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**Clinical Nurse Manager 1 (Older Persons Services)**

**Bainisteoir Cnáimhseach Cliniciúil 1**

**Job Specification, Terms & Conditions**

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| **Job Title and Grade** | **Clinical Nurse Manager 1 (Older Persons Services) - Bainisteoir Cnáimhseach Cliniciúil 1**  *(Grade Code: 2127)* |
| **Campaign Reference** | SLSC2502 |
| **Closing Date** | **Monday 28th of April 2025 at 12 noon** |
| **Proposed Interview Date** | TBC |
| **Taking up Appointment** | A start date will be indicated at recruitment process. |
| **Organisational Area** | Community Healthcare Organisation 1 – Sligo/Leitrim |
| **Location of Post** | **South Donegal, Sligo, Leitrim & West Cavan** |
| **Informal Enquiries** | Nuala Gallagher  A/ Service Manager  Older persons Services  Sligo / Leitrim  [Smops.sl@hse.ie](mailto:Smops.sl@hse.ie)  Tel 0864122617 |
| **Details of Service** | Older Person Services are expanding in order to meet the needs of our aging population and offer more rewarding nursing career opportunities than you may be aware of. We are committed to providing progressive high standards of nursing care to clients with a wide range of simple to complex palliative, acute or long term care needs. In addition to our Older Person clients, many of our facilities also provide care to younger people living with chronic conditions. These nurse led services allow extensive opportunities to fully engage in the delivery of holistic quality care, working with many other health care professionals such as GPs, Occupational Therapists, Physiotherapists, Speech and Language Therapists, Dieticians, Health Care Assistants and QRPS Teams to ensure the best outcomes for service users and residents.  Older Persons Services actively encourage and support continual professional development as well as extensive access to rewarding career pathways. Nurses with experience qualify to apply for a variety of promotional managerial roles, while those seeking specialist pathways can develop within roles such as Advanced Nurse Practitioner, Nurse Prescriber, Clinical Nurse Specialist roles and more.  Services are based in a vast number of locations all over Ireland. So if you want to work close to or far from home there are a huge number of choices. |
| **Reporting Relationship** | Responsible and reporting to CNM2, the Assistant Director of Nursing and Director of Nursing. |
| **Purpose of the Post** | To be responsible for the management, care and treatment of service users, to ensure that the optimum standard of care is provided within the designated area(s) of responsibility.  The primary role of the CNM 1 will be one of clinical and professional leadership and development in the nursing team, including the development of nursing staff by means of in-service training, orientation of new staff and arranging for clinical experience and supervision of student nurses where this is appropriate. |
| **Principal Duties and Responsibilities** | **Professional / Clinical**  *The Clinical Nurse Manager 1 (Older Persons Services) will:*   * Be responsible for the co-ordination, assessment, planning, implementation and review of care for service users according to service standards. * Provide safe, comprehensive nursing care to service users within the guidelines laid out by National Nursing & Midwifery Board of Ireland. * The Manager will practice nursing according to: * Professional Clinical Guidelines * National and Area Health Service Executive (HSE) guidelines * Local policies, protocols and guidelines * Current legislation * Manage own caseload in accordance with the needs of the post. * Encourage evidence based practice, using a care planning approach to nursing care. * Participate in teams as appropriate, communicating and working in co-operation with other team members. * Collaborate with service users, family, carers and other staff in treatment / care planning and in the provision of support and advice. * Communicate verbally and / or in writing results of assessments, treatment / care programmes and recommendations to the team and relevant others in accordance with service policy. * Plan discharge or transition of the service user between services as appropriate and participate in MDT Meetings. * Assist in providing staff leadership and motivation, which is conducive to good staff relations and work performance. * Ensure that service users and others are treated with dignity and respect. * Maintain nursing records in accordance with local service and professional standards. * Contribute to the development and maintenance of nursing standards, protocols and guidelines consistent with the highest standards of patient care. * Maintain professional standards in relation to confidentiality, ethics and legislation. * In consultation with CNM2 and other disciplines, implement and assess quality management programmes. * Participate in clinical audit as required. * Devise and implement Health Promotion Programmes for service users as relevant to the post. * Lead and implement change, with particular reference to recommendations of the Commission on Nursing and the health service reform programme. * Operate within the Scope of Practice - seek advice and assistance from his / her manager with any cases or issues that prove to be beyond the scope of his / her professional competence in line with principles of best practice and clinical governance.   **Health and Safety**   * Play a central role in maintaining a safe environment for service users, staff and visitors e.g. by contributing to risk assessment. * Assist in observing and ensuring implementation and adherence to established policies and procedures e.g. health and safety, infection control, storage and use of controlled drugs etc. * Observe, report and take appropriate action on any matter which may be detrimental to service user care or wellbeing / may be inhibiting the efficient provision of care. * Ensure completion of incident / near miss forms. * Adhere to department policies in relation to the care and safety of any equipment supplied for the fulfilment of duty. * Have a working knowledge of the 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. * Support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service.   **Education and Training**  *:*   * Engage in continuing professional development by keeping up to date with nursing literature, recent nursing research and new developments in nursing management, education and practice and to attend staff study days as considered appropriate. * Provide a high level of professional and clinical leadership. * Provide supervision and assist in the development of knowledge, skills and attitudes of staff and assigned students. * Be familiar with the curriculum training programme for student nurses and be aware of the clinical experience required to meet the needs of the programme. * Participate in the assessment of student nurse proficiency in clinical nursing skills as part of his/her role as preceptor. * Engage in performance review processes including personal development planning as appropriate.   **Personnel / Administrative**   * Exercise authority in the running of the assigned area(s) as deputised by the CNM2. * Provide the necessary co-ordination and deployment of nursing and support staff in designated area(s) of responsibility, ensuring that skill mix takes account of fluctuating workloads and ensuring maximisation of available resources. * Assess and monitor trends through collection and analysis of activity and data and keeping CNM2 and Senior Nursing Management informed of changing work patterns, which may require increased resource allocation. * Collaborate with the CNM2 in preparing, implementing and evaluating budget and service plans for the clinical area. * Co-operate in managing all resources - including nursing and non-nursing staff within an agreed budget. * Promote a culture that values diversity and respect in the workplace. * Assist in maintaining the necessary clinical and administrative records and reporting arrangements / contribute to quality assurance by assisting in data collection. * Ensure that patient care equipment is maintained to an appropriate standard. * Ensure compliance with legal requirements, policies and procedures affecting service users, staff and other hospital matters. * Participate actively in the Nursing Management structure by ‘acting up’ when required. * Engage in IT developments as they apply to service user and service administration.   **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** | **Each candidate must, at the latest date for receipt of completed applications for the post possess:**  **1. Professional Qualifications & Experience**   1. Are registered in the General Division of the Register of Nurses & Midwives maintained by the Nursing and Midwifery Board of Ireland (Bord Altranais agus Cnáimhseachais na hÉireann) or entitled to be so registered.   **And**   1. Have at least 3 years post registration experience of which 1must be in the speciality or related area of Gerontology or Older Person Services. 2. Have the clinical, managerial and administrative capacity to properly discharge the functions of the role   **And**   1. Candidates must demonstrate evidence of Continuing Professional Development.   **2. Annual registration**   1. Practitioners must maintain live annual registration on the relevant division of the Register of Nurses and Midwives maintained by the Nursing and Midwifery Board of Ireland (Bord Altranais agus Cnáimhseachais na hÉireann).   **And**   1. Confirm annual registration with NMBI to the HSE by way of the annual Patient Safety Assurance Certificate (PSAC).   **3. 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.  **4. Character**  Candidates for and any person holding the office must be of good character. |
| **Post Specific Requirements** | Demonstrate depth and breadth of experience in Gerontology or Older Persons Services as relevant to the role. |
| **Other Requirements Specific to the Post** | Access to appropriate transport to fulfil the requirements of the role. |
| **Skills, Competencies and/or Knowledge** | ***Candidates must:***   * Demonstrate the ability to lead on clinical practice and service quality. * Demonstrate promotion of evidence-based decision making. * Demonstrate practitioner competence and professionalism. * Demonstrate the ability to plan and organise effectively. * Demonstrate the ability to build and lead a team. * Demonstrate strong interpersonal skills including the ability to build and maintain relationships. * Demonstrate strong communication and influencing skills. * Demonstrate initiative and innovation in the delivery of service. * Demonstrate resilience and composure. * Demonstrate openness to change. * Demonstrate integrity and ethical stance. * Demonstrate a commitment to continuing professional development. * Demonstrate the ability to relate nursing research to nursing practice. * Demonstrate an awareness of HR policies and procedures including disciplinary procedures. * Demonstrate an awareness of relevant legislation and policy e.g. health and safety, infection control etc. * Demonstrate an awareness of current and emerging nursing strategies and policy in relation to the clinical / designated area. * Demonstrate an awareness of the Health Service Transformation Programme. * Demonstrate a willingness to develop IT skills relevant to the role. |
| **Competition Specific Selection process** | 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 being called forward 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 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. Additional information on the HSE’s review process is available in the document posted with each vacancy entitled “Code of Practice, information for candidates”.  Codes of practice are published by the CPSA and are available on [www.hse.ie/eng/staff/jobs](http://www.hse.ie/eng/staff/jobs) in the document posted with each vacancy entitled “Code of Practice, information for candidates” or on [www.cpsa.ie](http://www.cpsa.ie). |
| **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.** | |

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**Clinical Nurse Manager 1 (Older Persons Services)**

**Terms and Conditions of Employment**

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| **Tenure** | **A panel will be built from interviews, temporary and permanent positions will be available.**  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. |
| **Remuneration** | The Salary Scale (as at 01/03/2025) for the post is:  € 56,081 57,098 58,533 59,992 61,443 62,903 64,529 66,045  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 |
| **Working Week** | The standard working week applying to the post is to be confirmed at Job Offer Stage |
| **Annual Leave** | The annual leave associated with the post is to 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 Persons Reporting Child Abuse Act 1998** | As this post is one of those designated under the Protection of Persons Reporting Child Abuse Act 1998, appointment to this post appoints one as a designated officer in accordance with Section 2 of the Act.  You will remain a designated officer for the duration of your appointment to your current post or for the duration of your appointment to such other post as is included in the categories specified in the Ministerial Direction. You will receive full information on your responsibilities under the Act on appointment. |
| **Mandated Person Children First Act 2015** | As a mandated person under the Children First Act 2015 you will have a legal obligation   * To report child protection concerns at or above a defined threshold to TUSLA. * To assist Tusla, if requested, in assessing a concern which has been the subject of a mandated report   You will remain a mandated person for the duration of your appointment to your current post or for the duration of your appointment to such other post as is included in the categories specified in the Ministerial Direction. You will receive full information on your responsibilities under the Act on appointment. |
| **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. |
| **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-1), 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-2). * 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 the National Health and Safety Function/H&S web-pages [↑](#footnote-ref-1)
2. See link on health and safety web-pages to latest Incident Management Policy [↑](#footnote-ref-2)