



Job Description

Job Title:	Enhanced Nurse (RGN/RNID/RMHN)
Location:	Enable Ireland Cork Services (Ard NaMara, Ladysbridge; St Laurence, Glanmire)
Contract Hours:	37.5 hour per week
Contract Type:	Permanent

Overall Purpose of the Post:

The Enhanced Nurse contract is a key enabler to transform the profession and focus on the delivery of improved service owner clinical care and services.

Duties of Enhanced Nurse:

As an enhanced nurse you will be required to undertake the below duties appropriate to your position and within your scope of practice, including deputising as appropriate.

- To practice Nursing according to the Code of Professional Conduct issued by the Bord Altranais agus Cnáimhseachais na hÉireann (Nursing Midwifery Board Ireland) and Professional Clinical Guidelines.
- To work within your scope of practice and take measures to maintain and enhance the competence necessary for professional practice.
- Complying with and adhere to all relevant policies and procedures.
- Promoting the safety, health, welfare and social wellbeing of patients and respect the dignity and confidentiality of patients and their families.
- Promoting patient advocacy and maintain patients' privacy and dignity.
- Performing the full range of clinical duties appropriate to your area of practice and as determined by your line manager to ensure a comprehensive nursing service is delivered to patients in your care.
- Maintaining appropriate and accurate written/electronic care plans regarding service delivery in accordance with local/national/professional guidelines.
- Utilising appropriate evidence-based and recognised screening tools, risk prediction models, assessment and enhanced skills to support patient's independence and quality of life.

- Engaging in continuous skill acquisition and be supported as appropriate in doing so to ensure the ongoing development of the enhanced role.
- Taking responsibility for own competency and learning and development needs and actively contribute to the learning and development of the wider nursing and support team.
- Completing all mandatory training as deemed necessary by the Director of Nursing and Bord Altranais agus Cnáimhseachais na hÉireann (Nursing Midwifery Board Ireland);
- Supporting and facilitating the training and education of nursing students and support staff and participating in the clinical / workplace induction of new nursing and support staff.
- Delivering training to all staff and students working in the service.
- Contributing to the identification of training needs pertinent to the service requirements
- Developing clinical teaching skills and participating in the planning and implementation of orientation, training and teaching programmes for nursing / midwifery students and other health- care staff allocated to the service e.g. Preceptorship.
- Co-operating with and implement, where appropriate, strategies developed to promote inclusion in the community.
- Participating in clinical governance structures within the local / regional /
- national clinical governance framework.
- Reporting complaints/ incidents and assist with the investigation of same as appropriate.
- Facilitating and supervise the delegation of appropriate tasks to other support staff within the team.
- Supporting the implementation of all recommendations from the HCA review including development of appropriate policies and guidelines to promote and sustain delegation.
- Co-operating with the introduction of ICT systems including those to support the Safe Nurse Staffing Framework and input, utilise and analyse the data.
- Collecting and input data on nursing metrics.
- Ensuring that records are protected and managed as per HSE / local policy and in accordance with relevant legislation.
- Working closely with colleagues across health services in order to provide a seamless service delivery to the patients as part of integration.
- Participating in and contributing to and providing data as required to any verification process at local, regional or national level for the purposes of documenting and assuring delivery of the range of duties specified in this contract.

- Undertake any other duties in accordance with your scope of practice as may be assigned by the Assistant Director of Nursing / Midwifery and Clinical Nurse Midwifery Manager II or Employer.
- Clinical care training to support staff as per PPPG
- Preceptorship for nursing students

To minimise exposure to breaches of GDPR, strict compliance is required in the course of carrying out the duties of this job and working with others. This will include but is not limited to compliance with Enable Ireland's suite of GDPR Policies & Procedures, attending all GDPR Training sessions and ensuring personal responsibility for implementing safeguards and measures as directed

Terms & Conditions

Responsible to: Person in Charge or delegate

Probation: A probationary period of 6 months may apply, wherein three probationary meetings will take place to review your performance and suitability for appointment. The company reserves the right to extend the probationary period on an exceptional basis if it is deemed that the extension would be in your interest. In any case, this will not exceed a period of 9 months. The probationary period may also be extended to facilitate statutory leave.

Salary: The current salary scale for this post is €43,206 to €56,956 pro rata per annum.

This pay scale is subject to increases in 2026 in accordance with the recent WRC agreement towards enhanced pay adjustments in Section 39 organisations.

Hours of Work: Up to 37.5 per week. The successful candidate will be required to work day shifts, night shifts, sleepovers and weekends, depending on the needs of the service.

Annual leave: Annual leave entitlement is 33/34/36 days pro rata per annum (depending on service) and proportionately less for less than 12 months service.

Pension scheme: Enable Ireland operates a contributory pension scheme, which all staff may join on earlier of 1st July or 1st January following start date.

Medical: The successful candidate will be required to undergo a medical assessment.

Garda Clearance/	These will be required for all prospective staff who undertake
Police Clearance:	relevant work or activities relating to children or vulnerable persons.
Sick Pay:	All periods of sickness exceeding two days must be medically
(If applicable)	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 6 months continuous service with the Company sick pay will be as follows: 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
Redeployment:	In exceptional circumstances, the organisation reserves the right to redeploy you to an alternative role that is suitable to your skills and experience.