



Job Description

Job: Clinical Nurse Manager 1

Location: Teach Saoirse, Nenagh, Co Tipperary

Contract Hrs: 37.5 Hours per week

Contract Type: 1 Year Fixed Term Contract

Reporting to: Person in Charge (PIC)

Overall Purpose of the Post:

To provide residential respite to families of children and young adults with disabilities in North Tipperary. The residential support service will be coordinated by the Person In Charge (PIC), who will prioritise families to be involved in the service, who agrees with each family the type and level of support to be provided. The CNM1 will supervise the Nursing Staff and work closely with the Person in Charge (PIC). In order to provide a flexible support service, the CNM1 will be required to work during evenings and weekends.

The post holder will lead a dedicated staff team in delivering high quality person centred care and support to the children and young adults with disabilities. Working closely with senior management the post holder will work towards maintaining registration as a HIQA designated centre.

Duties:

To work in accordance with Enable Ireland's code of Practice, Guidelines for working with children and families and other National Policies, Guidelines and procedures as appropriate.

Professional/Clinical:

- The CNM1 will need to provide strong leadership in clinical practice and act as a resource and role model for clinical practice.
- Provide leadership, supervision and support to Nursing and Care Staff in the provision of clinical and care support services.
- Be responsible for the co-ordination, assessment, planning, implementation and review of care for service owners according to service standards and HIQA Standards for Residential Respite Services
- The CNM1 will practice nursing according to Professional Clinical Guidelines National and Area Health Service Executive (HSE guidelines), local policies, protocols, guidelines and current legislation.
- Participate in teams as appropriate, communicating and working in co-operation with other team members.
- Collaborate with service owners, family, carers and other staff in treatment/ care planning and in the provision of support and advice.
- Assist in providing staff leadership and motivation, which is conducive to good staff relations and work performance.
- Ensure that service owners and staff are treated with dignity and respect.
- Ensure the development and maintenance of nursing standards, protocols and guidelines consistent with the highest standards of service user care.
- Maintain professional standards in relation to confidentiality, ethics and legislation.
- Participate in clinical audit as an integral part of the role.
- 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.
- Participate in rotational on call duties
- Demonstrate effective change management skills.
- Liaise closely with the HSE, community nursing and therapy staff and other key organisations in the course of ensuring the delivery of a person centred service to each User

- To carry out vaccination of both service owners/users and staff as required.

Health & Safety

- Play a central role in maintaining a safe environment for service users, staff and visitors e.g. by contributing to risk assessment and maintaining live risk register.
- Assist in observing and ensuring implementation and adherence to established policies and procedures e.g. health and safety, infection control & Medication Management.
- Observe, report and take appropriate action on any matter which may be detrimental to service owner care or wellbeing / may be inhibiting the efficient provision of care.
- Have a working knowledge of the Health Information and Quality Authority (HIQA) Guidance for the Assessment of Centres for Persons with Disabilities and the New Directions guidelines for day services.

Training & Development

- Identify the training needs of the Staff support team.
- Support and champion the continuous up skilling of support staff to ensure they are educated and empowered to take responsibility for routine clinical support tasks e.g. medication management, bowel regime support, Catheter Care.
- Facilitate and deliver clinical practice training as required.
- Monitor staff performance relating to care and clinical practice and liaise with the team where appropriate to raise the standards of practice.
- Contribute to the development of strategies for the progression of respite and community support services to meet the identified and emerging needs of the service users.
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Personnel/ Administrative

- Demonstrate skills of policy development and act as a leader with regard to implementation of Service and Enable Ireland policies and procedures.
- Co-ordinate staff and ensure that duties, activities and programmes allocated to staff are carried out efficiently, ensuring that skill mix takes account of fluctuating workloads and ensuring maximisation of available resources.
- Be prepared to act as Designated Officer when required.
- To be part of the on-call rota for the area
- Develop and maintain the necessary clinical and administrative records and reporting arrangements/ contribute to quality assurance by assisting other departments with required data collection.

Skills / Competencies and/or Knowledge

- Demonstrate the ability to promote professional relations and team work.
- Demonstrate an understanding of a Human Rights based approach and SRV principals
- Demonstrate the ability to provide staff supervision, training and development.
- Demonstrate experience in Service management and quality assurance.
- Demonstrate capabilities for Leadership, Professionalism and Self-development.
- Demonstrate strong Communication skills.
- Demonstrate the ability to apply IT skills relevant to the role.
- Demonstrate resilience and composure.

This description is not restrictive and the post holder may be required to carry out other duties as requested by the Person in Charge/Service Coordinator

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 (PIC)
Probation:	A probationary period of six months applies wherein three probationary meetings will take place to review your performance and suitability for appointment. The probationary period may be extended or terminated for any reason at Enable Ireland's discretion.
Salary:	The current salary scale for this post is €53,468 to €63,401 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
Annual leave:	Annual leave entitlement is 34 - 37 days pro rata per annum (dependent on years' service) and proportionately less for less than 12 months service
Pension Scheme:	Enable Ireland operates a contributory pension scheme which all employees may join following start date.
Medical:	The successful candidate will be required to undergo a medical assessment.
Garda Clearance/ Police Clearance:	These will be required for all prospective employees who will undertake relevant work or activities relating to children or vulnerable persons.
Sick Pay: (If applicable)	All periods of sickness exceeding two days must be medically 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.