**Social Care Worker**

**Job Specification & Terms and Conditions**

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| **Job Title, Grade Code** | Social Care Worker(Grade Code: 3029) |
| **Remuneration** | The salary scale for the post as of **01/08/2025** is: 40,351 41,908 43,826 45,229 46,647 48,072 49,520 50,990 52,473 54,012 55,599New appointees to any grade start at the minimum point of the scale. Incremental credit will be applied for recognised relevant service in Ireland and abroad (Department of Health Circular 2/2011). Incremental credit is normally granted on appointment, in respect of previous experience in the Civil Service, Local Authorities, Health Service and other Public Service Bodies and Statutory Agencies. |
| **Campaign Reference** | G10681 |
| **Closing Date** | Monday, 22nd September 2025 at 10am via Rezoomo only. |
| **Proposed Interview Date (s)** | Interviews will be held as soon as possible after the closing date. Candidates will normally be given at least one week’s notice of interview. The timescale may be reduced in exceptional circumstances. |
| **Taking up Appointment** | A start date will be indicated at job offer stage. |
| **Location of Post** | Young Parent Support Project, Medical Social Work Department, Galway University Hospitals, HSE West & North West Region. There is currently one permanent, part time vacancy available in Galway University Hospitals.A panel may be formed as a result of this campaign for Galway University Hospitals from which current and future, permanent and specified purpose vacancies of full or part-time duration may be filled.  |
| **Informal Enquiries**  | We welcome enquiries about the role. Contact Donal Gill, Principal Social Worker, Galway University Hospitals**Telephone:** 091 544089, **Email:** Donal.gill@hse.ie for further information about the role. |
| **Details of Service** | **Young Parent Support Project Services**The Young Parents Support Programme provides services for young people who become parents when they are aged 24 years and under and supports them in their babies in their first 1000 days. The programme is located at University Hospital, Galway and managed by the Medical Social Work Department. It is funded though the HSE West and Tusla Child and Family Agency, under the School Completion Programme and the European Social Fund. Support is offered in all areas of a young person’s life: antenatal care and health, relationships, advice regarding accommodation, social welfare, education, training, child development, parenting, childcare and any other issue that is of concern to the young parent. 14 similar programmes have been set up nationally. Support is offered on a one-to-one basis, through group activities and through referral to and liaison with other services.The West and North West region provides acute and specialist hospital and community services to the West and North West of Ireland – counties Galway, Mayo, Roscommon, Sligo, Leitrim, Donegal and adjoining counties.The region comprises of 7 hospitals across 8 sites:* Letterkenny University Hospital (LUH)
* Mayo University Hospital (MUH)
* Portiuncula University Hospital (PUH)
* Roscommon University Hospital (RUH)
* Sligo University Hospital (SUH) incorporating Our Lady’s Hospital Manorhamilton (OLHM)
* Galway University Hospitals (GUH) incorporating University Hospital Galway (UHG) and Merlin Park University Hospital

The region’s Academic Partner is University of Galway.The region covers one third of the land mass of Ireland, it provides health care to a population of 830,000, employs over 20,000 staff **Vision**Our vision is to be a leading academic Hospital providing excellent integrated patient-centred care delivered by skilled caring staff.**Guiding Principles**Care – Compassion – Trust – LearningOur guiding principles are to work in partnership with patients and other healthcare providers across the continuum of care to:* Deliver high quality, safe, timely and equitable patient care by developing and ensuring sustainable clinical services to meet the needs of our population.
* Deliver integrated services across the Hospitals and communities, with clear lines of responsibility, accountability and authority, whilst maintaining individual hospital site integrity.
* Continue to develop and improve our clinical services supported by education, research and innovation, in partnership with NUI Galway and other academic partners.

Recruit, retain and develop highly-skilled multidisciplinary teams through support, engagement and empowerment. |
| **Mission Statement** | Patients are at the heart of everything we do. Our Mission is to provide high quality and equitable services for all by delivering care based on excellence in clinical practice, teaching, and research, grounded in kindness, compassion and respect, whilst developing our staff and becoming a model employer.**OUR GUIDING VALUES** **Respect** - We are an organisation where privacy, dignity, and individual needs are respected, where staff are valued, supported and involved in decision-making, and where diversity is celebrated, recognising that working in a respectful environment will enable us to achieve more. **Compassion** - we treat patients and family members with dignity, sensitivity and empathy.**Kindness** - whilst we develop our organisation as a business, we will remember it is a service, and treat our patients and each other with kindness and humanity. **Quality** – we seek continuous quality improvement in all we do, through creativity, innovation, education and research. **Learning** - we nurture and encourage lifelong learning and continuous improvement, attracting, developing and retaining high quality staff, enabling them to fulfil their potential. **Integrity** - through our governance arrangements and our value system, we will ensure all of our services are transparent, trustworthy and reliable and delivered to the highest ethical standards, taking responsibility and accountability for our actions. **Team working** – we engage and empower our staff, sharing best practice and strengthening relationships with our partners and patients to achieve our Mission. **Communication** - we communicate with patients, the public, our staff and stakeholders, empowering them to actively participate in all aspects of the service, encouraging inclusiveness, openness, and accountability.*These Values shape our strategy to create an organisational culture and ethos to deliver high quality and safe services for all we serve and that staff are rightly proud of.* |
| **Reporting Relationship** | * The Social Care Worker will report to the Social Care Manager/Principal Medical Social Worker, Galway University Hospital.
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| **Purpose of the Post**  | * To provide support to young people who become parents at age of 24 or under in terms or their health, their educational, emotional and social wellbeing.
* To provide that support for the first 1000 days of their child’s life.
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| **Principal Duties and Responsibilities** | * The post holder will support the principle that care of the patient comes first at all times and will approach their work with the flexibility and enthusiasm necessary to make this principle a reality for every patient to the greatest possible degree
* Maintain awareness of the primacy of the patient in relation to all hospital activities.
* Performance management systems are part of the role and you will be required to participate in the hospital performance management programme

**Professional/ Clinical***The Social Care Worker will:** Support and develop models of good practice, to affirm and support young parents in their role as their child’s primary carers and actively encourage the participation of young fathers in their child’s life.
* Work to enhance the young parent’s support network.
* Liaise with other agencies in order to promote an integrated approach to the needs of young parents.
* Encourage young parents to avail of opportunities to enhance their own personal development and improve their education and skills base.
* Comply with all relevant statutory and legal obligations including HSE procedures concerning the protection and welfare of children and Children First
* Promote positive parenting skills, coping skills and self-esteem.
* Ensure that families receive services which are proportionate to identified needs and risks.
* Work as part of multiagency response providing assessment and intervention with young people and their families
* Treat children/young people and their families with dignity and respect, promoting a culture of unconditional positive regard at all times.
* Maintain written records of work undertaken and to prepare reports as required.
* Co-operate with the National Young Parent Support Programme in collecting data and evaluating the experience of young parents.
* Actively participate in supervision to support good practice and continuous professional development.
* Attend social work team meetings and other meetings as appropriate.
* Undertake other duties as may be requested by the Social Care Manager/Principal Social Worker.
* Attend and participate in training courses as required.
* Maintain confidentiality on all matters.
* Maintain throughout the Group’s awareness of the primacy of the patient/client in relation to all hospital activities.
* Performance management systems are part of role and you will be required to participate in the Group’s performance management programme
* The person holding this post is required to support the principle that the care of the patient/client comes first at all times and will approach their work with the flexibility and enthusiasm necessary to make this principle a reality for every person to the greatest possible degree.
* Attend National meetings and contribute to the development of policies for teen parents nationally as required
* To promote the Young Parent Support Programme with other agencies and services

**Training & Professional Development***The Social Care Worker will:* * Participate in regular professional supervision.
* Provide guidance and education for work experience students.
* Undertake ongoing professional training and development.
* Engage in reflective and evidence based practice.
* Keep abreast of current legislation and current professional social care knowledge.
* Be responsible for own health and wellbeing in order to carry out the duties of the role / is committed to managing own work / life balance.
* Be responsible, in partnership with local General Management for the practice education of student through provision of placements and through support for workers who are practice educators within their departments.

**Administration and Accountability** *The Social Care Worker will:** Contribute to the ongoing development of the service in keeping with good practice and HSE objectives.
* Support the Social Care Manager in the day to day running and operation of the project
* Ensure Child protection procedures are followed in accordance with the responsibilities of a designated officer.
* Participate in team meetings and report to the Social Care Manager/ Principal Social Worker on matters affecting the delivery of service.
* Ensure that all information relating to clients, their families, staff colleagues etc is treated in a thoroughly professional manner, in accordance with the principles of confidentiality, data protection legislation and Freedom of Information.
* Perform any other duties that may be assigned from time to time

**Teamwork & Leadership***The Social Care Worker will:** Participate in working within a team centred consistent approach.
* Working with other professionals and external stakeholders.
* Work as part of a team and assist and support colleagues in implementing practice models.
* Supervise Social Care students as appropriate/required.

**KPI’s*** The identification and development of Key Performance Indicators (KPIs) which are congruent with the Hospital’s service plan targets.
* The development of Action Plans to address KPI targets.
* Driving and promoting a Performance Management culture.
* In conjunction with line manager assist in the development of a Performance Management system for your profession.
* The management and delivery of KPIs as a routine and core business objective.

**PLEASE NOTE THE FOLLOWING GENERAL CONDITIONS:*** Employees must attend fire lectures periodically and must observe fire orders.
* All accidents within the Department must be reported immediately.
* Infection Control Policies must be adhered to.
* In line with the Safety, Health and Welfare at Work Acts 2005 and 2010 all staff must comply with all safety regulations and audits.
* In line with the Public Health (Tobacco) (Amendment) Act 2004, smoking within the Hospital Buildings is not permitted.
* Hospital uniform code must be adhered to.
* Provide information that meets the need of Senior Management.
* To support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service.

**Risk Management, Infection Control, Hygiene Services and Health & Safety*** The management of Risk, Infection Control, Hygiene Services and Health & Safety is the responsibility of everyone and will be achieved within a progressive, honest and open environment.
* The post holder must be familiar with the necessary education, training and support to enable them to meet this responsibility.
* The post holder has a duty to familiarise themselves with the relevant Organisational Policies, Procedures & Standards and attend training as appropriate in the following areas:
	+ Continuous Quality Improvement Initiatives
	+ Document Control Information Management Systems
	+ Risk Management Strategy and Policies
	+ Hygiene Related Policies, Procedures and Standards
	+ Decontamination Code of Practice
	+ Infection Control Policies
	+ Safety Statement, Health & Safety Policies and Fire Procedure
	+ Data Protection and confidentiality Policies
* The post holder is responsible for ensuring that they become familiar with the requirements stated within the Risk Management Strategy and that they comply with the Region’s Risk Management Incident/Near miss reporting Policies and Procedures.
* The post holder is responsible for ensuring that they comply with hygiene services requirements in your area of responsibility. Hygiene Services incorporates environment and facilities, hand hygiene, catering, cleaning, the management of laundry, waste, sharps and equipment.
* The post holder must foster and support a quality improvement culture through-out your area of responsibility in relation to hygiene services.
* The post holders’ responsibility for Quality & Risk Management, Hygiene Services and Health & Safety will be clarified to you in the induction process and by your line manager.
* The post holder must take reasonable care for his or her own actions and the effect that these may have upon the safety of others.
* The post holder must cooperate with management, attend Health & Safety related training and not undertake any task for which they have not been authorised and adequately trained.
* The post holder is required to bring to the attention of a responsible person any perceived shortcoming in our safety arrangements or any defects in work equipment.
* It is the post holder’s responsibility to be aware of and comply with the HSE Health Care Records Management/Integrated Discharge Planning (HCRM / IDP) Code of Practice.

**The above Job Specification 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 them from time to time and to contribute to the development of the post while in office.** |
| **Eligibility Criteria****Qualifications and/ or experience** | Candidates must on the closing date:**Statutory Registration, Professional Qualifications, Experience, etc.**(a) Eligible applicants will be those who on the closing date for the competition:(i) Hold professional registration, or be eligible for registration, on the Social Care Workers Register maintained by the Social Care Workers Registration Board at CORU.See list of recognised Social Care qualifications at: <https://coru.ie/health-and-social-care-professionals/education/approved-qualifications/social-care-workers/> **(see note 2 below\*)** **OR**(ii) Have a schedule 3 qualification. See list of recognised Schedule 3 qualifications at: <https://coru.ie/health-and-social-care-professionals/registration/registration-requirements/approved-qualifications/schedule-3-qualifications/schedule-3-qualifications.html> **(see note 1& 2 below\*).****OR**(iii) Have a comparable qualification recognised by Social Care Workers Registration Board at CORU**OR**(iv) Applicants who satisfy the conditions set out in Section 91 of the Health and Social Care Professionals Act 2005, **(see note 3 below\*),** must submit proof of application for registration with the Social Care Workers Registration Board at CORU. The acceptable proof is correspondence from the Social Care Workers Registration Board at CORU confirming their application for registration as a Section 91 applicant was received by the 30th November 2025.**OR**(v) Provide proof of Statutory Registration on the Social Care Workers Register maintained by the Social Care Workers Registration Board at CORU before a contract of employment can be issued.**AND**(b) Candidates must possess the requisite knowledge and ability, including a high standard of suitability, for the proper discharge of the role.**Annual Registration**(i) On appointment practitioners must maintain annual registration on the Social Care Workers Register maintained by the Social Care Workers Registration Board at CORU.**AND**(ii) Practitioners must confirm annual registration with CORU to the HSE by way of the annual Patient Safety Assurance Certificate (PSAC).**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.**Note 1\***Schedule 3 Qualifications. This is a qualification listed in Schedule 3 of the Health and Social Care Professions Act 2005 for existing practitioners under section 91. Candidates who hold Schedule 3 qualifications can apply to register with CORU during the two year period after the register opens up to the 30th November 2025. Once the transitional period is over -30th November 2025, only qualifications approved by the Registration Board will be considered.**Note 2\***If your qualifications are not listed within criterion (i) and (ii) please contact CORU socialcare.workers@coru.ie**Note 3\***Under the Health and Social Care Professionals Act 2005 candidates are considered Section 91 applicants if they qualified before 30th November 2023 and have been engaged in the practice of the profession in the Republic of Ireland for a minimum of 2 years (or an aggregate of 2 years fulltime), during the 5 year period prior to the Register opened on 30th November 2023. |
| **Post Specific Requirements** | * Demonstrate depth and breadth of experience in the area of early childhood development and positive parenting approaches as relevant to the role
* Demonstrate depth and breadth of experience of working with teen population and young person’s experiencing crises as relevant to the role
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| **Other requirements specific to the post** | * Access to transport is a necessary requirement of this post
* Flexibility in relation to working hours is required to meet any urgent service needs that may arise.
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| **Skills, competencies and/or knowledge** | ***Candidates must:*****Professional Knowledge*** Demonstrate proficient and competent working knowledge of Child Care legislation and Children First guidelines and its application to a teen parent population
* Demonstrate sufficient professional knowledge to carry out the duties of the post and the responsibilities of the role. This includes an acute awareness of the specific needs in relation to teen parents and their journey through pregnancy and parenthood.
* Demonstrate an understanding of theory and practice in the delivery of care to the client group
* Display awareness and appreciation of the service user as expert through experience including promoting the role of service user in care planning, decision-making and service development.
* Demonstrates the ability to empathise with and treat others with dignity and respect
* Demonstrate sufficient awareness of policy, legislative and professional requirements to ensure an appropriate standard of service delivery
* Demonstrate the capacity to plan and deliver care in an effective and resourceful manner within a model of person-centred care
* Demonstrate high quality counselling skills.
* Demonstrate evidence of experience with multiagency collaboration and multidisciplinary teams
* Demonstrate a commitment to continuing professional development
* Demonstrate awareness of Quality Focus initiative in line with the Group’s Continuous Quality Improvement Programme.
* Be aware of and adhere to relevant standards policies and legislation for example Health and Safety, Freedom of Information Act 1997, HIQA Standards.
* Demonstrate good knowledge of IT skills relevant to the role

 **Planning & Organising*** Demonstrate ability to manage self in a busy working environment including the ability to prioritise caseloads
* Demonstrate the ability to plan and manage resources and to deliver services in an effective and resourceful manner

**Commitment to Providing a Quality Service*** Demonstrate a commitment to assuring high standards and strive for a user centred service.
* Display effective interpersonal and communication (verbal and written) skills including skills in mediation, conciliation and advocacy and the ability to collaborate with colleagues, families, etc.
* Demonstrate the ability to empathise with and treat others with dignity and respect.
* Demonstrate innovation and openness to change

**Evaluating Information & Judging Situations*** Demonstrate the ability to evaluate information and make effective decisions especially with regard to service users

**Leadership & Teamwork*** Demonstrate the ability to lead a Social Care Team, supervise and support staff, where appropriate
* Demonstrate effective team skills including an understanding of team dynamics and the ability to work in multi-disciplinary and inter-agency teams
* Demonstrate good self-motivation and self-management skills.

**Communication & Interpersonal** * Demonstrate the ability to get a message across fluently and persuasively
* Demonstrate the ability to make a compelling case to positively influence the thinking of others. Is strategic in how he/she goes about influencing others, shows strong listening and sensing skills.
* Demonstrate effective communication and interpersonal skills including the ability to collaborate with colleagues and service users and the ability to present complex information in a clear and concise manner
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| **Campaign Specific Selection Process****Ranking/Shortlisting / Interview** | A ranking and or shortlisting exercise may be carried out on the basis of information supplied in your application form. The criteria for ranking and or shortlisting are based on the requirements of the post as outlined in the eligibility criteria and skills, competencies and/or knowledge section of this job specification. Therefore it is very important that you think about your experience in light of those requirements. Failure to include information regarding these requirements may result in you not progressing to the next stage of the selection process. 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. |
| **Diversity, Equality and Inclusion**  | The HSE is an equal opportunities employer.Employees of the HSE bring a range of skills, talents, diverse thinking and experience to the organisation. The HSE believes passionately that employing a diverse workforce is central to its success – we aim to develop the workforce of the HSE so that it reflects the diversity of HSE service users and to strengthen it through accommodating and valuing different perspectives. Ultimately this will result in improved service user and employee experience. The HSE is committed to creating a positive working environment whereby all employees inclusive of age, civil status, disability, ethnicity and race, family status, gender, membership of the Traveller community, religion and sexual orientation are respected, valued and can reach their full potential. The HSE aims to achieve this through development of an organisational culture where injustice, bias and discrimination are not tolerated. The HSE welcomes people with diverse backgrounds and offers a range of supports and resources to staff, such as those who require a reasonable accommodation at work because of a disability or long-term health condition. Read more about the HSE’s commitment to [Diversity, Equality and Inclusion](https://www.hse.ie/eng/staff/resources/diversity/diversity.html)  |
| **Code of Practice** | The Health Service Executive will run this campaign in compliance with the Code of Practice prepared by the Commission for Public Service Appointments (CPSA).The CPSA is responsible for establishing the principles to be followed when making an appointment. These are set out in the CPSA Code of Practice. The Code outlines the standards to be adhered to at each stage of the selection process and sets out the review and appeal mechanisms open to candidates should they be unhappy with a selection process.Read the [CPSA Code of Practice](https://www.cpsa.ie/pdf/?file=https://assets.cpsa.ie/media/275828/b88e3648-c663-4293-9471-d2d75bd1d685.pdf).  |
| The reform programme outlined for the health services may impact on this role, and as structures change the Job Specification may be reviewed.This Job Specification 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. |

**Social Care Worker**

**Terms and Conditions of Employment**

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| **Tenure**  | The current vacancy available is permanent and part-time. The post is pensionable. A panel may be created from which permanent and specified purpose vacancies of full or part time duration may be filled. The tenure of these posts will be indicated at “expression of interest” stage. Appointment as an employee of the Health Service Executive is governed by the Health Act 2004 and the Public Service Management (Recruitment and Appointments) Act 2004 and Public Service Management (Recruitment and Appointments) Amendment Act 2013. |
| **Working Week** | The standard weekly working hours of attendance for your grade are 35 hours per week. Your normal weekly working hours are 30 hours. Contracted hours that are less than the standard weekly working hours for your grade will be paid pro rata to the full time equivalent.You are required to work agreed roster/on-call arrangements advised by your Reporting Manager. Your contracted hours are liable to change between the hours of 8.00am and 8.00pm over seven days to meet the requirements for extended day services in accordance with the terms of collective agreements and HSE Circulars. |
| **Annual Leave** | The annual leave associated with the post will be confirmed at Contracting stage. |
| **Superannuation** | This is a pensionable position with the HSE. 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 |
| **Age** | The Public Service Superannuation (Age of Retirement) Act, 2018\* set 70 years as the compulsory retirement age for public servants.***\* Public Servants not affected by this legislation:***Public servants joining the public service or re-joining the public service with a 26 week break in service, between 1 April 2004 and 31 December 2012 (new entrants) have no compulsory retirement age.Public servants, joining the public service or re-joining the public service after a 26 week break, after 1 January 2013 are members of the Single Pension Scheme and have a compulsory retirement age of 70. |
| **Probation** | Every appointment of a person who is not already a permanent officer of the Health Service Executive or of a Local Authority shall be subject to a probationary period of 12 months as stipulated in the Department of Health Circular No.10/71. |
| **Protection of Children Guidance and Legislation** | The welfare and protection of children is the responsibility of all HSE staff. You must be aware of and understand your specific responsibilities under the Children First Act 2015, the Protections for Persons Reporting Child Abuse Act 1998 in accordance with Section 2, Children First National Guidance and other relevant child safeguarding legislation and policies. All Mandated Persons under the Children First Act 2015, within the HSE, are appointed as Designated Officers under the Protections for Persons Reporting Child Abuse Act, 1998. Mandated Persons such as line managers, doctors, nurses, physiotherapists, occupational therapists, speech and language therapists, social workers, social care workers, and emergency technicians have additional responsibilities. You should check if you are a Mandated Person and be familiar with the related roles and legal responsibilities. Visit [HSE Children First](https://www.hse.ie/eng/services/list/2/primarycare/childrenfirst/resources/) for further information, guidance and resources. |
| **Infection Control** | Have a working knowledge of Health Information and Quality Authority (HIQA) Standards as they apply to the role for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc. and comply with associated HSE protocols for implementing and maintaining these standards as appropriate to the role. |
| **Health & Safety** | It is the responsibility of line managers to ensure that the management of safety, health and welfare is successfully integrated into all activities undertaken within their area of responsibility, so far as is reasonably practicable. Line managers are named and roles and responsibilities detailed in the relevant Site Specific Safety Statement (SSSS). Key responsibilities include:* Developing a SSSS for the department/service[[1]](#footnote-2), as applicable, based on the identification of hazards and the assessment of risks, and reviewing/updating same on a regular basis (at least annually) and in the event of any significant change in the work activity or place of work.
* Ensuring that Occupational Safety and Health (OSH) is integrated into day-to-day business, providing Systems Of Work (SOW) that are planned, organised, performed, maintained, and revised as appropriate, and ensuring that all safety related records are maintained and available for inspection.
* Consulting and communicating with staff and safety representatives on OSH matters.
* Ensuring a training needs assessment (TNA) is undertaken for employees, facilitating their attendance at statutory OSH training, and ensuring records are maintained for each employee.
* Ensuring that all incidents occurring within the relevant department/service are appropriately managed and investigated in accordance with HSE procedures[[2]](#footnote-3).
* Seeking advice from health and safety professionals through the National Health and Safety Function Helpdesk as appropriate.
* Reviewing the health and safety performance of the ward/department/service and staff through, respectively, local audit and performance achievement meetings for example.

**Note**: Detailed roles and responsibilities of Line Managers are outlined in local SSSS.  |

1. A template SSSS and guidelines are available on [writing your site or service safety statement](https://healthservice.hse.ie/staff/health-and-safety/safety-statement/).

2 Structures and processes for effective [incident management](https://www2.healthservice.hse.ie/organisation/qps-incident-management/incident-management/) and review of incidents. [↑](#footnote-ref-2)
2. [↑](#footnote-ref-3)