



Job Description

Job Title: Clinical Nurse Manager 1(CNM1)
(Permanent and Full Time - 1WTE 39 Hours/Week)

**** Please note that a panel may be formed from these interviews for potential future vacancies which may arise in Enable Ireland's Cork Adult Services in the next 12 months****

Location: Cork Adult Services – Ard Na Mara

Reporting to: PIC/Adult Service Manager

Overall Purpose of the Post:

The Clinical Nurse Manager will be responsible for leading a dedicated team in delivering quality standards of care and support to provide adults with physical and sensory support needs with a much sought after person centred respite service. This will involve working with and being supported by senior management in obtaining (where required) and maintaining registration with the Health Information and Quality Authority. This post will also be responsible and successful in leading the way for progressive effective development of respite solutions to a growing number of individuals reliant upon respite in the Cork and Kerry area.

Duties:

Professional/Clinical:

- The CNM1 will practice nursing according to Professional Clinical Guidelines National and Area Health Service Executive (HSE guidelines), local policies, protocols, guidelines and current legislation.
- This post is providing services to adults with physical and sensory support requirements therefore the candidate will need to show relevant experience in the physical and sensory disability sector.
- The applicant will need to provide strong leadership in clinical practice and act as a resource and role model for clinical practice.
- Provide leadership, supervision and support to Nursing and Care Coordinators/ Support teams in the provision of clinical and care support services.
- Be responsible for the co-ordination, assessment, planning, implementation and review of care for service users according to service standards and HIQA Standards for Residential Services for Adults with a Disability.
- 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.
- Assist in providing staff leadership and motivation, which is conducive to good staff relations and work performance.
- Ensure that service users and staff are treated with dignity and respect.
- 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.
- Participate in clinical audit as required.
- 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.
- Participate in rotational on call duties
- Demonstrate effective change management skills.
- Liaise closely with the HSE, community nursing and therapy staff and other key organisations in the course of ensuring the delivery of a person centred service to each User

Health & Safety:

- Play a central role in maintaining a safe environment for service users, staff and visitors e.g. by contributing to risk assessment and maintaining live risk register.
- Assist in observing and ensuring implementation and adherence to established policies and procedures e.g. health and safety, infection control & Medication Management.
- 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.
- Have a working knowledge of the Health Information and Quality Authority (HIQA) Guidance for the Assessment of Centres for Persons with Disabilities.

Training & Development:

- Identify the training needs of the Care Coordinator/Nursing team and Support Staff.
- Support and champion the continuous up skilling of support staff to ensure they are educated and empowered to take responsibility for routine clinical support tasks e.g. medication management, bowel regime support, Catheter Care.
- Facilitate and deliver clinical practice training as required.
- Monitor staff performance relating to care and clinical practice and liaise with the team where appropriate to raise the standards of practice.
- Contribute to the development of strategies for the progression of respite and community support services to meet the identified and emerging needs of the service users.
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Administrative:

- Demonstrate skills of policy development and act as a leader with regard to implementation of Respite Service and Enable Ireland policies and procedures.
- Co-ordinate staff and ensure that duties, activities and programmes allocated to staff are carried out efficiently, ensuring that skill mix takes account of fluctuating workloads and ensuring maximisation of available resources.
- Be responsible for the local budget and actively manage local resources.
- Assist in maintaining the necessary clinical and administrative records and reporting arrangements/ contribute to quality assurance by assisting other departments with required data collection.

TERMS & CONDITIONS:

Responsible to:	Director of Services
Probation:	A probationary period of six months applies to this post.
Salary:	The current salary for this role is between €43,288 - €51,191
Annual leave:	Annual leave entitlement is 34-37 days pro rata per annum and proportionately less for less than 12 months service.
Pension Scheme:	Enable Ireland operates a contributory pension scheme which all members of employees may join on earlier of 1 st July or 1 st January following start date.
Medical:	The successful candidate will be required to undergo a medical assessment.
Garda Clearance/ Police Clearance:	These will be required for all prospective employees who will undertake relevant work or activities relating to children or vulnerable persons.
Sick Pay: (If applicable)	<p>All periods of sickness exceeding two days must be medically certified. Weekly medical certificates are required thereafter. The Company reserves the right to have you examined by its own Doctor after 3 months continuous sick leave. Upon completion of 9 months continuous services with the Company sick pay will be as follows:</p> <p>Full pay less social welfare for the first 13 weeks of sickness in any 12 month rolling period and half pay less social welfare for a further 13 weeks of sickness absence in the same 12 month rolling period</p>