined as a period of clinical time spent under the supervision of an appropriately qualified senior psychologist. The placement must provide the opportunity to work with a range of clinical problems in terms of complexity and severity. To meet the eligibility criteria for psychology posts in the HSE all applicants must demonstrate that they have completed a placement of at least 60 days in a health setting supervised by a practitioner who fulfils PSI supervision accreditation criteria for the professional qualification in question. Counselling psychologists currently calculate placements using both days and hours. In their case, the 60 days in a health setting must comprise a minimum of 150 hours of direct client contact. **Post-qualification** Post Qualification is defined as time in supervised professional practice after acquiring a professional qualification in clinical, counselling or educational psychology. **Appropriate post qualification professional work experience**

	Sixty days or equivalent (60 days equates to 150 hours of supervised client contact) of clinical experience under the supervision of a more senior grade psychologist (relevant discipline of psychology applies).
Other requirements specific to the post	• Access to transport, as the post is likely to involve some attendance and service provision at different locations
Skills, competencies and/or knowledge	• Demonstrate commitment to improving outcomes for vulnerable young people and their families; • Demonstrate competence in delivering a professional service • Demonstrate an awareness of current professional issues • Demonstrate a clear understanding of professional ethics • Demonstrate knowledge of research methods • Demonstrate commitment to continuing professional development and a clear commitment to the supervision process • Demonstrate sufficient communication skills (verbal & written) to effectively carry out the duties and responsibilities of the role. To include competency in providing written and verbal reports to the courts as required. • Demonstrate sufficient clinical knowledge and evidence based practice to carry out the duties and responsibilities of the role which must include a wide range of psychometric skills applicable to the relevant target population • Demonstrate an ability to apply knowledge to best practice • Demonstrate and ability to ensure anti-discriminatory practice and cultural competence at individual and service levels. • Demonstrate the ability to plan and deliver care in an effective and resourceful manner within a model of person-centred care in conjunction with your MDT colleagues • Demonstrate an ability to manage and develop self and others in a busy working environment • Demonstrate the ability to effectively evaluate information, communicate this in a robust formulation and make appropriate decisions • Demonstrate a commitment to assuring high standards and strive for a user centred service • Display effective interpersonal skills including the ability to collaborate with young people, their families, carers and your colleagues • Demonstrate a strong commitment to multi-disciplinary working and interagency collaboration. • Demonstrate effective leadership and team skills • Display awareness and appreciation of the service users and the ability to empathise with and treat others with dignity and respect • Demonstrate flexibility and openness to change

	• Demonstrate a commitment to continuing professional development • Demonstrate a willingness to develop IT skills relevant to the role • Demonstrate a comprehensive knowledge of current and evolving child care legislation, Tusla policies and procedures, and guidelines and protocols. Financial Management Skills
Campaign Specific Selection Process **Shortlisting /**	A ranking exercise 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 this job specification. Therefore, it is very important that you think about your experience in light of those requirements. <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> 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.
Code of Practice	The Recruitment Service Child and Family Agency will run this campaign in compliance with 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. Codes of practice are published by the CPSA and are available on www.cpsa.ie. Tusla Child and Family Agency is an Equal Opportunities Employer. Tusla Child and Family Agency recognises its responsibilities under the Data Protection Acts 2003 & 1988 and the Freedom of Information Act 2014.
Tusla Child and Family Agency Transformation Programme 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.	

Tenure	A panel will be created from this campaign from which current and future permanent, specified purpose, whole-time and part-time posts will be filled. The tenure of these posts will be indicated at "expression of interest" stage. The posts are pensionable. Appointment as an employee of Tusla is governed by the Health Act 2004 and the Public Service Management (Recruitment and Appointment) Act 2004.
Remuneration	The Salary scale for the whole time equivalent of this post is: €79,918, €81,757, €83,611, €85,455, €87,285, €87,987, €90,737, €93,491 (LSI's)
Working Week	The standard working week applying to the post is to be 37 hours.
Annual Leave	The annual leave associated with the post is 30 days.
Superannuation	This is a pensionable position within 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. Members of pre-existing pension schemes who transferred to the HSE on the 01st January 2005 pursuant to Section 60 of the Health Act 2004 are entitled to superannuation benefit terms under the HSE Scheme which are no less favourable to those which they were entitled to 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.
Responsibilities under Children First National Guidance for the Protection and Welfare of Children (2017)	The safety and welfare of children and young people is a key priority for Tusla – Child and Family Agency. All employees of Tusla are required to be vigilant to any concerns regarding the protection and welfare of children and to bring them to the attention of the Tusla Designated Person in a timely manner, in keeping with the Tusla – Child and Family Agency Child Protection policies.
National Standards for Children and Family Services	Employees must have a working knowledge of HIQA Standards (https://www.hiqa.ie/areas-we-work/childrens-services) and / or the Adoption Authority of Ireland Standards as they apply to the role. All Employees must be aware of their responsibilities under Children First National Guidance for the Protection and Welfare of Children (2017)
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.
	Positions remunerated at or above the minimum point of the Grade VIII salary

Ethics in Public Office 1995 and 2001 **Positions remunerated at or above the minimum point of the Grade VIII salary scale (€ 64,812 as at 01.01.10)**	scale (€ 64,812 as at 01.01.2010) 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. 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 not later than 31st January in the following year. 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 Tusla 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. 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. 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 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/

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This document contains important information regarding this campaign. We recommend that you read this document before making application. In this document we lay out the regulations by which the campaign will be run and we explain the recruitment and selection process. This document outlines what we require from you and in what format it is required. This is to ensure we have the same information from all candidates and that candidates are treated in the same manner.

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 – Child and Family Agency.

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. All posts are posted on the following links:

- http://www.tusla.ie/about/careers-in-tusla or http://www.tusla.ie/staff/tusla-internal-jobs you need to access the link and follow on- line application instructions.

- 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.
- You are required to answer **all questions** asked of you on the application form and provide specific dates and details as requested. If you omit information pertinent to your eligibility in the questions asked it may result in your application been deemed ineligible and subsequently not called forward to interview. Information must be clear and outlined in format requested. The onus is on the candidate to provide all information requested in format required on the on-line application form.
- There is no need to sign on-line applications; we will request candidates to sign their application form at interview if called to attend.
- We will not be able to process applications by CV or any other method than that requested.
- Support is available with on-line applications from the Tusla Recruit Team, if you need support please send an email request to tuslarecruit@tusla.ie and put the words **System Support** in the subject bar of the email. Provide a contact number in the email and then a member of the team will the contact you directly.

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.

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3. How will the selection process be run?

- You must complete the official application form in full on line. 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 panel of senior managers will assess your application form against the eligibility criteria to see how your 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 and provide the detail requested.

  There may be a number of stages of selection and short-listing or a ranking exercise may take place. Applicants who meet the eligibility criteria may be shortlisted for interview based on information supplied in the application form at the closing date or in other specified assessment process. Criteria for short listing are based on the requirements of the post as outlined in the post specific requirements, duties, skills, competencies and/or knowledge sections of the job specification and the information supplied in the competency based application form or eligibility questions, whichever is used. It is therefore very important that you think about your experience in light of those requirements and that you provide a detailed and accurate account of your qualifications and experience in your application. Please provide dates and details as requested.

  While a candidate may meet the eligibility requirements of the competition, if the numbers applying for the position are such that it would not be practical to interview everyone, Tusla Recruit may decide that a number only will be called to interview. In this respect, Tusla Recruit provide for the employment of a short listing process to select a group for interview who, based on an examination of the application forms, appear to be the most suitable for the position. An expert panel will examine the application forms against a predetermined criteria based on the requirements of the position. This is not to suggest that other candidates are necessarily unsuitable or incapable of

undertaking the job, rather that there are some candidates, who based on their application, appear to be better qualified and/or have more relevant experience. It is therefore in your own interest to provide a detailed and accurate account of your qualifications/ experience on the application form.

- Any applicant who did not meet the eligibility criteria/ was not shortlisted will be informed of that decision and the reason why.

- Any candidate invited to interview will be given more details regarding the interview or other additional assessment stages at a later date.

The selection process may involve additional assessments, for example:

  - Short listing of candidates on the basis of the information contained in their application
  - Online and/or paper- based assessment/ tests/questionnaire(s)
  - A qualifying preliminary interview – competency based
  - Work sample/role play/ media exercise
  - A competency based interview which may include a presentation and any other tests or exercises that may be deemed appropriate. Applicants deemed eligible, will be notified of these additional stages if applicable and may be required to attend additional assessments and interview.

- Candidates who are successful at interview may 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).
- Weighting may take place in situations whereby 2 or more candidates are placed in the same position on a panel (Talent Pool). The candidate with the highest score in professional knowledge will be ranked highest.
- 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.

Please note:

Qualifications/eligibility may not be confirmed until the final stage of the process, therefore, those candidates who do not possess the essential requirements, on the date specified within the Job Specification/Candidate Information Pack, and proceed with their application
are putting themselves to unnecessary effort/expense and will not be offered a position from this campaign.
Please note that, given the volume of applications, Tusla Recruit is not in a position to consider or offer advice on the qualifications/eligibility of individuals unless they come under consideration. The onus is on the candidate to ensure they fulfil the eligibility requirements set out above. Tusla Recruit reserves the right to deem an applicant ineligible at any stage if it is apparent that the candidate does not hold the required eligibility/qualifications e.g. from the submitted application form.
Candidates who come under consideration following the final selection stage will be required to provide documentary evidence of their eligibility, including qualifications.

Candidates who are unable to show that they hold the required qualifications may be withdrawn from the campaign at any stage.

An invitation to tests, interview or any element of the selection process is not acceptance of eligibility.

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.

All appointments will require satisfactory security clearances. 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 with Tusla we would strongly advise that you commence seeking international security clearances now. Please see **Appendix 2** for more information on international 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.

7.Commission for Public Service Appointments – Codes of Practice

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 request a review of any part of the

appointment process or make a complaint regarding any part of the 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 review **or** a Section 8 complaint. 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 request for review to the Tusla Recruit Campaign Manager via tuslarecruit@tusla.ie . Please note that informal reviews prior to interview must be requested within 2 working days of receipt of a decision. Informal appeals after interview must be requested within 5 working days of notification of a decision.

Please note:

A Candidate who is simply seeking clarification on the basis for the decision reached about their candidature should obtain this feedback from the Tusla Recruit Campaign Manager. They do not need to invoke any of the procedures referred to above. Such feedback will be properly managed by the Tusla Recruit Campaign Manager as an integral part of the appointment process.

In addition, 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 5 and Section 9 of the Code of Practise under the Act.

These obligations are as follows:

Section 5

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 and it is the policy of Tusla to report any such above contraventions to An Garda Siochana.

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.

Section 9

Any unreasonable conduct by the candidate may result in their contact being restricted.

Candidates shall not display the following types of behaviour which the Commission considers 'Unreasonable Conduct':

- Unreasonable persistence
- Unreasonable lack of cooperation
- Unreasonable arguments
- Unreasonable behaviour

Examples of Unreasonable Conduct include:

  - Insisting that an issue be reviewed again by another officer.
  - Expecting immediate responses to requests or communications.
  - Insisting their version of events be accepted as fact where there is no objective evidence to support this.
  - Impolite or aggressive conduct.

The decision to restrict access may include:

- Requesting the individual make contact in a particular form, for example by letter only.
- Requiring contact to take place with a named officer only.
- Restricting telephone calls from the individual to specified days and timeframes.
- Restricting telephone calls from the individual to specified days and timeframes.
- Restricting telephone calls from the individual to specified days and timeframes.
- Restricting access to the offices of an organisation.
- Asking the customer to enter into an agreement about their future conduct.
- Refusal to pursue a complaint or request for a review.
- Terminating all contact with the complainant.

We encourage you to visit **www.cpsa.ie** for further information on the Code of Practice.

Appendix 1

(i) EEA Nationals

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

(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/IRP Card) showing Stamp 1, Stamp 4/ 4EUfam, Stamp 5

Or

A scanned copy of your current Certificate of Registration (GNIB card/IRP 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/IRP 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/IRP 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 Business, Enterprise and Innovation website www.dbei.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 with Tusla we would strongly advise that you commence seeking international security clearances now.

All applicants will need to apply for a vetting disclosure from the National Vetting Bureau.

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,**

https://www.fbi.gov/about-us/cjis/identity-history-summary-checks

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.

An Ghníomhaireacht um Leanaí agus an Teaghlach
Child and Family Agency

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:

2. Local Government Superannuation Scheme (LGSS)
3. HSE Employee Superannuation Scheme
4. Voluntary Hospital's Superannuation Scheme (VHSS) (Officers or Non Officers Schemes)
5. 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).

Appendix 4

General Data Protection Regulation for Tusla Recruit

Contact details for the Data Protection Office are as follows:

An Ghníomhaireacht um Leanaí agus an Teaghlach
Child and Family Agency

Our Data Protection Officer can be contacted by email at datacontroller@tusla.ie or by telephone on +353 1 771 8500 or by post at Brunel Building, Heuston South Quarter, Dublin 8.
The basis for processing your personal data is to process your application for the position you have applied for with Tusla Child and Family Agency.
Storage period – your application will be retained for one year from the date a panel for the position is formed. In exceptional circumstances panels can extended for an additional year and your personal data will be kept until the extension has expired (Panels in some cases may be extended for a further one year or two years).
You have a right to make a data access request to Tusla Child and Family Agency and this can be done in writing to datacontroller@tusla.ie

An Ghníomhaireacht um Leanaí agus an Teaghlach
Child and Family Agency

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 5 and Section 9 of the Code of Practise under the Act.

These obligations are as follows:

Section 5

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 Siochana.

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.

Section 9

Any unreasonable conduct by the candidate may result in their contact being restricted.

Candidates shall not display the following types of behaviour which the Commission considers

'Unreasonable Conduct':

- Unreasonable persistence
- Unreasonable lack of cooperation
- Unreasonable arguments
- Unreasonable behaviour

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 to attend.**