



St. Luke's General Hospital, Kilkenny
HSE Dublin and South East
Job Specification & Terms and Conditions

Job Title, Grade Code	Registered Advanced Nurse Practitioner – ICPOP Older Persons 16 hrs Cleachtóir Altra Cláraithe Ardleibhéil (Ginearálta) Grade (2267)
Remuneration	The Salary scale for the post as at 01/06/2026 is: €72,843, €74,255, €75,615, €79,793, €81,109, €82,637, €84,066, €85,485, €89,894. 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	ICPOP26
Closing Date	25th September 2026 @17:00
Proposed Interview Date (s)	Candidates will normally be given at least two weeks' notice of interview. The timescale may be reduced in exceptional circumstances.
Taking up Appointment	A start date will be indicated at job offer stage.
Location of Post	Integrated Care Programmes for Older Persons (ICPOP), Older Persons Hub, Oriel House, Outrath Road, Loughboy, Kilkenny A panel may be formed as a result of this campaign for from Registered Advanced Nurse Practitioner which current and future, permanent and specified purpose vacancies in nursing services of full or part-time duration may be filled.
Informal Enquiries	Contact: Majella Cunningham, Operational Lead, ICPOP Email: majella.cunningham@hse.ie Phone: 087 2340701 for further information about the role. Contact: Siobhan Hamilton, HR Department, St Luke's General Hospital. Email: Siobhan.hamilton@hse.ie Phone: (056) 7787504 for enquiries relating to the recruitment process.
Reasonable Accommodations	Candidates who require a Reasonable Accommodation/s to support their participation, at any stage, in the recruitment and selection process, should email Siobhan Hamilton, Campaign Lead – Siobhan.hamilton@hse.ie
Details of Service	St. Luke's General Hospital, Kilkenny is the Acute General Hospital that services the counties of Carlow and Kilkenny providing health care for approximately 165,612 (2022 Census). Due to its location in the heart of the South East, St. Luke's also provides services to its bordering counties of Tipperary, Waterford Wexford and Laois. St. Luke's General Hospital is part of the Dublin and South East Group. St. Luke's General Hospital has a bed capacity of 344 beds, and provides General Medical, Surgical, Obstetrics, Gynaecology, Paediatric, Psychiatry, Cardiology, Endocrinology, Hepatology, Gastroenterology, Oncology, Palliative Care and Anaesthetic Services to Carlow/Kilkenny. The following diagnostic services are also provided Radiology including 64 slice CT scanning, Ultrasound, DXA scanning, Pathology, Cardiac Diagnostic and Endoscopy, MRI, Neurology, Respiratory & older persons.

	The therapy services provided include Physiotherapy, Speech and Language, Dietetic, Occupational Therapy, Diagnostics including respiratory and cardiology and Social Work. The hospital also facilitates regional onsite services including Dermatology, Rheumatology, Haematology, Microbiology, Neurology, Oncology, Radiotherapy, Palliative care satellite unit and regional services in Liver Diseases. ERCP and Endobiliary Endoscopy. HSE Dublin and South East Region provides health and social care services in Carlow, Kilkenny, South East Dublin, South Tipperary, Waterford, Wexford and East Wicklow. Community Healthcare Services are the broad range of services in a non-acute hospital setting, delivered as close as possible to people's homes at the right time, in the right place, by the right team. There are 70 Primary Care Centres in the Region and specialist teams working in Mental Health, Health and Wellbeing, Social Care and Disability Services. Services are provided in various settings including the service user's own home, day hospitals, community nursing units, hostels, specialist day care centres, training centres, respite care, and residential facilities. The region is served by 11 hospitals listed below, providing services including inpatient scheduled care, unscheduled/emergency care, maternity services, out-patient and diagnostic services. • Kilcreene Regional Orthopaedic Hospital • National Rehabilitation Hospital • Royal Victoria Eye and Ear Hospital Dublin • St. Columcille's Hospital Loughlinstown • St. Luke's General Hospital Carlow Kilkenny • St. Michael's Hospital • St. Vincent's University Hospital • The National Maternity Hospital • Tipperary University Hospital • University Hospital Waterford • Wexford General Hospital University College Dublin is the Academic Partner for the Group.
Reporting Relationship	Professionally Accountable to the Director of Nursing – Fiona McEvoy and Clinically Accountable to the ICPOP Consultant/Clinical Lead, Dr Kristina Jusmanova Operationally Accountable to the ICPOP Operational Lead, Majella Cunningham
Purpose of the Post	The Registered Advanced Nurse Practitioner (RANP) Older Persons will work across St Luke's General Hospital acute services and the Carlow/Kilkenny Integrated Care Programme for Older Persons (ICPOP), providing an integrated advanced nursing service across acute and community settings. The RANP will be a key member of the ICPOP multidisciplinary older persons team, providing comprehensive assessment of frail older adults, identifying clinical and functional needs, contributing to care planning, and facilitating timely access to diagnostics, specialist review, rehabilitation and community supports. Working closely with the ICPOP Consultant Geriatrician-led GEMS inpatient team, the RANP will assess older adults, support appropriate admission and use of rehabilitation resources, contribute to multidisciplinary rehabilitation planning, and promote effective patient flow, and continuity of care. The RANP will support the development and implementation of integrated care pathways across hospital and community services, collaborating with Geriatric Medicine, Emergency Department and inpatient teams, GPs, Primary Care Teams, Community Nursing, Allied Health Professionals, Social Care, Pathfinder and other relevant services.

	The role will contribute to innovative models of care, including ambulatory pathways, virtual care and hospital avoidance initiatives, aligned with HSE policy, Slaintecare, Enhanced Community Care and the National Clinical Programmes. As an autonomous and expert advanced practitioner, the RANP will provide safe, timely and evidence-based nurse-led care, undertaking comprehensive assessment, diagnosis, treatment, care planning and discharge within agreed policies, protocols and guidelines. The RANP will demonstrate advanced clinical knowledge, critical thinking, complex decision-making and clinical leadership, while contributing to professional scholarship, education, research and the development of evidence-based practice and policy. The RANP will also contribute to the ongoing development of the ICPOP service in Carlow/Kilkenny and inpatient rehabilitation pathways for older adults, in conjunction with the ICPOP Consultant Geriatrician.
Principal Duties and Responsibilities	The key responsibilities in this job description are outlined from the core concepts of the Registered Advanced Nurse Practitioner (RANP) role • Provide autonomous, expert, person-centred and evidence-based advanced nursing care to older people across the full episode of care, including comprehensive assessment, diagnosis, risk stratification, treatment, review and discharge • Manage a defined ICPOP older person caseload, demonstrating advanced clinical reasoning, professional judgement and accountable clinical decision-making within the agreed scope of practice • Utilize expert knowledge and skills in the assessment and management of frailty, multimorbidity, falls, cognitive impairment, polypharmacy, functional decline and other complex needs affecting older people • Develop, implement and regularly review evidence based clinical decision-making frameworks, protocols, guidelines and referral pathways to support safe and effective nurse-led care • Develop and contribute to integrated care pathways that promote continuity of care and effective transitions between acute, community, primary care and other services • Recognise clinical risk, deterioration and complexity and make timely referrals to medical, nursing, allied health and other appropriate professionals • Work collaboratively with the multidisciplinary team to provide coordinated, safe high-quality and person-centred care • Provide expert clinical leadership, advice, consultation and support to nursing, medical allied health and other healthcare professionals • Act as a Clinical role model and promote awareness and understanding of the ANP role, scope of practice and contribute to ICPOP • Maintain professional accountability and ensure practice complies with NMBI standards, relevant legislation, professional guidance, organizational policies and clinical governance requirements • Maintain accurate, timely and comprehensive clinical documentation, including assessment, diagnosis, treatment, care planning, clinical decisions, referrals and discharge • Identify, manage and escalate clinical risks and contribute to incident, adverse event and near-miss reviews • Lead and participate in quality improvement, clinical audit, risk management, patient safety and service evaluation initiatives • Evaluate patient outcomes and experience through audit feedback, data collection and appropriate outcome measures, using findings to improve service delivery • Maintain and develop a professional portfolio demonstrating the knowledge, skills and competencies required for advanced practice and RANP registration • Recognise limitations within scope of practice and address identified knowledge or competency gaps through continuing professional development, education, supervision and consultation

	• Act as a mentor, preceptor, clinical educator and professional role model for nurses, students and other healthcare professionals • Contribute to undergraduate and postgraduate education and provide clinical teaching in-service education, workshops, seminars and professional presentations as appropriate • Promote a culture of evidence-based practice through critical appraisal, dissemination and implementation of current research and clinical evidence • Identify, lead and participate in research, audit and quality improvement projects relevant to older persons and the ICPOP service • Develop and utilize appropriate data collection and reporting systems to demonstrate the impact effectiveness and outcomes of the ANP service • Contribute to service planning, development and evaluation in response to patient need, population health priorities, service demand and available resources • Lead and support change and innovation in the delivery of integrated care for older people • Promote health, wellbeing, independence, rehabilitation, dignity and shared decision making for older people and their families/carers • Advocate for older people and ensure care is responsive to their individual needs, preferences, goals and social circumstances • Develop effective relationships across hospital, community, primary care, social care and other relevant services to facilitate integrated and seamless care • Contribute to professional, service and policy development at local, regional and national level through clinical expertise, education, research and dissemination of practice • Prepare and contribute to service reports, demonstrating activity, outcomes, achievements, challenges and future development priorities • Continuously promote excellence in clinical practice, patient safety, quality improvement and the development of advanced nursing practice within ICPOP
Eligibility Criteria Qualifications and/ or experience	<u>Candidates must have at the latest date of application for the position of RANP</u> 1. Statutory Registration, Professional Qualifications, Experience, etc (a) Eligible applicants will be those who on the closing date for the competition: 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 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 Have a broad base of clinical experience relevant to the advanced field of practice And Demonstrates the competences relevant to the specialist area of advanced practice And (b) Candidates must possess 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. 2. Annual registration (i) On appointment, practitioners must maintain live 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 (ii) Practitioners must confirm annual registration with NMBI to the HSE by way of the annual Patient Safety Assurance Certificate (PSAC). Health A candidate 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. Character Each candidate for and any person holding the office must be of good character.
Post Specific Requirements	• Be registered in the Advanced Nurse Practitioner division • Demonstrate the competences relevant to the specialist area of advanced practice • Full clean driving license and access to transport • Minimum 5 years nursing experience, including significant experience with older persons • Experience in complex care and Comprehension Geriatric Assessment (CGA)
Skills, competencies and/or knowledge	Professional Knowledge & Experience <i>For example:</i> • Demonstrate a high degree of commitment, professionalism and dedication to the philosophy of quality health care provision • Demonstrate relevant knowledge, expertise and experience to discharge the duties of RANP Older Persons nursing service • Demonstrate evidence of Policy, Procedure, Protocol, Guidelines (PPPG) development and the translation of PPPG into action as relevant to the RANP Older Persons nursing service • Demonstrate knowledge and experience of quality audit/assurance systems in relation to the RANP Older Persons nursing service • Demonstrate experience in developing, implementing and evaluating quality improvement initiatives in relation to the RANP Older Persons nursing service • Demonstrate knowledge and experience in audit, report writing, and business case development • Demonstrate evidence and knowledge of research capability in relation to the RANP Older Persons service • Demonstrate awareness of relevant legislation and policy developments • Demonstrate a commitment to continuing professional development Planning and Organising Skills <i>For example:</i> • Demonstrates ability to productively plan, organise, deliver and evaluate the RANP Older Persons nursing service in an efficient, effective and resourceful manner, within a model of person-centred care. • Demonstrates the ability to manage deadlines and effectively handle multiple tasks. • Demonstrates an awareness of resource management and the importance of value for money.

- Demonstrates flexibility and adaptability in their approach to work, is open to change and new ways of working.

Building and Maintaining Relationships

For example:

- Demonstrates the ability to build and maintain relationships including the ability to work effectively as part of a multi-disciplinary team and flexibility and openness to change and ability to lead in and support others in a changing environment
- Demonstrates the ability to manage deadlines and influence others
- Support the development and implementation of effective nursing strategies within the RANP Older Persons nursing service
- Demonstrates the ability to provide professional support and advice on RANP Older Persons nursing service developments to Directors of Nursing and Midwifery and relevant service managers
- Demonstrates the ability to communicate a change vision and engage stakeholders in a sustainable change process in relation to the RANP Older Persons nursing service
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- Demonstrate the ability to foster a learning culture among staff and colleagues to drive continuous improvement in RANP Older Persons services to patients

Analysis, Problem Solving and Decision-Making Skills

For example:

- Demonstrates evidence-based decision-making and shows effective analytical and problem-solving skills.
- Demonstrate the ability to evaluate information and solve problems
- Uses a range of information sources and knows how to access relevant information to address issues
- Takes an overview of complex problems before generating solutions; anticipates implications / consequences of different solutions.
- Demonstrate resilience and composure.

Commitment to Providing a Quality Service

For example:

- Demonstrates understanding of and commitment to the underpinning requirements and key processes in providing quality, person-centred care in relation to the RANP Older Persons service
- Demonstrates an ability to monitor and evaluate service performance

Communication Skills

For example:

- Demonstrates effective communication and interpersonal skills including the ability to present information in a clear and concise manner: the ability to engage collaboratively with all stakeholders; the ability to give constructive feedback
- 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
Code of Practice	The Health Service Executive / Public Appointments Service 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. Information in relation to the appeals process is available in the document "Additional Campaign Information" posted with each vacancy under Section 7. Codes of practice are published by the CPSA and are available on 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.	



Registered Advanced Nurse Practitioner
Cleachtóir Altra Cláraithe Ardleibhéil
Job Terms & Conditions

Tenure	The Salary scale for the post as at 01/06/2026 is: €72,843, €74,255, €75,615, €79,793, €81,109, €82,637, €84,066, €85,485, €89,894. 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 16 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. <u>* Public Servants not affected by this legislation:</u> 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 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/service¹, 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 procedures². • 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.

¹A template SSSS and guidelines are available on [writing your site or service safety statement](#).

² Structures and processes for effective [incident management](#) and review of incidents.