



Candidate Campaign Information Pack Senior Counsellor/Therapist – ACTS

Dear Candidate,

Thank you for your interest in the post of – **Senior Counsellor/Therapist 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. [Candidate Information Pack - Recruitment Process](#)

These posts operate at a regional level.

For any informal enquiries regarding the position and job specification please contact, as per the region of your interest:

Dublin Mid Leinster: Sanna Cramnell Clinical Team Manager, DML 087 2945723,

Dublin North East: David Stokes Clinical Team Manager, DNE 0872615640

Midwest: Denise Collins Regional Therapy Manager, denise.collins2@tusla.ie / 087 9853191

For enquiries regarding the post and the work of psychotherapists in ACTS nationally, contact:

Dermot O'Callaghan, Principal Psychologist, dermot.ocallaghan@tusla.ie / 087 - 1257687

Should you have any specific queries in relation to the recruitment process please contact the Tusla Recruitment team via: RecruitRes@tusla.ie or **Tusla Recruit Campaign Manager: Jack Clancy** – jack.clancy@tusla.ie / 087-337-8831

Kind Regards,
Tusla Recruitment Team

Service Context: Tusla Therapy/ACTS

Tusla Therapy has responsibility for the management, development and governance of the Agency's therapeutic services. Tusla Therapy supports children and young people, and those surrounding them, through partnership with families, carers, residential and foster care systems, social work services, education, health services, youth justice services and other relevant professional networks. Tusla Therapy operates within the legislative context for Tusla in Ireland and follows the direction of national strategy, policy, standards and evidence-informed practice.

Tusla Therapy includes three dedicated therapeutic services:

- Area Based Therapy Team (ABTT)
- Assessment, Consultation and Therapy Service (ACTS)
- National Interagency Prevention Programme (NIAPP)

The Assessment, Consultation and Therapy Service (ACTS) is a multidisciplinary clinical service within Tusla – Child and Family Agency. ACTS supports young people who are at severe risk of harm, including young people placed in special care under Special Care Orders and young people in the community who are at risk of placement in special care or detention.

ACTS works in collaboration with other agencies to address the risk of harm leading to referral. The service uses a practice framework informed by Adaptive Mentalization-Based Integrative Treatment (AMBIT). This means that ACTS teams work to integrate systems of support, strengthen key relationships in young people's lives, and provide therapeutic assessment, consultation and intervention directly and indirectly. ACTS works toward therapeutic goals that are defined, reviewed and monitored with young people, families, carers and the professional networks involved in their lives.

ACTS teams operate at regional level and accept referrals through social work services within each region. Services are provided through regional Tusla Therapy structures, managed by Regional Therapy Managers and overseen by Clinical Team Managers. Clinical governance is provided through Tusla Therapy and ACTS governance structures, including relevant discipline-specific supervision and national ACTS practice-development structures.

AMBIT Framework

ACTS works using an AMBIT-informed practice framework. Training is provided to staff on appointment. The AMBIT-informed approach supports staff to work directly with young people while also attending to the wider network around the young person. It emphasises mentalizing, active planning, goal-based work, team reflection, network integration, and learning from practice.

Benefits to Working in Tusla Therapy / ACTS

The post offers the opportunity to work in an innovative, dynamic multidisciplinary service with a strong focus on relational practice, trauma-informed care, child and youth participation, and therapeutic work with complex professional networks. The role includes a varied workload combining direct therapeutic work, consultation, formulation, working collaboratively with professional networks, service development, training, and contribution to evolving ACTS practice.

Continuing Professional Development opportunities may include ACTS/Tusla Therapy training, AMBIT training and community of practice, trauma-informed and attachment-informed approaches, and other therapeutic and practice-development opportunities aligned with service need.

Job Specification

Job Title, Grade and Grade Code	Senior Counsellor/Therapist ACTS Grade Code: 3103
Campaign Reference Approval Code	SNRCSCU2026
Applications considered Via	Tusla Recruit Portal only
Opening date for Applications	Thursday 27 th August 2026
Closing Date for Applications	You will note that there is no closing date stated for this campaign. This is to allow us to capture as many applicants as possible to fill these posts on an on-going basis. We may introduce intermediate 'cut off' dates in order to alert potential applicants that we will be drawing from the applicant pool to fill vacancies. Once we have a sufficient number of applicants we may introduce a final closing date. Interview dates will be communicated to eligible applicants if and when they are scheduled.
Proposed Interview date(s)	Interviews will be arranged and prioritised for Regional Networks with immediate opportunities.
Contact for Informal Enquiries	For any informal enquiries regarding regional position and job specification please contact: Dublin Mid Leinster: Sanna Cramnell Clinical Team Manager, DML 087 2945723, Dublin North East: David Stokes Clinical Team Manager, DNE 0872615640 Midwest: Denise Collins Regional Therapy Manager, denise.collins2@tusla.ie / 087 9853191 For enquiries regarding the post and the work of Counsellor/Therapists in ACTS nationally, contact:

	Dermot O'Callaghan, Principal Psychologist, dermot.ocallaghan@tusla.ie / 087 - 1257687 <i>Making an informal enquiry gives you the opportunity to ask questions about the campaign and job specification. This informal enquiry contact is available only for the duration of the application process.</i>
Location of Post	The current vacancies are in the Tusla Regions of Dublin Mid Leinster, Dublin North-East and Mid-West A panel may be created from which permanent and specified-purpose vacancies of full-time or part-time duration may be filled. For Tusla Regions / Networks, please check the relevant Tusla information. https://www.tusla.ie/get-in-touch/local-area-offices/
Details of Service	The Child and Family Agency was established on 1 January 2014 and is responsible for a range of statutory functions including child protection and welfare, alternative care, specified regulatory services, and family support services. Tusla delivers services nationally and continues to develop its practice, culture and structures to improve outcomes for children, young people and families. Tusla has responsibility for services including: • Child Protection and Welfare • Parenting, Family Support and Early Help • Alternative Care • Birth Information and Tracing and Adoption • Tusla Education Support Services • Children's Service Regulation • Counselling and Therapeutic Supports The Assessment, Consultation and Therapy Service (ACTS) is a multidisciplinary clinical service within Tusla – Child and Family Agency. ACTS supports young people who are at severe risk of harm, including young people placed in special care and young people at risk of placement in special care or detention. ACTS works collaboratively with young people, families, carers, social workers, residential and foster care staff, youth justice services, education services, health services and other relevant agencies. The service aims to support safer, more integrated and more therapeutic networks around young people, while also providing direct therapeutic assessment and intervention where indicated.

	The Senior Counsellor/Therapist ACTS will work as part of an ACTS multidisciplinary team and will contribute to the delivery, development and governance of counselling and psychotherapy practice within the service.
Purpose of Role	The purpose of the post is to provide a senior counselling and psychotherapy service to young people supported by ACTS, including young people placed in special care under special care orders and young people at high risk of harm in the community who are at risk of placement in special care or detention. The Senior Counsellor/Therapist will provide therapeutic assessment, formulation, intervention, consultation and review as part of the ACTS multidisciplinary team. The role will involve direct work with young people, work with families and carers, consultation to professional networks, and contribution to multidisciplinary case planning and risk management. The Senior Counsellor/Therapist will carry a clinical caseload appropriate to the senior grade and may provide clinical leadership and practice support to Counsellor/Therapists, psychotherapy staff, trainees or other relevant staff as assigned and appropriate to the role. The post-holder will contribute to the development of ACTS counselling and psychotherapy practice in line with best practice, professional standards, Tusla policy, Children First requirements, AMBIT-informed practice, and the goals of Tusla Therapy.
Reporting Relationship	Line management reporting for day-to-day work, service delivery and clinical caseload will be to the Clinical Team Manager or other designated manager within Tusla Therapy / ACTS. Professional and clinical supervision will be provided in accordance with Tusla Therapy / ACTS governance arrangements. The Senior Counsellor/Therapist will work under the governance structures of Tusla Therapy and ACTS, including relevant Clinical Team Manager, Head of Discipline Regional Therapy Manager and national ACTS clinical governance arrangements.
Duties and Responsibilities	Main Duties and Responsibilities The Senior Counsellor/Therapist ACTS will: • Provide senior counselling and psychotherapy assessment, formulation, intervention, consultation and review appropriate to the ACTS client group. • Carry a complex clinical caseload appropriate to the senior grade.

	• Contribute to the organisation, delivery and development of counselling and psychotherapy within the ACTS multidisciplinary team. • Provide reflective practice and practice support to Counsellor/Therapists, psychotherapy staff, trainees or other relevant professionals as assigned. • Contribute to clinical governance, risk management, service planning, audit and quality improvement within ACTS. • Work directly with young people and indirectly through families, carers, residential care staff, foster carers, social workers and professional networks. • Work within current legislation, Tusla policies, professional ethical standards, Children First requirements, data protection requirements, and relevant HIQA standards. Professional/ Clinical Responsibilities The Senior Counsellor/Therapist will: • Be responsible for the delivery of counselling and psychotherapy assessment, intervention and consultation appropriate to the post and in line with best practice. • Provide therapeutic assessment and formulation informed by the young person's developmental history, trauma history, attachment relationships, care context, presenting risks, strengths, protective factors and current network. • Formulate and implement therapeutic intervention plans in collaboration with the young person, ACTS MDT, family, carers, social work services and other relevant professionals. • Work toward measurable therapeutic goals that are agreed, reviewed and monitored with young people and relevant members of their care and professional network. • Provide direct counselling and psychotherapy to young people where clinically indicated. • Provide consultation to carers, residential staff, foster carers, social workers and other professionals to support therapeutic responses to young people's needs. • Participate in multidisciplinary case planning, case review, network meetings, placement planning, discharge planning and interagency meetings. • Contribute counselling and psychotherapy perspectives to risk assessment, safety planning and the management of complex presentations, including self-harm, suicidal ideation, exploitation risk, trauma-related distress, relational difficulties and placement instability. • Document assessments, formulations, intervention plans, reviews, clinical notes, contacts, reports and summaries in accordance with Tusla requirements, professional standards and data protection requirements. • Provide reports and professional opinions as required, including reports for care planning, statutory processes, court, tribunals or other formal processes where appropriate.
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	• Support the participation of young people in assessment, planning and review, in line with Tusla's commitment to child and youth participation. • Advocate for the therapeutic needs of young people and ensure that their views and experiences are appropriately represented in clinical and interagency planning. • Work within the limits of professional competence and seek consultation or supervision where required. • Maintain professional accreditation, membership or registration requirements as appropriate to the post. • Work in an ethical, culturally competent, anti-discriminatory and rights-based manner at all times. • Contribute to the development of trauma-informed, attachment-informed, mentalizing and AMBIT-informed practice within ACTS. • Work within the AMBIT-informed ACTS practice framework. • Support integrated network-based practice with young people, families, carers and professional systems. • Contribute to shared formulation and active planning across the multidisciplinary and interagency network. • Support therapeutic goal setting and goal review with young people, their families and professional networks. • Promote a mentalizing stance in direct therapeutic work, consultation, team reflection and interagency practice. • Work with the MDT to identify dis-integration within networks and contribute to actions that improve shared understanding and coordinated care. • Attend and contribute to AMBIT training, team reflection, community of practice and ACTS practice-development processes. • Contribute to the adaptation of counselling and psychotherapy practice to the needs of young people who may not easily engage in traditional clinic-based therapy. • Communicate effectively and work collaboratively with ACTS MDT colleagues. • Develop and maintain close working relationships with social work services, special care, residential care, foster care, youth justice, CAMHS, disability services, education, community services and other relevant agencies. • Contribute to coordinated interdisciplinary and interagency service delivery. • Provide consultation, advice and training to Tusla staff and relevant partner agencies in areas related to counselling, psychotherapy, trauma-informed care, relational practice and therapeutic engagement. • Participate in meetings, committees, case conferences and professional forums as required. • Support effective transitions into, within and out of ACTS involvement. • Promote service-user participation, family/carers involvement and network collaboration in line with the young person's needs and rights. Clinical Governance, Senior Practice Responsibilities The Senior Counsellor/Therapist will:
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	• Provide reflective practice to Counsellor/Therapists, psychotherapy staff, trainees or other relevant professionals where such opportunity exists within developing agency structures • Support staff to work within professional ethical frameworks, scope of practice, Tusla policy, Children First requirements, and relevant clinical governance arrangements. • Provide senior clinical input on complex therapeutic presentations and support the team to maintain safe, effective and proportionate therapeutic plans. • Contribute to the development and monitoring of counselling and psychotherapy care pathways within ACTS. • Support consistent use of assessment, formulation, goal-setting, intervention planning, review and outcome monitoring. • Promote reflective practice and safe decision-making in relation to high-risk and complex cases. • Attend regular professional supervision in line with professional body requirements and Tusla Therapy / ACTS governance arrangements. • Participate in performance achievement / performance management processes as required. • Ensure that clinical records, reports and service data are maintained to a high standard. • Escalate clinical governance, safeguarding, risk, professional practice or service concerns to the appropriate manager or supervisor in a timely manner. Research, Audit and Evaluation The Senior Counsellor/Therapist will: • Utilise evidence-based literature, research and best practice guidance to support effective counselling and psychotherapy practice. • Participate in evaluation of clinical activity and service outcomes within ACTS. • Contribute to audit, service evaluation, quality improvement and practice-development initiatives. • Collect, record and provide activity data, outcome information and other service metrics as required. • Use data and feedback to support service planning, review and improvement. • Contribute to service-related research where appropriate and in line with governance, ethics and data protection requirements. • Share learning from practice-development, audit or evaluation activity through ACTS, Tusla Therapy and relevant professional forums where appropriate. Education and Training The Senior Counsellor/Therapist will: • Engage in specialised training appropriate to the post, including ACTS induction and AMBIT training. • Attend mandatory training programmes.
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	• Maintain continuing professional development in line with professional accreditation, registration and service requirements. • Provide induction, training, consultation and practice support to staff as required. • Support Counsellor/Therapists, trainees and other relevant staff to engage in continuing professional development. • Provide teaching, training, supervision or consultation to Tusla staff and interagency partners where appropriate to the role. • Remain informed of developments in counselling, psychotherapy, trauma-informed practice, attachment-informed practice, child and adolescent mental health, child protection, special care, youth justice and relevant legislation/policy. • Engage in planning and performance review processes. Management and Administration The Senior Counsellor/Therapist will: • Deputise for the Clinical Team Manager, Head of Discipline or relevant senior colleague as appropriate and within the limits of the role. • Contribute to service planning, policy development, procedure development, referral pathways, information-sharing protocols and integrated care arrangements. • Provide service reports, activity data, outcome data and other information as required by the Clinical Team Manager, Head of Discipline, Regional Therapy Manager or relevant governance structures. • Maintain accurate, clear, concise and purposeful records and reports. • Contribute to recruitment processes and other HR functions as required. • Support efficient use of resources, including rooms, equipment, ICT systems, travel, administrative support and clinical materials. • Keep up to date with organisational developments within Tusla. • Contribute to a workplace culture that respects dignity, diversity, wellbeing, reflective practice and professional accountability. Quality, Risk, Health and Safety The Senior Counsellor/Therapist will: • Comply with and contribute to the development of policies, procedures, guidelines and safe professional practice. • Adhere to relevant legislation, regulations, standards and Tusla protocols. • Have a working knowledge of HIQA standards as they apply to the role, including standards relevant to children's services, child protection and care. • Contribute to risk assessment, risk management and safety planning in relation to young people and service delivery. • Take appropriate action in relation to incidents, near misses, complaints, safeguarding concerns or other risks in line with Tusla policy.
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	• Promote quality standards and participate in audit, review and quality assurance processes. • Maintain safe working practices when working in varied locations, including special care, residential care, family homes, community settings, offices and online/blended service-delivery contexts. • Support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low-carbon and efficient service. 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 him/her from time to time and to contribute to the development of the post while in office.
Eligibility Criteria Qualifications and / or Experience	Applicants must, by the closing date of application, have the following: <u>1. Professional Qualifications, Accreditation / Membership and Experience</u> Candidates for appointment must: (1) Hold a qualification at Level 7 or higher on the QQI Framework in a human science discipline, such as medical, psychological, social or educational studies, or hold a qualification at Level 7 or higher in a health and social care profession. And Meet either 2A or 2B below. <u>2A. Counselling / Psychotherapy Route</u> (2A) (i) Hold a degree or postgraduate qualification in counselling or psychotherapy recognised by one of the following, as appropriate: • Irish Association for Counselling and Psychotherapy (IACP), or • one of the recognised sections within the Irish Council for Psychotherapy (ICP). And (2A) (ii) Have full accredited membership with one of the following: • IACP, or • one of the recognised sections within ICP. Pre-accredited hours must include a minimum of 100 hours of one-to-one counselling/psychotherapy with clients under the supervision of an IACP/ICP accredited supervisor.

	<u>2B. Counselling Psychology / Clinical Psychology Route</u> (2B) (i) Hold a postgraduate qualification in counselling psychology or clinical psychology recognised by the Psychological Society of Ireland. And (2B) (ii) Hold full membership with the clinical or counselling psychology division of the Psychological Society of Ireland. AND <u>3. Post-Accreditation Clinical Experience</u> All candidates must have a minimum of 3 years’ full-time satisfactory, relevant clinical experience post-accreditation as a Counsellor/Psychotherapist, providing counselling or psychotherapy in a variety of clinical contexts. AND <u>4. Supervision / Case Management Experience</u> All candidates must have a minimum of 1 year’s experience providing supervision and/or case management to Counsellor/Therapists, trainees or other relevant professionals in a variety of settings. AND <u>5. Knowledge and Ability</u> All candidates must possess the requisite knowledge and ability, including a high standard of suitability, organisational ability 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.
Post Specific requirements	Candidates must demonstrate: • Depth and breadth of counselling and psychotherapy experience relevant to children and young people, particularly adolescents aged approximately 12–18 years.

	• Experience working with complex trauma, attachment and relational difficulties, emotional and behavioural dysregulation, self-harm/suicidality, exploitation risk, placement instability and/or other complex psychosocial presentations. • Experience working therapeutically with families, carers and professional networks. • Experience providing reflective practice to Counsellor/Therapists, trainees or other relevant professionals. • Understanding of the role of Tusla and knowledge of child protection and welfare services. • Understanding of the needs of children and young people in care, including young people in special care, residential care, foster care and/or youth justice contexts. • Capacity to work within a multidisciplinary and interagency service where direct therapy, consultation, formulation, network work and risk management are closely integrated. • Commitment to child and youth participation and to ensuring that the voice and rights of young people inform assessment, planning and intervention. • Interest in working from trauma-informed, attachment-informed, relational and AMBIT-informed perspectives. • Capacity to provide written and verbal reports for care planning, statutory processes, court or other formal settings as required. • Capacity to travel and work flexibly across varied service settings.
Skills, competencies and/or knowledge	<u>Tusla Leadership Competency Framework</u> The <u>Tusla Leadership Competency Framework</u> describes the behaviors that are key to Tusla colleagues being effective in the execution of their role at all levels within the Agency. The competencies and associated behavioral descriptors, capture the transversal knowledge, skills, abilities and other characteristics that will enable colleagues, regardless of role or rank, to be effective in their work. The Tusla Leader Framework relevant for this role is <u>Leading Others</u> Please access this <u>Leading Others</u> link to fully familiarise yourself with the impact of this <u>Leading Others</u> proficiency for Tusla. The Competency of Professional Knowledge is specifically linked to the duties, responsibilities and criteria for this role.
Other requirements of the role	• The post holder will require access to appropriate transport as the post may involve travel. • Have awareness of children and young people's participatory practice
Application Process	The online application system has a time out facility, this is in order to protect the

Campaign Specific Selection Process Shortlisting / Interview	privacy of the user. This time out facility activates if the application has been ‘dormant’ for over 60 minutes. Any work not saved will be lost if the system times out due to lack of activity. As such please ensure to save your application as you work on it, any lost data cannot be recovered. It might be an idea for candidates to work on their applications outside of the system and copy and paste their answers into the online application forms once they are fully complete and submit then. Once your application is fully submitted you will receive a confirmation email to your profile. If you do not receive this email, your application HAS NOT been submitted and received and you should log back on to submit fully. AI generated content must not be used in your application. Tusla reserves the right to assess if content in applications is likely created by AI in part or in whole. Use of AI may result in disqualification and exclusion from the recruitment process. Short listing may be carried out on the basis of information supplied in your application. The criteria for short listing are based on the requirements of the post as outlined in the eligibility criteria and skills, competencies and/or knowledge section of this job specification. Therefore, it is very important that you think about your experience in light of those requirements. Failure to include information regarding these requirements may result in you not being called forward to the next stage of the selection process. Those successful at the shortlisting stage of this process (where applied) will be called forward to interview.
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 - 2018 and the Freedom of Information Act 2014

The Integrated Reform Programme is a significant initiative being undertaken by Tusla to improve the way in which we deliver our services to children and families.

Tusla has designed a consistent regional structure to ensure this equitable provision of services and as part of this design Tusla is moving from 17 areas to 30 networks. It is important to note that this is an initial assignment and maybe subject to change in line with the Integrated reform process. The Integrated Reform Programme may also impact on duties of this role as structures change, and you will be notified of same as the programme progresses as appropriate to this role.

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.

Tusla values individual's rights and freedoms in respect of privacy and fully complies with the requirements of the Data Protection Act 2018.

All roles within Tusla carry responsibility towards the protection of personal and sensitive data.

Tenure	The current vacancies available are permanent/temporary and whole time/part-time. The posts are pensionable. A panel may be created from which permanent and specified purpose vacancies of full or part time duration will be filled. The tenure of these posts will be indicated at “expression of interest” stage for each individual post. The purpose of this campaign is to fill immediate urgent vacancies and it is expected that panel placements will cease if expressions are not received within the appropriate processes. Appointment as an employee of the Child & Family Agency is governed by the Child and Family Agency Act, 2013 and the Public Service Management (Recruitment and Appointments) Act 2004.
Remuneration	The Salary scale for the whole time equivalent of this post is: 01/06/2026: 77,656, 81,320, 84,983, 88,648, 92,314, 94,499, 98,067, 101,633 LSIs (Long Service Increments) are represented by emboldened figures. 1st LSI is paid after 3 years on the max, the 2nd LSI after 3 years on LSI1, and the 3rd LSI after 3 years on the 2nd LSI (where applicable). The appointee shall commence on the first point of the salary scale. Incremental credit may be given on appointment for certain types of relevant experience- more information available in Appendix 5. Candidate Information Pack - Recruitment Process Candidates should note that entry will be at the minimum point of the scale and will not be subject to negotiation, and the rate of remuneration may be adjusted from time to time in line with Government pay policy. Different terms and conditions may apply if the appointee is currently a serving civil or public servant.
Working Week	The standard working week applying to the whole time equivalent of this post is: 35 hours.

Annual Leave	The annual leave associated with the whole time equivalent of this post is 30 days per annum.
Superannuation	This is a pensionable position with Tusla. The successful candidate will upon appointment become a member of the appropriate pension scheme. Pension scheme membership will be notified within the contract of employment.
Probation	A probation period of 39 weeks, or proportion of same for fixed term /specified purpose contracts, where applicable shall apply from the commencement of employment, during which the contract may be terminated by either party in accordance with this contract. The probationary period may be extended at the discretion of management by a further 9 weeks or proportion of same for fixed term/specified purpose contracts, where applicable. Confirmation of appointment as a permanent member of staff is subject to the successful completion of the probationary period, for permanent contracts. Where you have already completed a probationary period with the Child and Family Agency, Health Service Executive, Local Authority, and there is no break in service, no period of probation applies.
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)
Ethics in Public Office 1995 and 2001 Positions remunerated at or above the minimum point of the Grade VIII salary scale NOTE THIS SECTION REFERS TO POSTS AT €82,258 PLUS	Positions remunerated at or above the minimum point of the Grade VIII salary scale 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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