



Clinical Nurse Specialist in Autism (Intellectual Disability)
Altra Cliniciúil Speisialtóir in Uathachas (Míchumas Intleachtúil)
Integrated Health Areas of Dublin North County and Dublin North City & West
Job Specification & Terms and Conditions

Job Title and Grade	Clinical Nurse Specialist in Autism (Intellectual Disability) Altra Cliniciúil Speisialtóir in Uathachas (Míchumas Intleachtúil) (Grade Code 2625)
Remuneration	The salary scale for the post is (01/06/2026): €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	DNE26192
Closing Date	Friday 2 nd of October 2026 at 12 noon
Proposed Interview Date (s)	To be confirmed. Please note you may be called for interview at short notice.
Taking up Appointment	A start date will be indicated at job offer stage.
Location of Post	Integrated Health Areas (IHA) of Dublin North County (DNC) and Dublin North City & West (DNCW) (Limistéir Shláinte IHAmhtháite IHAntae Bhaile Átha Cliath Thuaidh agus Chathair Bhaile Átha Cliath Thuaidh & Thiar) There is one permanent whole-time vacancy available in St Joseph's Intellectual Disability Service, Portrane, Co Dublin A panel may be formed as a result of this campaign for Clinical Nurse Specialist in Autism (Intellectual Disability) from which current and future, permanent and specified purpose vacancies of full or part-time duration may be filled within Community Services in Integrated Health Areas of Dublin North County and Dublin North City & West.
Informal Enquiries	We welcome enquiries about the role. For further information contact: For further information about the role contact: Roy Farrell, Clinical Nurse Manager 2, HR - Staffing & Allocations. roy.farrell@hse.ie / 087 0326628 Or Janine Conlon, Clinical Nurse Manager 3, Attendance Manager Janine.conlon@hse.ie / 087 4469349 Contact Niall Hogan Niall.Hogan2@hse.ie for enquiries relating to the recruitment process.
Details of Service	The HSE has created six new health regions. Each region is responsible for providing both hospital and community care for the people in that area. Bringing community health services and hospitals together means we can take a more patient-centred approach to healthcare. HSE Dublin North East provides health and social care to North Dublin, Louth, Meath, Monaghan and most areas of Cavan.

Community Healthcare Services are delivered through the HSE and its funded agencies to people in local communities, as close as possible to people's homes. Community Healthcare Services focus on keeping you well so that you can continue to live at home or close to home through our health promotion, disease screening, diagnosis, treatment, and rehabilitation programmes.

You can refer yourself to most Community Healthcare Services or through your GP, public health nurse, community mental health team, etc. Services include - Primary Care, Social Care - Older Persons, Social Care – Disabilities, Mental Health, Health and Wellbeing, Quality, Safety and Service Improvement.

HSE Dublin North East Region includes the following hospitals;

- Beaumont Hospital
- Cavan General Hospital
- Connolly Hospital
- Louth County Hospital
- National Orthopaedic Hospital Cappagh
- Monaghan General Hospital
- Mater Misericordiae University Hospital
- Our Ladys Hospital Navan
- Our Lady of Lourdes Hospital
- Rotunda Hospital

Mental Health Services in the Integrated Health Area (IHA) Dublin North County provide a comprehensive, multidisciplinary range of supports across community, day hospital, residential, and specialist services. Care is delivered primarily through Community Mental Health Teams, supported by day hospitals, approved inpatient centres, and community residences, ensuring a continuum of care from early intervention to acute and rehabilitative services. The service prioritises recovery-oriented, person-centred care, with a strong focus on integration with primary care, social inclusion, and specialist programmes, while responding to the complex and growing mental health needs of the population

St. Joseph's Intellectual Disability Services (SJIDS) form a key part of this provision, delivering residential and specialist mental health supports to individuals with intellectual disabilities across Portrane, Clonmethan, and community settings. SJIDS is currently transitioning from regulation by the Mental Health Commission to HIQA, with a focus on person-centred care, regulatory compliance, and the development of community-based, integrated service models to meet the evolving needs of the population.

St. Joseph's Mental Health of Intellectual Disability Service provides services for people who have a dual diagnosis of ID and Mental Illness in the catchment area of HSE Dublin North.

The client base includes community home care, community residential and hospital based residential. A component of clients catered for may have a dual diagnosis of Mental Health in addition to their Intellectual Disability.

St. Joseph's Intellectual Disability Service hopes to develop its service more into the community in line with primary care developments and further enhance the community component of the Mental Health Intellectual Disability team to meet the needs of the Vision for Change with regard to people with an Intellectual Disability for HSE Dublin North.

St. Joseph's Intellectual Disability Service is governed by a management team which includes; Area Director of Nursing, Executive Clinical Director & Service Manager all reporting to the Area Manager Dublin North.

The area that St. Joseph's Intellectual Disability Service provides for is the HSE Dublin North region.

	St. Joseph's Intellectual MHID boasts a ten bungalow development and comprehensive resource centre for day activities located on the St Ita's campus. St Joseph's MHIDS also comprises of community residential houses providing 24 hour full time care located in North County Dublin. St Joseph's MHIDS has a community based outreach team in line with Slainte care to support people living at home in the community located in Swords. A researched based review of day services has also prompted a new style of day service delivery which has increased capacity and equity of service provision throughout the service. The HSE has created six new health regions. Each region is responsible for providing both hospital and community care for the people in that area. Bringing community health services and hospitals together means we can take a more patient-centred approach to healthcare. HSE Dublin North East provides health and social care to North Dublin, Louth, Meath, Monaghan and most areas of Cavan.
Reporting Relationship	The post holder will report directly to the Nurse Practice Development co – coordinator Be professionally accountable to the Area Director of Nursing.
Purpose of the Post	- The purpose of this Clinical Nurse Specialist post is to deliver care in line with the five core concepts of the role set out in the Framework for the Establishment of Clinical Nurse / Midwife Specialised Posts, 4th Edition, National Council for the Professional Development of Nursing and Midwifery (NCNM) 2008. The CNS will: - Provide a specialist psycho social holistic Intellectual Disabilities service to residents and service users of St Joseph's MHIDS Residential, Community residential and Outreach services their families and/or carers. Who have an Intellectual Disability and a diagnosis of Autism. - Provide specialist nursing advice to Health and Social Care Staff, support families and carers. - Implement evidence based practice to individuals with an intellectual disability and autism. - Collaborate with the MDT for the co-ordination, management and leading in the development and delivery of services for adults with an intellectual disability and autism within St Joseph's MHIDS. - Be required to support the principle that the care of the service user comes first at all times and will approach their work with the flexibility and enthusiasm necessary to make this principle a reality for every resident to the greatest possible degree. - Maintain awareness of the primacy of the individual in relation to all service activities. - The post holder will liaise with the person, their keyworker, wider staff support and the MDT in order to design and support any plans put in place for each individual. The focus will be person centred and proactive. - The caseload for the post holder will be adults with intellectual disability/and or Autism who are receiving a service from St Joseph's MHIDS. The Concepts are - Clinical Focus - Service user/client advocacy - Education and Training - Audit and Research - Consultancy (including leadership in clinical practice).
Principal Duties and Responsibilities	<i>The Clinical Nurse Specialist in Autism (Intellectual Disability):</i> <u>Clinical Focus</u> The Clinical Nurse Specialist in Autism (Intellectual Disability) will be supported to:

- Develop a strong service user focus whereby the specialty defines itself as nursing/midwifery and subscribes to the overall purpose, functions and ethical standards of nursing/midwifery.
- The clinical practice role may be divided into direct and indirect care. Direct care comprises the assessment, planning, delivery and evaluation of care to the service user, family and/or carer. Indirect care relates to activities that influence and support the provision of direct care.

Direct Care

The Clinical Nurse Specialist in Autism (Intellectual Disability) will:

- Provide a specialist nursing/midwifery service for service users with a diagnosis of moderate to severe mental illness who require support and treatment through the continuum of care
- Undertake comprehensive service user assessment to include physical, psychological, social and spiritual elements of care using best evidence based practice in Autism (Intellectual Disability) nursing care
- Use the outcomes of nursing/midwifery assessment to develop and implement plans of care/service user group management to contribute to the plans of service users, their families/carers and the MDT
- Monitor and evaluate the service user's response to treatment and amend the plan of care accordingly in collaboration with the MDT and service user, family and/or carer as appropriate.
- Make alterations in the management of service user condition in collaboration with the MDT and the service user in line with the nursing/midwifery aspect of agreed pathways and policies, procedures, protocols and guidelines (PPPG's).
- Accept appropriate referrals from MDT colleagues
- Co-ordinate investigations, treatment therapies and service user follow-up
- Communicate with service users, family and/or carer as appropriate, to assess service user needs and provide relevant support, information, education, advice and counselling as required
- Where appropriate, work collaboratively with MDT colleagues across Primary and Secondary Care to provide a seamless service delivery to the service user, family and/or carer as appropriate
- Participate in medication reconciliation taking cognisance of poly-pharmacy and support medical and pharmacy staff with medication reviews and medication management
- Identify and promote specific symptom management strategies as well as the identification of triggers, which may cause exacerbation of symptoms. Provide service user with appropriate self-management strategies and escalation pathways
- Manage nurse/midwife led clinics in collaboration with the MDT
- Identify health promotion priorities for the service user, family and/or carer and support service user self-care in line with best evidence. This will include the provision of educational and health promotion material which is comprehensive, easy to understand and meets service user's needs

Indirect Care

The Clinical Nurse Specialist in Autism (Intellectual Disability) will:

- Identify and agree appropriate referral pathways for service user with moderate to severe mental illness.
- Participate in service user case reviews with MDT colleagues
- Use a case management approach to service user complex needs in collaboration with MDT in both Primary and Secondary Care as appropriate
- Take a proactive role in the formulation and provision of evidence based PPPGs relating to CAMHS Nursing care
- Take a lead role in ensuring the nursing/midwifery service for service user with moderate to severe mental illness condition are in line with best practice guidelines and the Safer Better Healthcare Standards (HIQA, 2012)

Service user/Client Advocate

The Clinical Nurse Specialist in Autism (Intellectual Disability) will:

- Communicate, negotiate and represent service user, family and/or carer values and decisions in relation to their condition to MDT colleagues in both Primary and Secondary Care as appropriate
- Develop and support the concept of advocacy, particularly in relation to service user participation in decision making, thereby enabling informed choice of treatment options
- Respect and maintain the privacy, dignity and confidentiality of the service user, family and/or carers
- Establish, maintain and improve procedures for nursing/midwifery collaboration and cooperation between Acute Services, Primary Care and Voluntary Organisations as appropriate
- Proactively challenge any interaction, nursing/midwifery or otherwise, which fails to deliver a good quality service to service user.

Education and Training

The Clinical Nurse Specialist in Autism (Intellectual Disability) will:

- Maintain clinical competence in service user management within Autism (Intellectual Disability) nursing/midwifery, keeping up-to-date with relevant research to ensure the implementation of evidence based practice.
- Provide the service user, family and/or carer with appropriate information, education and other supportive interventions to increase their knowledge, skill and confidence and autonomy in managing their moderate to severe mental illness condition.
- Contribute to the design, development and implementation of education programmes and resources for the service user, family and/or carer in relation to Autism (Intellectual Disability) recovery focused care to enable them to manage their own condition.
- Provide mentorship and preceptorship for nursing/midwifery colleagues as appropriate.
- Participate in training programmes for nursing/midwifery, MDT colleagues and key stakeholders as appropriate.
- Create exchange of learning opportunities within the MDT in relation to evidence based CAMHS nursing/midwifery-delivery through journal clubs, conferences etc.
- Develop and maintain links with Regional Centres for Nursing and Midwifery Education (RCNMEs), the Nursing and Midwifery Planning and Development Units (NMPDUs) and relevant third level Higher Education Institutes (HEIs) in the design, development and delivery of nursing/midwifery educational programmes in line with national clinical care programmes.
- In tandem with the line management structure, be responsible for addressing own continuing professional development (CPD) needs to maintain competencies required for the role.
- Use agreed protected time for research, education and professional development.
- With the line manager, use the Professional Development Planning Framework for Nurses and Midwives to plan and self-assess additional CPD needs.

Audit and Research

The Clinical Nurse Specialist in Autism (Intellectual Disability) will

- Establish and maintain a register of service user plan of care through an ICP within the CNS/CMS Caseload.
- Maintain a record of clinically relevant data aligned to National Key Performance Indicators (KPI's) as directed and advised by the DON/M/Services in conjunction with the senior clinical decision maker.
- Identify, initiate and conduct nursing/midwifery audit and research relevant to the area of practice and take part in MDT audit and research.
- Identify, critically analyse, disseminate and integrate into practice, best evidence relating to care in Autism (Intellectual Disability).
- Contribute to nursing/midwifery research on CAMHS care.
- Use the outcomes of audit to improve nursing/midwifery service provision and advocate, when appropriate, for improvement of non-nursing/midwifery services

	• Contribute to service planning and budgetary processes through use of audit data and specialist knowledge • Monitor, access, utilise and disseminate current relevant research to advise and ensure the provision of informed evidence based nursing/midwifery practice <u>Audit expected outcomes including:</u> • Collate data (insert agreed KPIs/clinical targets) which will provide evidence of the effectiveness of the CNS/CMS interventions. Refer to National KPIs associated with the specialty. KPI's should have a clinical nursing/midwifery focus as well as a breakdown of activity - patients seen and treated. • Evaluate nursing/midwifery audit results and research findings to identify areas for quality improvement in collaboration with nursing/midwifery management and MDT colleagues (Primary and Secondary Care). <u>Consultant (including leadership in clinical practice)</u> The Clinical Nurse Specialist in Autism (Intellectual Disability) will • Understand leadership in clinical practice with the aim of acting as a resource and role model for nursing/midwifery Autism (Intellectual Disability) practice. • Contribute the expanding nursing/midwifery knowledge/expertise to the development of clinical standards and guidelines and support implementation • Use growing specialist knowledge to support and enhance own nursing/midwifery practice and practice of colleagues. • Develop collaborative working relationships with local CNS/CMS's, Registered Advanced Nurse/Midwife Practitioner/MDT colleagues as appropriate, contributing to person centred care pathways to promote the integrated model of care delivery. • With the support of the DON/M/line manager, attend integrated care planning meetings as required • Where appropriate, develop and maintain relationships with specialist services in voluntary organisations which support service users in the community. • Liaise with other health service providers in the development and on-going delivery of the National Clinical and Integrated Programme model of care. • Network with other CNS/CMS's in DNCC and in related clinical and professional areas of practice.
Health and Safety	These duties must be performed in accordance with local organisational and the HSE health and safety policies. In carrying out these duties the employee must ensure that effective safety procedures are in place to comply with the Health, Safety and Welfare at Work Act (2005). Staff must carry out their duties in a safe and responsible manner in line with the local policy documents and as set out in the local safety statement, which must be read and understood. • 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. Quality, Risk and Safety Responsibilities It is the responsibility of all staff to: • Participate and cooperate with legislative and regulatory requirements with regard to quality, risk and safety • Participate and cooperate with local quality, risk and safety initiatives as required • Adequately identifies, assesses, manages and monitors risk within their area of responsibility • Participate and cooperate with internal and external evaluations of the organisation's structures, services and processes as required, including but not limited to, The National Hygiene Audit, National Decontamination Audit, Health

	and Safety Audits and other audits specified by the HSE or other regulatory authority • Initiate, support and implement nursing/midwifery quality improvement initiatives in their area which are in keeping with local organisational quality, risk and safety requirement • Contribute specialist expertise to the development of PPPGs and safe professional practice and adhere to relevant legislation, regulations and standards • Comply with Health Service Executive (HSE) Complaints Policy • Respond immediately and appropriately to ensure the safety of any service user that you are aware has been put at risk • Ensure completion of incident/near miss forms and clinical risk reporting • Adhere to department policies in relation to the care and safety of any equipment supplied and used to carry out the responsibilities of the CNS/CMS in CAMHS care <u>Specific Responsibility for Best Practice in Hygiene</u> Hygiene is defined as: "The practice that serves to keep people and environments clean and prevent infection. It involves the study of preserving one's health, preventing the spread of disease, and recognising, evaluating and controlling health hazards. In the healthcare setting it incorporates the following key areas: environment and facilities, hand hygiene, catering, management of laundry, waste and sharps, and equipment" (HIQA, 2008; P2) It is the responsibility of all staff to ensure compliance with local organisational hygiene standards, guidelines and practices.
Management / Administration:	• Provide an efficient, effective and high quality nursing/midwifery service, respecting the needs of each service user, family and/or carer • Effectively manage time and caseload-in order to meet changing and developing service needs • Continually monitor the nursing/midwifery service to ensure it reflects current service user and organisational needs • Implement and manage identified changes • Ensure that confidentiality in relation to service user records is maintained • Understand the need to represent the specialist nursing/midwifery service at local, national and international fora as required • Maintain accurate and contemporaneous records and data on all matters pertaining to the planning, management, delivery and evaluation of nursing/midwifery specialist care and ensure that this service is in line with HSE requirements. • Contribute to the service planning process as appropriate and as directed by the Director of Nursing/Midwifery/Line Manager • 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 them from time to time and to contribute to the development of the post while in office.
Eligibility Criteria	Eligible applicants will be those who on the closing date for the competition:
Qualifications and/ or experience	<u>1. Statutory Registration, Professional Qualifications, Experience, etc</u> (i) (Be a registered nurse/midwife on the active Register of Nurses and Midwives held by An Bord Altranais and Cnáimhseachais na hÉireann (Nursing and Midwifery Board of Ireland) or be eligible to be so registered. AND

	(ii) Be registered in the Intellectual Disability division of the Nursing and Midwifery Board of Ireland (Bord Altranais agus Cnáimhseachais na hÉireann) Register or be entitled to be so registered. OR (iii) In exceptional circumstances, which will be assessed on a case by case basis be registered in another Division of the register of Nurses and Midwives. AND (iv) Have a minimum of 1 years' post registration full time experience or an aggregate of 1 years' full time experience in the Intellectual Disability division of the register (taking into account (ii) (iii) if relevant AND (v) Have a minimum of 1 years' experience or an aggregate of 1 years' full time experience in specialist area of Autism (Intellectual Disability) AND (vi) Have successfully completed a post registration programme of study, as certified by the education provider which verifies that the applicant has achieved a Quality and Qualifications Ireland (QQI), National Framework of Qualifications (NFQ) major academic Level 9 or higher award that is relevant to the specialist area of care (equivalent to 60 ECTS or above), and in line with the requirements for specialist practice as set out by the National Council for Nursing and Midwifery 4th ed (2008). Alternatively provide written evidence from the Higher Education Institute that they have achieved the number of ECTS credits equivalent to a Level 9 or higher standard, relevant to the specialist area of care (equivalent to 60 ECTS or above), and in line with the requirements for specialist practice as set out by the National Council for Nursing and Midwifery 4th ed (2008). Autism (Intellectual Disability) care prior to application* (See **Note 1 below). AND (vii) Be required to demonstrate that they have continuing professional development (CPD) relevant to the specialist area. AND (viii) Have the ability to practice safely and effectively fulfilling his/her professional responsibility within his/her scope of practice AND (b) Candidates must possess the requisite knowledge and ability, including a high standard of suitability and clinical, leadership, managerial and administrative capacity for the proper discharge of the duties of the office. **Note 1: For Nurses/Midwives who express an interest in CNS/CMS roles and who currently hold a level 8 educational qualification in the specialist area (equivalent to 60 ECTS or above), this qualification will be recognised up to September 2026. 1. Annual Registration (i) Practitioners must maintain live annual registration on the appropriate/relevant 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 Service user Safety Assurance Certificate (PSAC).
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	<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. <u>Character</u> Candidates for and any person holding the office must be of good character. Please note that appointment to and continuation in posts that require statutory registration is dependent upon the post holder maintaining annual registration in the relevant division of the register maintained by Bord Altranais agus Cnáimhseachais na hÉireann (Nursing & Midwifery Board of Ireland) by way of the Patient Safety Assurance Certificate (PSAC)
Post Specific Requirements	• Specialist knowledge in supporting individuals with intellectual disabilities, including complex health needs, dual diagnoses and behavioural challenges. • A thorough understanding of evidence-based interventions, health promotion, and advocacy within the context of intellectual disability services is required. • Demonstrated ability to provide clinical leadership, mentorship, supervision and support to the clinical team. • Experience in service development, quality improvement and implementation of best practice guidelines. The HSE provides a wide range of community based services for people with Intellectual Disabilities and co-existing conditions in various social circumstances within the Regional Health Area. These services are strategically evolving and developing within the Regional Health Area and the Clinical Nurse Specialist Autism (Intellectual Disability) will have a pivotal role in the growth of these services.
Other requirements specific to the post	• Have access to appropriate transport to fulfil the requirements of the role to travel to residential area community referrals within the IHA region.
Additional eligibility requirements:	Citizenship Requirements Eligible candidates must be: (i) EEA, Swiss, or British citizens OR (ii) 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.
Skills, competencies and/or knowledge	The candidate must demonstrate: Professional Knowledge and Experience <i>Clinical Nurse Specialist Autism (Intellectual Disability) will:</i> • Practice in accordance with relevant legislation and with regard to The Scope of Nursing and Midwifery Practice Framework (Nursing and Midwifery Board of Ireland, 2015) and the Code of Professional Conduct and Ethics for Registered Nurses and Registered Midwives (Nursing and Midwifery Board of Ireland, 2021) • Maintain a high standard of professional behaviour and be professionally accountable for actions/omissions. Take measures to continuously develop and maintain the competences required for specialist practice • Adhere to the Nursing and Midwifery values of Care, Compassion and Commitment (DoH, 2016)

- Adhere to national, regional and local HSE PPPGs
- Demonstrate practitioner competence and professionalism as it related to CNS/CMS.
- Demonstrate an awareness of current and emerging nursing strategies and policy in relation to the clinical/specialist 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.

Clinical Nurse Specialist Autism (Intellectual Disability) will demonstrate:

- In-depth knowledge of the role of Clinical Nurse Specialist (CAMHS)
- The ability to undertake a comprehensive assessment of the patient with Moderate to Severe to Mental illness, including taking an accurate history of their condition and presenting problem
- The ability to employ appropriate diagnostic interventions to support clinical decision making and the patients' self- management planning
- The ability to formulate a plan of care based on findings and evidence based standards of care and practice guidelines
- The ability to follow up and evaluate a plan of care
- Knowledge of health promotion principles/coaching/self-management strategies that will enable people to take greater control over decisions and actions that affect their health and wellbeing
- An understanding of the principles of clinical governance and risk management as they apply directly to Clinical Nurse Specialist (CAMHS) role and the wider health service
- Evidence of teaching in the clinical area
- A working knowledge of audit and research processes
- Evidence of computer skills including use of Microsoft Word, Excel, E-mail, PowerPoint

Communication and Interpersonal Skills:

Demonstrate:

- Emotionally intelligent communication skills
- Ability to build and maintain relationships particularly in the context of personal and team relationships
- Ability to present information in a clear and concise manner
- Ability to provide constructive feedback to encourage future learning
- Demonstrates the ability to influence others effectively.

Organisation and Management Skills:

Demonstrate:

- Evidence of effective organisational skills including awareness of appropriate resource management and the importance of value for money
- Ability to plan and organise effectively
- Ability to attain designated nursing/midwifery service targets, manage deadlines and multiple activities
- Ability to work autonomously
- A willingness to be flexible in response to changing local/organisational requirements.

Building & Maintaining Relationships including Team and Leadership skills:

Demonstrate:

- The ability to work on own initiative as well as the ability to build and maintain relationships with MDT colleagues.
- With the required support, demonstrate leadership in clinical practice
- A knowledge of change management and team management skills

	- Adopts a collaborative approach to patient care by co-ordination of care/interventions and interdisciplinary team working. Commitment to providing a quality service: Demonstrate: - Awareness and respect for service user and family/carers' views in relation to their care/strong commitment to providing quality improvement programmes - The ability to conduct audits - Demonstrates integrity and ethical stance. - Demonstrate motivation, initiative and an innovative approach to job and service developments, is flexible and open to change. Analysing and Decision Making: Demonstrate: - Adopts an overview of complex problems before generating solutions and anticipates implications - Effective analytical, problem solving and evidenced-based decision making skill - Uses a range of information sources and knows how to access relevant information to address issues.
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. <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.
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. For further information on the HSE commitment to Diversity, Equality and Inclusion, please visit the Diversity, Equality and Inclusion web page at https://www.hse.ie/eng/staff/resources/diversity/
Code of Practice	The Health Service Executive will run this campaign in compliance with the Code of Practice prepared by the Commission for Public Service Appointments (CPSA).

	The CPSA is responsible for establishing the principles that should be followed when making an appointment. These are set out in the CPSA Code of Practice. The Code outlines the standards that should be adhered to at each stage of the selection process and sets out the review and appeal mechanisms open to candidates should they be unhappy with a selection process. The CPSA Code of Practice can be accessed via https://www.cpsa.ie/.
The reform programme outlined for the Health Services may impact on this role and as structures change the job description may be reviewed. This job description 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.	



Clinical Nurse Specialist Autism (Intellectual Disability) Terms and Conditions of Employment

Tenure	The current vacancy available is permanent and whole time. 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 37.5 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. All Mandated Persons under the Children First Act 2015, within the HSE, are appointed as Designated Officers under the Protections for Persons Reporting Child Abuse Act, 1998. Mandated Persons such as line managers, doctors, nurses, physiotherapists, occupational therapists, speech and language therapists, social workers, social care workers, and emergency technicians have additional responsibilities.

	You should check if you are 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.

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