**Registered Advanced Nurse Practitioner (Forensic Mental Health)**

**National Forensic Mental Health Service (NFMHS)**

**Job Specification & Terms and Conditions**

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| **Job Title, Grade Code** | Registered Advanced Nurse Practitioner (Forensic Mental Health)  (Grade Code: 2268) |
| **Remuneration** | The salary scale for the post is: 01/08/2025:   |  |  | | --- | --- | | €73,028, €75,246, €77,452, €82,510, €83,514, €85,839, €88,123 |  |   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** | NFMHSANP1 |
| **Closing Date** | Friday 12th September 2025 @ 12.00 |
| **Proposed Interview Date (s)** | Due to the urgent requirement of this post, interviews will take place as soon as possible once the closing date has passed. This means that you may be called forward for interview at very short notice. |
| **Taking up Appointment** | A start date will be indicated at job offer stage. |
| **Location of Post** | **National Forensic Mental Health Service**  There is currently one permanent whole-time post available in the NFMHS to provide forensic mental health services in Limerick Prison.  A panel may be created for the National Forensic Mental Health Service from which current and future permanent and specified purpose vacancies of full time or part time duration may be filled. |
| **Informal Enquiries** | **Name:** Bernard English, Director of Nursing  **Email:** [bernard.english@hse.ie](mailto:bernard.english@hse.ie)  **Phone No**: 087 1952549 |
| **Details of Service** | **National Forensic Mental Health Service (NFMHS)**  The NFMHS is based in the Central Mental Hospital (CMH). The CMH is the only specialist HSE Mental Health Service provider that provides Forensic Mental Health assessment and treatment in Ireland. It is the only approved and designated centre in the state that provides psychiatric care in conditions of maximum and medium security. The CMH operates as a therapeutic rather than penal institution and is part of the HSE.  The CMH has transitioned to a new purpose built campus facility in Portrane, in North Co. Dublin and includes the development of additional Forensic Mental Health Services  The campus is designed to provide care and treatment within high and medium secure services and includes a number of shared facilities. The new facility consists of 9 in-patient units, a medical and therapy centre and an administrative complex. Adjacent but external to the main hospital is a newly constructed 10-bed forensic CAMHS unit and a 30-bed Intensive Care Rehabilitation Unit (ICRU).  <https://www.hse.ie/eng/national-forensic-mental-health-service-portrane/about-the-national-forensic-mental-health-service/about-us/> |
| **Reporting Relationship** | Accountable to the Area Director of Forensic Mental Health Nursing  Reportable to the Director of Forensic Mental Health Nursing |
| **Key Working Relationships**  **(to include but not limited to)** | * Area/Director/Assistant Director of Nursing * RANPs and other nursing grades * Nurse Practice Development Co-ordinator * Prescribing site co-ordinator(s) * Medical colleagues * Interprofessional colleagues * Patients/service users/families and/or carers * Court Judiciary and teams * IPS Healthcare and Operational teams * Nursing and Midwifery Board of Ireland * Higher Education Institution * Nursing and Midwifery Planning and Development Unit * Centres of Nursing and Midwifery Education * National Clinical and Integrated Care Programme * National Leadership and Innovation Centre * Other relevant statutory and non-statutory organisations |
| **Purpose of the Post** | The primary purpose of the post is to provide a clinical service to Limerick Court and Prison in accordance with the NFMHS MOU with the IPS and the NFMHS clinical model of care/SOPs.  This post is expected to work autonomously and in conjunction with the Consultant Psychiatrist provide clinical leadership to the MDT. The post shall provide direct supervision of the clinical practice of the F-CMHN.  In addition the ANP must ensure the value of the nursing contribution as a distinct profession is safeguarded and articulated in the development of this service as led by the advanced nurse practitioner, complementing rather than replacing any current services delivered by doctors (NMBI 2017).  The overall purpose of the post is to provide safe, timely, evidenced based nurse-led care to patients at an advanced nursing level .This involves undertaking and documenting a complete episode of patient care (assess, diagnose, plan, treat and discharge patients) according to agreed protocols and scope of practice in the clinical setting; demonstrating advanced clinical and theoretical knowledge, critical thinking, clinical leadership and decision making skills.  The role will additionally contribute to nursing research to shape and advance nursing practice, education and health care policy at local, national and international levels. |
| **Principal Duties and Responsibilities** | The RANP practices to a higher level of capability across six domains of competence as  defined by Advanced Practice (Nursing) Standards and Requirements (NMBI 2017).  The six domains of competence are as follows:  • Professional Values and Conduct  • Clinical-Decision Making  • Knowledge and Cognitive Competences  • Communication and Interpersonal Competences  • Management and Team Competences  • Leadership and Professional Scholarship Competences  Each of the six domains specifies the standard which the RANP has a duty and  responsibility to demonstrate and practise.  **Domain 1: Professional Values and Conduct**  Standard 1  The RANP will apply ethically sound solutions to complex issues related to individuals and populations by:  • Demonstrating accountability and responsibility for professional practice as a lead healthcare professional {in the care of patients with major mental disorders whom have engaged in harmful behaviours and/or their familys, significant others and/or carers }  • Articulating safe boundaries and engaging in timely referral and collaboration for those areas outside their scope of practice, experience, and competence using established referral pathways as per locally agreed policies, procedures, protocols and guidelines.  • Demonstrating leadership by practising compassionately to facilitate, optimise, promote and support the health, comfort, quality of life and wellbeing of persons whose lives are affected by altered health, chronic disorders, disability, distress or life-limiting conditions. The RANP practices according to a professional practice model that provides them latitude to control their own practice, focusing on person centred care, interpersonal interactions and the promotion of healing environments.  • Selecting a professional practice model that provides him/her latitude to control his/her own practice, focusing on person centred care, interpersonal interactions and the promotion of healing environments. The chosen professional practice model for nursing will emphasise a caring therapeutic relationship between the RANP in Forensic Mental Health and his/her patients, recognising that RANPs work in partnership with their multidisciplinary colleagues.  • Articulating and promoting the advanced practice nursing service in clinical, political and professional contexts {for example presenting key performance outcomes locally and nationally; contributing to the service’s annual report; participating in local and national committees to ensure best practice as per the relevant national clinical and integrated care programme}.  **Domain 2: Clinical-Decision Making Competences**  Standard 2  The RANP will utilise advanced knowledge, skills, and abilities to engage in senior clinical decision making by:  • Conducting a comprehensive holistic health assessment using evidenced based frameworks, policies, procedures, protocols and guidelines to determine diagnoses and inform autonomous advanced nursing care.  • Synthesising and interpreting assessment information particularly history including  prior treatment outcomes, physical findings and diagnostic data to identify normal, at  risk and subnormal states of health.  • Demonstrating timely use of diagnostic investigations / additional evidence-based  advanced assessments to inform clinical-decision making.  • Exhibiting comprehensive knowledge of therapeutic interventions including pharmacological and non-pharmacological advanced nursing interventions, supported by evidence-based policies, procedures, protocols, and guidelines, relevant legislation, and relevant professional regulatory standards and requirements.  • Initiating and implementing health promotion activities and self-management plans in accordance with the wider public health agenda.  • Discharging patients from the service as per an agreed supporting policy, procedure, protocols, guidelines and referral pathways.  **Domain 3: Knowledge and Cognitive Competences**  Standard 3  The RANP will actively contribute to the professional body of knowledge related to their area of advanced practice by:  • Providing leadership in the translation of new knowledge to clinical practice for example teaching sessions; workshops; journal clubs; case reviews; facilitating clinical supervision to other members of the team).  • Educating others using an advanced expert knowledge base derived from clinical experience, on-going reflection, clinical supervision and engagement in continuous professional development.  • Demonstrating a vision for advanced practice nursing based on service need and a competent expert knowledge base that is developed through research, critical thinking, and experiential learning.  • Demonstrating accountability in considering access, cost and clinical effectiveness when planning, delivering and evaluating care for example key performance areas, key performance indicators, and metrics.  **Domain 4: Communication and Interpersonal Competences**  Standard 4  The RANP will negotiate and advocate with other health professionals to ensure the beliefs, rights and wishes of the person are respected by:  • Communicating effectively with the healthcare team through sharing of information in accordance with legal, professional and regulatory requirements as per established referral pathways.  • Demonstrating leadership in professional practice by using professional language (verbally and in writing) that represents the plan of care, which is developed in collaboration with the person and shared with the other members of the interprofessional team as per the organisation’s policies, procedures, protocols and guidelines.  • Facilitating clinical supervision and mentorship through utilising one’s expert knowledge and clinical competences.  • Utilising information technology, in accordance with legislation and organisational policies, procedures, protocols and guidelines to record all aspects of advanced nursing care.  **Domain 5: Management and Team Competences**  Standard 5  The RANP will manage risk to those who access the service through collaborative risk assessments and promotion of a safe environment by:  • Promoting a culture of quality care.  • Proactively seeking quantitative and qualitative feedback from persons receiving care, families and members of the multidisciplinary team on their experiences of the service, analysing same and making suggestions for improvement.  • Implementing practice changes using negotiation and consensus building, in collaboration with the multidisciplinary team and persons receiving care.  **Domain 6: Leadership and Professional Scholarship Competences**  Standard 6  The RANP will lead in multidisciplinary team planning for transitions across the continuum of care by:  • Demonstrating clinical leadership in the design and evaluation of services for example findings from research, audit, metrics, and new evidence.  • Engaging in health policy development, implementation, and evaluation for example key performance indicators from national clinical and integrated care programme/HSE national service plan/ local service need to influence and shape the future development and direction of advanced practice in the virtual ward).  • Identifying gaps in the provision of care and services pertaining to their area of advanced practice and expand the service to enhance the quality, effectiveness and safety of the service in response to emerging healthcare needs.  • Leading in managing and implementing change. |
| **Legislation,**  **Regulations,**  **Policies and**  **Guidelines** | The ANP in Forensic Mental Health practises nursing according to:   * The Code of Professional Conduct and Ethics for Registered Nurses and Registered Midwives (NMBI 2025); * Scope of Nursing and Midwifery Practice Framework (NMBI 2015); * Values for Nurses and Midwives in Ireland – Care, Compassion and Commitment (Department of Health 2016); * Advanced Practice Nursing Standards and Requirements (NMBI 2017); * National Health Policies and Procedures (latest versions) {list as relevant to the service for example: * HSE (2013, revised 2016) National Consent Policy; * Local policies, procedures, protocols and guidelines * Government of Ireland (2015) Assisted Decision-Making Capacity Act * The Health Act 2007 and subsequent amendments * The Mental Health Act 2001 * Children First 2017 * Freedom of Information Act 2003 * The Criminal Law (Insanity) Act 2006 & 2010 * Service developments in the area of Forensic Mental Health are underpinned by the United Nations, Principles regarding the Protection of Persons with Mental Illness and the Improvement in Mental Health Care (1991) Office of the High Commissioner for Human Rights. (Office of the High Commissioner for Human Rights). * National Clinical Programmes for Mental Health (HSE Clinical Strategy and Programmes Division and College of Psychiatry of Ireland (CPsychI), 2010) * Early Intervention for people developing First Episode Psychosis * Eating Disorders Service spanning Child and Adolescent and Adult Mental Health Services * ADHD in Adults, National Clinical Programme * Mental Health and Substance Use Disorder, Dual Diagnosis, National Clinical Programme. |
| **Eligibility Criteria**  **Qualifications and/ or experience** | **Candidates must have at the latest date of application:**   1. **Statutory Registration, Professional Qualifications, Experience, etc**   (a) Eligible applicants will be those who on the closing date for the competition:   1. Are registered in the Advanced Nurse Practitioner division of the Nursing and Midwifery Board of Ireland Register maintained by the Nursing & Midwifery Board of Ireland [NMBI] (Bord Altranais agus Cnáimhseachais na hÉireann).   **Or**   1. Be eligible to register in the Advanced Nurse Practitioner division of the Nursing and Midwifery Board of Ireland Register maintained by the Nursing & Midwifery Board of Ireland [NMBI] (Bord Altranais agus Cnáimhseachais na hÉireann) by meeting the criteria for registration as an Advanced Nurse Practitioner as specified www.nmbi.ie     **And**   1. Have a broad base of clinical experience relevant to the advanced field of practice   **And**   1. Demonstrates the competences relevant to the specialist area of advanced practice role.   **And**  (b) Candidates must possesses the requisite knowledge and ability including a high standard of suitability and clinical, professional and administrative capacity to properly discharge the functions of the role.   1. **Annual registration** 2. On appointment, practitioners must maintain active annual registration on the Advanced Nurse Practitioner Division of the register of Nurses and Midwives maintained by the Nursing and Midwifery Board of Ireland (Bord Altranais agus Cnáimhseachais na hÉireann) for the role   **And**   1. Practitioners must confirm annual registration with NMBI to the HSE by way of the annual Patient Safety Assurance Certificate (PSAC). 2. **Health**   Candidates 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.   1. **Character**   Candidates for and any person holding the office must be of good character |
| **Post Specific Requirements** | Depth and breadth of your clinical experience relevant to the advanced field of practice  Demonstrate a commitment to continuous professional development. |
| **Other requirements specific to the post** | Have access to appropriate transport to fulfil the requirements of the role as the post will require frequent travel. |
| **Skills, competencies and/or knowledge** | The RANP must demonstrate to:  **Professional/Clinical Knowledge**   * Have an advanced working knowledge of the area of Forensic Mental Health Nursing as it pertains to: * Criminal Law, Court procedures, Court room skills & systems * Therapeutic Jurisprudence * Criminal Law Insanity & Criminal Law legislation * Mental Health Legislation * Clinical Risk Management including skills in clinical structured professional judgement tools and diagnosis * Knowledge of the security and organisation of the Irish prison system * Human Rights Legislation and Best Practice * Confidentiality, Capacity & Consent * Probation Services & IPS Pre-release * HSE policy on the care of persons with a Mental Illness who come into contact with the criminal justice system * Professional Boundaries * Demonstrate a high degree of commitment, professionalism and dedication to the philosophy of quality health care provision. * Demonstrate evidence of Policy, Procedure, Protocol, Guideline (PPPG) development and the translation of PPPG into action. * Demonstrate knowledge and experience of quality audit/assurance systems. * Demonstrate experience in developing, implementing and evaluating quality improvement initiatives. • Demonstrate awareness of relevant legislation and policy developments. * Demonstrate a commitment to continuing professional development.   **Planning and Organising Resources**   * Demonstrate ability to proactively plan, organise, deliver and evaluate a nursing service in an efficient, effective and resourceful manner, within a model of person centred care and value for money. * Demonstrate ability to manage deadlines and effectively handle multiple tasks. * Building and Maintaining Relationships: Leadership, Staff Management and Team Work * Demonstrate flexibility and openness to change and ability to lead and support others in a changing environment. * Demonstrate the ability to communicate a change vision and engage stakeholders in a sustainable change process. * Demonstrate the ability to foster a learning culture among staff and colleagues to drive continuous improvement. * Demonstrate ability to work effectively within multi-disciplinary teams.   **Building and Maintaining Relationships: Leadership, Staff Management and Team Work**  • Demonstrate flexibility and openness to change and ability to lead and support others in a changing environment  • Demonstrate the ability to communicate a change vision and engage stakeholders in a sustainable change process  • Demonstrate ability to foster a learning culture among staff and colleagues to drive continuous improvement  • Demonstrate ability to work effectively within multi-disciplinary teams.  **Evaluation Information and Judging Situations**  • Demonstrate the ability to evaluate information, identify risks and solve problems.  **Commitment to Providing Quality Services**   * Demonstrate understanding of and commitment to the underpinning requirements and key processes in providing quality, person-centred care. * Demonstrate the ability to lead on clinical practice and service quality.   **Communication and Interpersonal Skills**   * Demonstrate effective communication and interpersonal skills including: the ability to present information in a clear and concise manner. * Demonstrate ability to engage collaboratively and influence others. * Demonstrate competency in the general use of information technology – computers, office functions, internet for research purposes, email, preparation of presentation materials etc. * Demonstrate evidence of skills in data management and report writing |
| **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. | |

**Registered Advanced Nurse Practitioner (RANP) Mental Health**

**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 weekly working hours of attendance for your grade are 37.5 hours per week. Your normal weekly working hours are 37.5 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. |
| **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 [↑](#footnote-ref-2)
2. [↑](#footnote-ref-3)