



Bainisteoir Cnaimhseach Cliniciuil 2
WGH202651 - Clinical Midwife Manager 2
(Integrated Hospital & Community Midwifery Service – IHCMS)
Wexford General Hospital
Job Specification & Terms and Conditions

Job Title Grade Code	Bainisteoir Cnaimhseach Cliniciuil 2 Clinical Midwife Manager 2 (Integrated Hospital & Community Midwifery Service – IHCMS) Grade Code: 2132
Remuneration	The Salary scale for the post as of 01.06.2026 is: €62,699 €63,737 €64,615 €66,048 €67,633 €69,189 €70,745 €72,497 €74,123 €76,921 €79,227 LSI 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	WGH202651
Closing Date	Tuesday 15 th September 2026 @15:00
Proposed Interview Date (s)	Proposed interview dates will be indicated at a later stage 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. The successful candidate will be required to take up duty within 3 months of receipt of the formal offer of employment
Location of Post	Wexford General Hospital Acute Services There is currently one permanent - part time (0.50 WTE) vacancy available at Wexford General Hospital. A panel may be formed as a result of this campaign for Clinical Midwife Manager 2 - Integrated Hospital & Community Midwifery Service – IHCMS for Wexford General Hospital, from which current and future vacancies of full time or part time duration may be filled.
Informal Enquiries	We welcome enquiries about the role to:- Nuria Tasies Clinical Midwife Manager 3 Wexford General Hospital Nuria.tasies@hse.ie 053 915 3343 for further information about the role. Marcia Billane Recruitment Advisor Wexford General Hospital Marcia.billane@hse.ie 053 915 3279/087 3665540 for enquiries relating to the recruitment process.

Details of Service	Wexford General Hospital is a 280-bedded hospital providing Inpatient, Outpatient, Day Care, Outreach and Emergency Services and is situated in the South East corner of Ireland with access from the M11 and M25, accessed by road and rail from Rosslare Europort. The Hospital is positioned along the eastern seaboard, over one hour and fifteen minutes from Waterford to the south, two hours and thirty minutes from Cork and one hour and fifteen minutes from Dublin hospitals to the north. This hospital provides acute services to the county of Wexford and also provides services to the adjoining counties of Waterford, Kilkenny, Carlow, and South Tipperary and, particularly, maternity services to Wicklow. Wexford General Hospital's Emergency Department is the only ED between St. Vincent's Hospital – Dublin and University Hospital Waterford on the east coast. It has the second largest Maternity Unit in the South East and continues to provide a broad range of acute hospital services to the county with the largest population in the South East. The population of Co. Wexford is 149,605 (Census 2016) an increase of 3% since Census 2011. Due to its geographical location on the coast in the South East corner of Ireland, the population of Wexford increases significantly in the summer months. South East Area Region with its Academic Partner University College Dublin (UCD), is the largest and most diverse hospital group in terms of populations, budget, staffing, number of hospitals, geographical spread and number of Community Healthcare Organisations. South East Area Region aims to deliver consistently high quality safe care, while transforming and integrating clinical services across the 11 hospitals in the Group to meet the needs of the people we serve. Regional Health Authority Dublin South East includes the following hospitals: • University Hospital Waterford • St Vincent's University Hospital • Wexford General Hospital • St Luke's General Hospital Carlow Kilkenny • St Michaels Hospital • National Maternity Hospital • Royal Victoria Eye and Ear Hospital, Dublin • St Columcilles Hospital, Loughlinstown • Kilcreene Regional Orthopaedic Hospital • National Rehabilitation Hospital • Tipperary University Hospital Services provided are: • Emergency Department • Maternity, • Paediatrics, • Radiology • General Medicine including Stroke, Gastroenterology, Gerontology, Respiratory Medicine, Endocrinology and Cardiology • General Surgery • Obstetrics & Gynaecology • Paediatrics/ Special Care Baby Unit • Women's Health including Foetal Assessment • Out-Patient Services
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	The academic partner affiliated to Wexford General Hospital is UCD, with nursing and Midwifery students from UCD and SETU (South East Technology University) The Emergency Department provides a 24-hour, 7-day emergency service for Wexford General Hospital, it also provides services to its bordering counties which include; Waterford, Kilkenny, Wicklow and Carlow. Most of these counties lie within a one hour commute of Wexford which is of vital significance particularly in an emergency situation.
Reporting Relationship	Reports to the CMM3 / Divisional Midwife Manager as relevant to the post /as appropriate. Accountable to the Assistant Director of Midwifery and Director of Midwifery.
Key Working Relationships	To work within a multidisciplinary team in the provision of a safe, effective, high quality midwifery and nursing service to women, babies and their families. He/she will have overall responsibility for the effective use of midwifery / nursing and support services resources in the delivery of care. Key working relationships will include Director of Midwifery, Assistant Director of Midwifery, CMM3's, CMM2's, CMS's Midwives, Nurses, Health Care Assistants, Obstetricians and Junior doctors.
Purpose of the Post	The post of CMM2 has a pivotal role in service planning, co-ordinating, and managing activity and resources within the integrated Hospital and Community Midwifery Service. The main responsibilities are: quality assurance, resource management, staffing and staff development, practice development, facilitating communication and professional / clinical leadership. The Clinical Midwife Manager 2 IHCMS has a key role in promoting choice and providing care for women requesting DOMINO care or home birth within defined pathways and specific catchment area.
Principal Duties and Responsibilities	The Clinical Midwife Manager 2 Integrated Hospital and Community Midwifery Services will: <i>Professional / Clinical</i> • 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 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/midwifery records in accordance with local service and professional standards.
- Adhere to and contribute to the development and maintenance of nursing/midwifery 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 CMM3 and other disciplines, implement and assess quality management programmes.
- Participate in clinical audit as required.
- 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

The Clinical Midwife Manager 2 Integrated Hospital and Community Midwifery Services will:

- 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, hospital and Herbert Amon & Maternity Unit health and safety statements.
- Observe, report and take appropriate action on any matter which may be detrimental to staff and/or service user care or wellbeing / 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 (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.

- Ensure that full risk assessment of client's home environment is undertaken prior to agreement to provide home birth service.
- To 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

The Clinical Midwife Manager 2 Integrated Hospital and Community Midwifery Services will:

- Engage in continuing professional development by keeping up to date with Midwifery and nursing literature, recent midwifery and nursing research and new developments in midwifery and nursing management, education and practice and to attend staff study days as considered appropriate.
- Be familiar with the curriculum training programme for student midwives and 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 Midwife Manager 1 or deputy and front-line staff where appropriate.
- Supervise and assess student midwives and nurses and foster a clinical learning environment.
- Engage in performance review processes including personal development planning as appropriate.
- Ensure all IHCMS staff are trained and educated in order to provide high quality midwifery care for their specific caseload of women.
- Ensure all midwives are up to date on PROMPT training and Neonatal Resuscitation Programme and attend regular drills.

Management

The Clinical Midwife Manager 2 Integrated Hospital and Community Midwifery Services will:

- Exercise authority in the running of the assigned area(s) as deputised by the CMM3.
- Provide the necessary supervision, co-ordination and deployment of midwifery and nursing and support staff to ensure the optimum delivery of care in the designated area(s).
- Manage communication at ward and departmental 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 midwifery and 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 Midwifery and 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. • Have a working knowledge of the 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. • To support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service. 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	1. <u>Professional Qualifications, Experience, etc</u> (a) Eligible applicants will be those who on the closing date for the competition: (i) Are registered in the Midwives Division of the Register of Nurses & Midwives maintained by the Nursing and Midwifery Board of Ireland (Bord Altranais agus Cnáimhseachais na hÉireann) or entitled to be so registered. AND (ii) Have at least 5 years post registration experience of which 2 must be in the speciality or related area. AND (iii) Have the clinical, managerial and administrative capacity to properly discharge the function of the role AND (iv) Candidates must demonstrate evidence of continuous professional development. 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. <u>Annual registration</u> (i) 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. <u>Health</u> 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. <u>Character</u> Candidates for and any person holding the office must be of good character.
Post Specific Requirements	• Demonstrate depth and breadth of experience in the area of Midwifery including experience of home births and experience with water birth is desirable. • Demonstrate good experience in a labour ward setting and a broad experience in midwifery directed care for low risk women antenatally, intranatally & postnatally.
Other Requirements Specific to the post	• Participate in an on-call rota as required. Candidates will be required to have a flexible approach to rostering arrangements • All posts in Wexford General Hospital require a high level of flexibility to ensure the delivery of an effective and efficient service. Therefore, the post holder will be required to demonstrate flexibility as and when required. • Computer skills are essential including experience in Excel, Microsoft Word and Outlook. • Access to appropriate transport in order to fulfil the requirements of the role • Candidates will be required to take up duty within 3 months of receipt of the formal offer of employment
Additional Eligibility Requirements	Citizenship Requirements Eligible candidates must be: (1) EEA, Swiss or British citizens OR (11) Non-European Economic Area citizens with permission to reside and work in the state. Read Appendix 2 of the Additional Campaign Information for further information on accepted stamps for Non-EEA citizens resident in the State, including those with refugee status. To qualify, candidates must be eligible by the closing date of the campaign Read more about Department of Enterprise, Trade & Employment Work Permits.

Professional Knowledge & Experience

- Demonstrate practitioner competence and professionalism.
- Demonstrate an awareness of current and emerging nursing strategies and policy in relation to the clinical / designated area.
- Demonstrate the ability to relate nursing research to nursing practice.
- Demonstrate an awareness of HR policies and procedures including disciplinary procedures.
- Demonstrate an awareness of relevant legislation and policy e.g., health and safety, infection control etc.
- Demonstrate a commitment to continuing professional development.
- Demonstrate a willingness to develop IT skills relevant to the role.

Organisation and Management Skills

- Demonstrate the ability to plan and organise effectively.
- Demonstrate the ability to manage deadlines and effectively handle multiple tasks.
- Demonstrate an awareness of resource management and the importance of value for money.
- Demonstrates flexibility and adaptability in their approach to work

Building and Maintaining Relationships (*including Team Skills and Leadership Potential*)

- Demonstrate the ability to work on own initiative as well as part of a team
- Adopts a collaborative approach to patient care by co-ordination of care / interventions and interdisciplinary team working.
- Demonstrate strong interpersonal skills including the ability to build and maintain relationships. Fosters good professional work relationships between colleagues
- Demonstrates the ability to lead on clinical practice

Commitment to providing a Quality Service

- Demonstrates a strong commitment to the delivery of quality service.
- Display awareness and appreciation of the service user and the ability to empathise with and treat others with dignity and respect.
- Demonstrates integrity and ethical stance.
- Demonstrate motivation, initiative and an innovative approach to job and service developments, is flexible and open to change.

Analysis, Problem Solving and Decision-Making Skills (*globally assessed – no questions asked*)

- Demonstrates evidence-based decision-making, using sound analytical and problem-solving ability.
- Shows sound professional judgement in decision-making.
- Takes an overview of complex problems before generating solutions; anticipates implications / consequences of different solutions.
- Uses a range of information sources and knows how to access relevant information to address issues.
- Demonstrate resilience and composure in dealing with situations.

Communication Skills (*globally assessed – no questions asked*)

- Demonstrate strong communication skills - presents written information in a concise, accurate and structured manner.
- Demonstrates the ability to influence others effectively.
- Anticipates and recognises the emotional reactions of others when delivering sensitive messages.

Campaign Specific Selection Process Ranking/Shortlisting / Interview	A ranking and or short-listing exercise may be carried out based on information supplied in your application form. The criteria for ranking and or short-listing 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. <u>Failure to include information regarding these requirements may result in you not being called forward to the next stage of the selection process.</u> 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. The HSE is an equal opportunities employer.
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 Ireland East Hospital Group / Health Service Executive 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. 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.hse.ie/eng/staff/jobs in the document posted with each vacancy entitled "Code of Practice, Information for Candidates" or 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.	



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WGH202651 - Clinical Midwife Manager 2
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Wexford General Hospital
Terms and Conditions

Tenure	There is currently one permanent - part time (0.50 WTE) vacancy available at Wexford General Hospital A panel may be created from which future permanent and specified purpose vacancies of full or part time duration may be filled. 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 and Public Service Management (Recruitment and Appointments) Amendment Act 2013.
Working Week	The standard working week applying to the post is 18.75 hours per week.
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 01 st 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 31 st December 2004
Age	Age restrictions shall only apply to a candidate where he/she is not classified as a new entrant (within the meaning of the Public Service Superannuation Act, 2004). A candidate who is not classified as a new entrant must be under 65 years of age.
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. For further information, guidance and resources please visit: HSE Children First webpage
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.

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 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.
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¹ A template SSSS and guidelines are available on the National Health and Safety Function/H&S web-pages

² See link on health and safety web-pages to latest Incident Management Policy