

Role Profile

Title: Community Clinical Partner (CNMI)

Reporting to: Regional Clinical Lead

Role Purpose

Operating within a social model of disability, this role ensures the highest standards of care are provided to meet the holistic needs of individuals with physical and sensory disabilities and neurological conditions who are receiving Cheshire Ireland services.

The Community Clinical Partner provides clinical oversight to the care provided to individuals living in their own homes, fostering relationships based on respect, equality, and independence. The Clinical Partner supports the frontline Care Support Teams and Service Management in each service in the implementation of organisational clinical policies and procedures, ensuring full compliance with statutory and legislative requirements and standards.

All responsibilities must align with Cheshire Ireland's vision, mission and values.

Key Responsibilities

1. Clinical Practice

- Oversee the holistic assessment and review of people's clinical care needs, the development of person-centred support plans to meet those needs, the development of individualised risk assessments as required, the implementation of care as planned and the evaluation of the effectiveness of care as planned.
- Coordinate and liaise with the multi-disciplinary team as necessary to address identified needs as required.
- Provide oversight and support to frontline staff for specific health interventions (e.g., catheter care, PEG care).
- Support frontline staff in documenting adverse events and review incidents as part of the management team escalating to other partners and function leads as required.
- In partnership with the service and clinical team ensure the effectiveness of people's care is systematically monitored, evaluated and continuously improved through a system of clinical audit.
- Escalate major risks to senior management as required.
- Supervise, mentor, and provide training to the frontline care support team.
- Maintain awareness of legislation and standards as they apply to community services and their implications for service delivery.
- Conduct care needs analyses to support service planning.

2. Professional Support & Supervision

- Provide advice and support to Service Managers, Service Coordinators, Community Staff Nurses and frontline care support teams to ensure that a person's healthcare supports are clearly defined when planning care for individual people and are regularly reviewed and revised for their effectiveness, taking into consideration the persons changing needs and preferences.
- Provide support to Service Managers in monitoring the clinical performance of the service against service objectives, managing and reporting on this performance through the relevant governance structures.
- Provide mentoring and supervision to Community Staff Nurses.
- Provide leadership in clinical practice and act as a role model.
- Promote evidence-based, person-centred care.
- Ensure proper induction and training for new team members in care delivery in accordance with the needs of the people supported
- Foster a collaborative team environment.
- Support Service Management to identify and address ongoing clinical training needs of staff teams.
- Support Service Co-ordinators in reviewing staff performance in care delivery.
- Participate in recruitment and selection as required.

3. Quality Improvement and Compliance

- Support Service Management with quality improvement initiatives within services.
- Oversee and ensure service compliance with healthcare regulations, legislation, standards, and Cheshire Ireland policy as related to role.
- Ensure the completion of all clinical audits as assigned, the development of quality improvement plans as required and the implementation of required actions as identified.
- Monitor and address person safety issues, reporting incidents or risks to senior management as required.
- Participate in audits, inspections, and preparation for regulatory reviews or inspections.

4. Training & Development

- Support services in relation to training needs and recommend appropriate development opportunities.
- Promote continuous upskilling of care support staff.
- Deliver and evaluate clinical practice training and ensure ongoing learning strategies.
- Maintain personal Continuous Professional Development training and development needs in line with NMBI Standards and Guidance in Practice.

5. Continuous Improvement & Reflective Practice

- Stay informed on Cheshire Ireland policies, procedures, and individual personal plans.
- Foster a culture of continuous improvement and professional development.

- Actively remain up to date on all relevant regulatory standards and regulations
- Actively remain up to date on all relevant evidence-based care and best practice

6. Communication & Documentation

- Ensure effective communication with individuals, teams, and external stakeholders.
- Oversee and support accurate recording of the assessment, planning, implementation and evaluation of care, including observation sheets, medication records, personal plan reviews, risk management reviews, adverse event reports, and daily communication records and logs.

7. Compliance & Confidentiality

- Adhere to Cheshire Ireland policies, procedures, and codes of conduct.
- Maintain confidentiality and handle information responsibly.
- Seek guidance when needed regarding confidentiality concerns.

8. Health & Safety

- Ensure compliance with health and safety protocols, including manual handling and personal plans.
- Follow all relevant policies and procedures.

9. Employee Responsibilities

- Lead by example in attendance and adherence to policies.
- Attend team meetings, 1:1s, performance reviews, and training.
- Ensure effective personal time-management.
- Participate in continuous professional development to meet professional, regulatory and organisational need.

Competencies

This role aligns with Cheshire Ireland's core competencies:

- **Person-Centred Focus**
- **Service Focus**
- **Teamwork**
- **Personal Accountability**
- **Verbal & Written Communication**
- **Interpersonal Skills**
- **Flexibility & Adaptability**
- **Personal Effectiveness**

Role-Specific Competencies

- **Professional & Clinical Competence**
- **Resource & People Management**
- **Conflict Management**
- **Proactive Leadership**
- **Decision Making & Problem Solving**

- **Building Understanding & Trust**

Required Skills & Qualifications

- Registered nurse with NMBI.
- Minimum 3 years post-registration experience at Staff Nurse level.
- Line management or significant supervisory experience in disability or social services.
- Experience in staff training and development.
- Evidence-based decision-making skills.
- Strong interpersonal and communication skills.
- Proficient in Microsoft Word and Outlook.
- Valid documentation to work and live in the Republic of Ireland.
- Full, clean driving licence and willingness to travel as required.
- Fluency in spoken and written English.

Required Personal Attributes

- Integrity and trustworthiness.
- Positive attitude and empathy.
- Respect for others.
- Composure in challenging situations.
- Commitment to continuous improvement.
- Dedication to person-centred, rights-based service delivery.

Additional Information**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

Additional Notes

Flexibility is required to meet the needs of the service, and additional duties may be assigned as needed. This role profile will be reviewed periodically and may be subject to amendments.

This role requires a Community Clinical Partner to be proactive in leadership, person centred care, and team development, contributing significantly to the organisations' values of Excellence, Learning, Integrity, Respect and Partnership which are guided by a person-centred rights-based approach