



**Phlebotomist (Fleibeatóimí)**

**Job Specification & Terms and Conditions**

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| **Job Title, Grade Code** | Phlebotomist (Fleibeatóimí)  (Grade Code: 3425) |
| **Remuneration** | The salary scale for the post (as at 01/03/2025) is:  €37,414 - €39,569 - €40,409 - €41,959 - €43,602 - €45,269 - €46,944 - €48,662 - **€49,507 LSI**  New 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** | SLIGO 0564 |
| **Closing Date** | **12 noon on Wednesday 2nd July 2025**  **Only fully completed application forms submitted via Rezoomo by the closing date and time will be accepted. No exceptions will be made.**  **\*\*\*CV's not accepted for this campaign\*\***  [**https://www.rezoomo.com/job/81030/**](https://www.rezoomo.com/job/81030/) |
| **Proposed Interview Date (s)** | Interviews will be held shortly after the closing date due to the urgent need to fill the post.  Candidates will normally be given at least two weeks' 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** | Sligo University Hospital (Ospidéal Ollscoile Shligigh)  There is currently one whole time vacancy available which will be filled on a permanent basis. Initial assignment will be to the Phlebotomy Department in Sligo University Hospital. The successful candidate may be required to work in any service area within the vicinity as the need arises.  A panel may be created from this recruitment campaign from which all current and future permanent and specified purpose vacancies of full and part-time duration may be filled throughout Sligo University Hospital. |
| **Informal Enquiries** | We welcome enquiries about the role.  Contact:  Name: Fidelma Martyn  Job Title: Assistant Director Of Nursing, Sligo University Hospital  Tel: 0863776351  Email: [Fidelma.Martyn@hse.ie](mailto:Fidelma.Martyn@hse.ie)  for further information about the role.  Contact:  Name: Aisling Watters  Job Title: Assistant Staff Officer, HR Department, Sligo University Hospital  Tel: 071 9180347  Email: [aisling.watters@hse.ie](mailto:aisling.watters@hse.ie)  for enquiries relating to the recruitment process. |
| **Details of Service** | 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)](https://saolta.ie/hospital/letterkenny-university-hospital) * [Mayo University Hospital (MUH)](https://saolta.ie/hospital/mayo-university-hospital) * [Portiuncula University Hospital (PUH)](https://saolta.ie/hospital/portiuncula-university-hospital) * [Roscommon University Hospital (RUH)](https://saolta.ie/hospital/Roscommon%20University%20Hospital) * [Sligo University Hospital (SUH)](https://saolta.ie/hospital/sligo-university-hospital) incorporating Our Lady’s Hospital Manorhamilton (OLHM) * Galway University Hospitals (GUH) incorporating [University Hospital Galway (UHG)](https://saolta.ie/hospital/university-hospital-galway) and Merlin Park University Hospital   The region’s Academic Partner is NUI 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.  **HSE Guiding Principles**  Care - Compassion - Trust – Learning  Our 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. |
| **Reporting Relationship** | The post holder will report to:  -SUH Senior Phlebotomists  -Director of Nursing via Assistant Director of Nursing via Clinical Nurse Managers 1, 2 and 3 |
| **Purpose of the Post** | To collect venous blood samples from patients. |
| **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 throughout the Group’s 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 Group’s performance management programme * Maintain a high standard of professional and ethical responsibility   **Clinical/ Scientific/ Technical**  *The Staff Grade Phlebotomist will:*   * Collect blood samples for patients by venepuncture as requested by medical staff. * Be competent in the selection of the appropriate sample bottle for all common laboratory investigations. * Be competent in the procedures required for bleeding High Risk, Immunocompromised and isolation patients. * Be competent in the procedure of peripheral intravenous cannulation. * Organise and stock work benches and trolleys on a daily basis. * Clean and disinfect trolleys and work benches after use. * Ascertain location of patients on wards by liaising with ward medical and nursing staff and plan the most efficient route to and between destinations. * Liaise with ward medical and nursing staff to prioritise patients for bleeding. * Transport specimens collected to the Pathology Specimen Reception Laboratory if required. * Ensure samples collected are clearly and accurately labelled with patient identification details. * Participate in departmental audit and accreditation processes. * Ensure that protocol and situation changes are communicated to other staff as they rotate through the various work areas. * Develop and promote good interpersonal relationships with patients, their family / social network supports and the multi-disciplinary care team in the promotion of patient centred care. * Endeavour to ensure that care is carried out in an empathetic and ethical manner and that the dignity and spiritual needs of the patient are respected. * Assist with other duties as directed by the Senior Phlebotomist i.e. stocking, ordering, etc.   **Administration**  *The Staff Grade Phlebotomist will:*   * Participate in relevant staff and departmental meetings. * Co-operate with all staff to promote good team working. * Maintain high standards of the department by contributing towards individual and team objectives. * Comply with all personnel and other official and operational policies of the Pathology Department and of the Hospital. * Ensure that the appropriate and efficient use of supplies is made and exercise economy in the use of consumables. Monitor phlebotomy stocks. * Maintain professional standards including patient and data confidentiality.   **Education & Training**  *The Staff Grade Phlebotomist will:*   * To participate in continuing education, training and research activities consistent with the position. * Assist with in-house training by supervising and giving advice to trainee Phlebotomists. * Participate and comply with all mandatory training requirements.   **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 Group’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 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** | Candidates must on the closing date:   1. **Statutory Registration, Professional Qualifications, Experience, etc**   (a) Eligible applicants will be those who on the closing date for the competition:     1. Hold a qualification in Phlebotomy on the National Framework of Qualifications (NFQ) maintained by Quality and Qualifications Ireland (QQI) at Level 6 or higher.   **OR**   1. Hold the Certificate in Phlebotomy from DIT/DCU/National Ambulance Service College or equivalent Phlebotomy qualification.   **OR**   1. Be registered as a nurse or midwife on the active register maintained by an Bord Altranais agus Cnáimhseachais na hÉireann (Nursing & Midwifery Board of Ireland) or be entitled to be so registered.   **OR**  (iv) Be currently employed as a Phlebotomist with a minimum of two years’ experience in an acute Hospital (general or Specialist). (See Note 1\*)  **And**  (b) Candidates must have the clinical /scientific/ technical and administrative capacity to fulfil the functions of the role.  **Note 1\*: Candidates for appointment must, if they do not satisfy requirements**  **specified in a), (i) or (ii) give a contractual undertaking to undertake such**  **a qualification within a 12 month period (subject to availability of**  **courses) of appointment as a phlebotomist**   1. **Annual registration (Nurse/Midwife applicants only)** 2. Nurse/Midwife Phlebotomists must maintain live annual registration in the general division of the Nurses & Midwives Register maintained by the Nursing and Midwifery Board of Ireland [NMBI] (Bord Altranais agus Cnáimhseachais na hÉireann).   **And**   1. Nurse/Midwife Phlebotomists must confirm annual registration with NMBI 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. |
| **Post Specific Requirements** | Demonstrate depth and breadth of providing a phlebotomy service as relevant to the role. |
| **Other requirements specific to the post** | Flexibility as regards working hours to meet the demands of the service. |
| **Skills, competencies and/or knowledge** | *The candidate will demonstrate:*  ***Professional Knowledge:***   * Demonstrate experience in the use of CVC’s, PICC Lines, Femoral Lines, Portacath’s, Hickman lines and have experience in accessing any such device for blood sampling. * Demonstrate experience to site IVC’s patients attending for various treatments. * Demonstrate sufficient professional and clinical knowledge to carry out the duties and responsibilities of the role. * Demonstrate professional and clinical knowledge and skills in line with the requirements of the post, including an awareness of pathology lab tests and safety issues.   ***Planning & Organising Skills:***   * Demonstrate evidence of effective planning and organising skills including awareness of resource management and importance of value for money. * Demonstrate planning and organising skills; including the ability to work flexibly and under pressure. * Demonstrate ability to manage deadlines and effectively handle multiple tasks. * Demonstrate the ability to manage self in a busy working environment. * Demonstrate sufficient communication skills to effectively carry out the duties and responsibilities of the role. * Demonstrate good written communication skills including the ability to present information in a clear and concise manner.   ***Commitment to Providing a Quality Service:***   * Demonstrate commitment to providing a quality service and a patient centred focus. * Demonstrate flexibility and openness to change. * Demonstrate team skills within the multi-disciplinary environment and across capacity, across hospital specialities. * Demonstrate the ability to build and maintain relationships including the ability to work effectively as part of a team. * Demonstrate awareness and appreciation of the service user and the ability to empathise with and treat others with dignity and respect. * Demonstrate a willingness to develop IT skills relevant to the role.   ***Evaluating Information, Problem Solving & Decision Making:***   * Demonstrate problem solving and decision-making skills. * Demonstrate effective communication and interpersonal skills including the ability to empathise with and treat patients and colleagues with dignity and respect. * Anticipate problems, recognising when to involve other parties at the appropriate time and level. * Flexibility, problem solving and initiative skills including the ability to adapt to change. * Capacity to recommend decisions on a proactive basis. |
| **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. |
| **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. | |

**Phlebotomist (Fleibeatóimí)**

**Terms and Conditions of Employment**

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| **Tenure** | The current vacancy available is permanent and whole 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 working week applying to the post is to be confirmed at Job Offer stage.  HSE Circular 003-2009 “Matching Working Patterns to Service Needs (Extended Working Day / Week Arrangements); Framework for Implementation of Clause 30.4 of Towards 2016” applies. Under the terms of this circular, all new entrants and staff appointed to promotional posts from Dec 16th, 2008 will be required to work agreed roster / on call arrangements as advised by their line manager. Contracted hours of work are liable to change between the hours of 8am-8pm over seven days to meet the requirements for extended day services in accordance with the terms of the Framework Agreement (Implementation of Clause 30.4 of Towards 2016). |
| **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.  Some staff have additional responsibilities such as Line Managers, Designated Officers and Mandated Persons. You should check if you are a Designated Officer and / or a Mandated Person and be familiar with the related roles and legal responsibilities.  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)