

**Clinical Nurse Manager 2 (Older Persons Services)**

**Bainisteoir Altraí Cliniciúla 2**

**Job Specification, Terms & Conditions**

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| **Job Title and Grade** | **Clinical Nurse Manager 2 (Older Persons Services)** **Bainisteoir Altraí Cliniciúla 2**  *(Grade Code: 2119)* |
| **Campaign Reference** | **SLSC2503** |
| **Closing Date** | **Wednesday 30th of April 2025 at 12 noon** |
| **Proposed Interview Date(s)** | To be confirmed |
| **Taking up Appointment** | A start date will be indicated at job offer stage |
| **Organisational Area** | HSE North West – South Donegal, Sligo, Leitrim West Cavan. |
| **Location of Post** | Services are based in a number of locations across Sligo & Leitrim; these are listed below.  • St. John's Community Hospital, Sligo  • Community Nursing Unit, Arus Breffni, Manorhamilton, Co. Leitrim  • St. Patrick's Community Hospital, Carrick-on-Shannon, Co. Leitrim  • Arus Carolan Community Nursing Unit, Mohill, Co. Leitrim  • Ballinamore Community Nursing Unit, Tully, Ballinamore, Co. Leitrim  A panel may be formed as a result of this campaign for HSE North West Older Persons Services from which current and future, permanent and specified purpose vacancies of full or part-time duration may be filled. |
| **Informal Contact** | 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 to Director of Nursing or designated Officer. |
| **Purpose of the Post** | The post of Clinical Nurse Manager 2 (CNM 2) has a pivotal role in service planning,  Co-ordinating, and managing activity and resources within the clinical area. The main responsibilities are: management of the delivery of a high standard of nursing care, quality assurance, resource management, staffing and staff development and induction, practice development, facilitating communication and professional / clinical leadership. |
| **Principal Duties and Responsibilities** | **Professional /Clinical**  *The Clinical Nurse Manager 2 will:*   * Manage patient care to ensure the highest professional standards using an evidence based, care planning approach. * Provide a high level of professional and clinical leadership. * Be responsible for the co-ordination, assessment, planning, delivery and review of service user care by all staff in designated area(s). * Provide safe, comprehensive nursing care to service users according to the Code of Professional Conduct as laid down by the Bord Altranais agus Cnáimhseachais na hÉireann (Nursing Midwifery Board Ireland) and Professional Clinical Guidelines * Practice nursing according to: * Professional Clinical Guidelines * National and Area Health Service Executive (HSE) guidelines. * Local / national policies, protocols and guidelines * Current legislation * Manage own caseload in accordance with the needs of the post. * Participate in teams / meetings / committees as appropriate, communicating and working in co-operation with other team members. * Facilitate co-ordination, co-operation and liaison across healthcare teams and programmes. * 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. * Ensure that service users and others are treated with dignity and respect. * Maintain nursing records in accordance with local service and professional standards. * Adhere to and contribute to the development and maintenance of nursing standards, protocols and guidelines consistent with the highest standards of patient care. * Evaluate and manage the implementation of best practice policy and procedures e.g. admission and discharge procedures, control and usage of stocks and equipment, grievance and disciplinary procedures. * Maintain professional standards in relation to confidentiality, ethics and legislation. * In consultation with Director of Nursing or designated Officer and other disciplines, implement and assess quality management programmes. * Participate in clinical audit as required such as care planning, QRPS * Initiate and participate in research studies as appropriate. * Devise and implement Health Promotion Programmes for service users as relevant to the post. * 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 & Safety**   * Ensure that effective safety procedures are developed and managed to comply with statutory obligations, in conjunction with relevant staff e.g. health and safety procedures, emergency procedures. * Observe, report and take appropriate action on any matter which may be detrimental to staff and/or service user care or well-being / may be inhibiting the efficient provision of care. * 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. * Ensure completion of incident / near miss forms / clinical risk reporting. * Adhere to department policies in relation to the care and safety of any equipment supplied for the fulfilment of duty. * Liaise with other relevant staff e.g. CNS infection control Occupational Therapist re appropriateness for procurement. * Have a working knowledge of the Health Information and Quality Authority 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. * 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. * 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 identification, development and delivery of induction, education, training and development programmes for nursing and non-nursing staff. * Provide support and supportive supervision to Clinical Nurse Manager 1 and front-line staff where appropriate. * Supervise and assess student nurses and foster a clinical learning environment. * Engage in performance review processes including personal development planning as appropriate.   **Management**   * Exercise authority in the running of the assigned area(s) as deputised by the Director of Nursing or designated Officer. * Provide the necessary supervision, co-ordination and deployment of nursing and support staff to ensure the optimum delivery of care in the designated area(s). * Manage communication at ward and departmental or Unit level and facilitate team building. * Provide staff leadership and motivation which is conducive to good working relations and work performance. * Promote a culture that values diversity and respect in the workplace. * Formulate, implement and evaluate service plans and budgets in co-operation with the wider healthcare team. * Manage all resources efficiently and effectively within agreed budget. * Lead on practice development within the clinical area. * Lead and implement change. * Promote, facilitate and participate in the development of nursing policies and procedures. Monitor as appropriate and lead on proactive improvement. * Contribute to the formulation, development and implementation of policies and procedures at area and hospital level. * Ensure compliance with legal requirements, policies and procedures affecting service users, staff and other hospital matters. * Manage and promote liaisons with internal / external bodies as appropriate e.g. intra-hospital service and the community. * Actively participate in the Nursing Management structure by ‘acting up’ when required. * Maintain all necessary clinical and administrative records and reporting arrangements. * Engage in IT developments as they apply to service user and service administration. * Engage in performance reviews of nursing / healthcare staff.   **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** | **Each candidate must, at the latest date for receipt of completed applications for the post:**  **1. Professional Qualifications & Experience**   * Be registered in theGeneral Division of the Register of Nurses maintained by Bord Altranais agus Cnáimhseachais na hÉireann (Nursing and Midwifery Board of Ireland) or be entitled to be so registered.   **And**   * Have at least 5 years post registration experience of which 2 must be in the speciality or related area of Gerontology or Older Persons Services.   **And**   * Have the clinical, managerial and administrative capacity to properly discharge the functions of the role   **And**     * Demonstrate evidence of continuing professional development at the appropriate level   **And**  (b) Candidates must possess the requisite knowledge and ability including a high standard of suitability and clinical, managerial and administrative capacity to properly discharge the functions of the role.  2. Annual registration  (i) On appointment, 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**  (ii) 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, lead and manage 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 knowledge of quality assurance practices and their application to nursing procedures. * Demonstrate an awareness of HR policies and procedures including disciplinary procedures, managing attendance etc. * Demonstrate an awareness of relevant legislation and policy e.g. legislation relevant to the service area, health and safety, infection control etc. * Demonstrate an awareness of current and emerging nursing strategies and policies 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. |
| **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 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 Commissioners 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, feedback facilities for 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.careersinhealthcare.ie](http://www.careersinhealthcare.ie) in the document posted with each vacancy entitled “Code of Practice, information for candidates or on [www.cpsa-online.ie](http://www.cpsa-online.ie). |
| **The reform programme outlined for the Health Services may impact on this role and as structures change the job description 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 2 (Older Persons Services)**

**Terms and Conditions of Employment**

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| **Tenure** | | The post is pensionable. A panel will 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.  Appointment as an employee of the Health Service Executive is governed by the Health Act 2004 and the Public Service Management (Recruitment and Appointment) Act 2004. |
| **Remuneration** | | The Salary Scale (as at 01/03/2025) for the post is:  € 60,854 61,862 62,715 64,106 65,644 67,154 68,664 70,364 71,943 74,658 76,897 LSI |
| **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 this post is to be confirmed at job offer 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 |
| **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. |
| **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-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)