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| <b>Job Title &amp; Grade</b>      | Clinical Nurse Specialist (CNM2 Grade) - Specialist Palliative Care                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>Campaign Reference #</b>       | 104343                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Closing Date</b>               | <b>Wednesday the 7<sup>th</sup> of October 2026 at 23:45pm</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Duration of Post</b>           | Specified Purpose (Maternity Leave Cover)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>Specific T&amp;C's of post</b> | <p>37.5 hours per week / shift work required</p> <p>25 - 28 days Annual Leave</p> <p>Remuneration is in accordance with the salary scale approved by the Department of Health: Current salary scale with effect from 1st June 2026: Grade, Code 2119, starting at Point 1 €62,699 and rising annually in increments: €79,227 LSIS.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Location of post</b>           | Children's Health Ireland Temple Street                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Reporting Arrangements</b>     | <ul style="list-style-type: none"> <li>• <b>Operational Responsibility</b> -This post will report to Assistant Director of Nursing for Specialist Palliative Care</li> <li>• <b>Professional Responsibility</b>-This post is professionally responsible to the Director of Nursing</li> <li>• <b>Clinical Responsibility</b>-This post will report to the senior clinical decision maker for Specialist Palliative Care</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>Key Working Relationships</b>  | <p>The post holder will work closely with:</p> <ul style="list-style-type: none"> <li>• Nursing, medical and administration colleagues in the Specialist Palliative Care service within CHI</li> <li>• Interagency teams within the service including Palliative Care teams nationally,</li> <li>• GPs and PHNs nationally</li> <li>• Children and families attending the service</li> <li>• Other services within CHI (e.g. Clinical Nurse Coordinators for Children with Life Limiting Conditions, Nursing Teams, General Paediatrics, Neurodisability, Inclusion Health, Oncology/Hematology)</li> <li>• Other professionals who may refer children and young people to the service</li> </ul> <p><i>Please note that this list is not exhaustive and key working relationships will change as the project moves from service development, construction completion, commissioning &amp; transitioning to steady state.</i></p> |

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| <b>Purpose of the Role</b>                   | <p>Deliver care in line with the five core concepts of the role set out in the Framework for the Establishment of Clinical Nurse Specialist Posts, 4th edition, National Council for the Professional Development of Nursing and Midwifery (NCNM) 2008</p> <p>Caseload: Children and young people under 16 years of age. The post holder will focus initially on the following patient groups: children with a life limiting condition from, for example, medical, oncology/haematology, cardiac, surgical services, complex neurodisability and any other child requiring palliative care support.</p> <p>The post holder will work with the Children's Palliative Care Consultant at CHI at Crumlin to support the development and delivery of specialist palliative care services.</p> <p>The CNS in Specialist Palliative Care is a defined area of nursing practice that requires the application of specially focused knowledge and skills, which are both in demand and required to improve the quality of patient care and meet service needs. The post holder is responsible for providing specialist, evidence based nursing care to children and their families.</p>                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Principal Duties and Responsibilities</b> | <p><b>Professional Duties and Responsibilities:</b></p> <p>The post holder will be expected to live CHI values and be child-centered, compassionate and progressive and will act with respect, excellence and integrity.</p> <p>The post holder's practice is based on the five core concepts of the CNS role as defined by the NCNM 4th edition (2008) in order to fulfil the role.</p> <p><b>The concepts are:</b></p> <ul style="list-style-type: none"> <li>• Clinical Focus</li> <li>• Patient/Client Advocate</li> <li>• Education and Training</li> <li>• Audit and Research</li> <li>• Consultant Clinical Focus</li> </ul> <p><b>Clinical Focus</b></p> <p>The CNS will have a strong patient 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 patient, family and/or carer. Indirect care relates to activities that influence and support the provision of direct care.</p> <p><b>Direct Care</b></p> <ul style="list-style-type: none"> <li>• Provide specialist, evidence-based nursing care to children and their families in the area of palliative care.</li> <li>• Undertake a holistic patient assessment to include physical, psychological, social and spiritual elements of care using best evidence based practice in palliative care</li> </ul> |

- Use the outcomes of patient assessment to develop and implement plans of care in conjunction with the multidisciplinary team and the child and family
- Monitor and evaluate the child's response to treatment and amend the plan of care accordingly in conjunction with the multidisciplinary team, the child and the family and in line with agreed pathways and policies, procedures, protocols and guidelines (PPPG's).
- Accept appropriate referrals from multidisciplinary colleagues
- Co-ordinate investigations, treatment therapies and patient follow-up
- Communicate with children and their families, to assess their 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 patient, 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 patients with appropriate self-management strategies and escalation pathways.
- Engage with MDT on the development of nurse led SPC clinics.
- Identify health promotion priorities for the patient, family and/or carer and support patient 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 patients' needs
- Manage own workload within palliative care by assessing and prioritising clinical needs within agreed specialist guidelines
- Provide a service which optimises quality and continuity of care for children with a life-limiting illness and their parents.
- Develop and implement individual plans of nursing care in consultation with the multidisciplinary team based on the individual need of the patient.
- Provide and coordinate follow up for patients following discharge as required
- Liaise closely with Public Health Nurses, GPs and pharmacists to inform them of discharge plans.
- Develop and maintain the clinical skills and knowledge necessary to provide clinically effective, holistic, evidence based nursing care

#### **Indirect Care**

- Collaboratively identify and agree appropriate referral pathways for children within the palliative care service
- Participate in case reviews and multidisciplinary team meetings with colleagues
- Co-ordinate care and support to the family with the multidisciplinary team. Liaise with other members of medical and nursing teams re treatment programmes and feedback.
- Provide occasional outreach support when required and initiate changes in management to improve symptom control and psychological wellbeing.
- Assisting patients and their families who are at home by responding to the CNSp telephone service during working hours.
- Take a proactive role in the formulation and provision of evidence based PPPGs relating to children's palliative care

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|  | <ul style="list-style-type: none"> <li>• Take a lead role in ensuring the service for children and families receiving palliative care is in line with best practice guidelines and the Safer Better Healthcare Standards (HIQA, 2012)</li> </ul> <p><b>Patient Advocate</b></p> <ul style="list-style-type: none"> <li>• Encourage recognition of the child as an individual ensuring the child and family needs and comforts are given priority</li> <li>• Communicate, negotiate and represent the child's and family's values and decisions in relation to their condition in collaboration with multidisciplinary colleagues</li> <li>• Develop and support the concept of advocacy, particularly in relation to the participation of the child and family in decision making, thereby enabling informed choice of treatment options</li> <li>• Respect and maintain the privacy, dignity and confidentiality of the child and family</li> <li>• Communicate complex and sensitive information effectively to patients, carers and other staff, overcoming any barriers to understanding and providing support during distressing or emotional events</li> <li>• Establish, maintain and improve procedures for collaboration, cooperation and communication between CHI and secondary and primary care services that allow for an effective flow of information and clear referral channels.</li> <li>• Proactively challenge any interaction which fails to deliver a quality service to patients</li> <li>• Promote Family Centred Care and ensure the provision of a welcoming, caring and safe environment for the children and their families</li> <li>• Ensure that discharge planning is commenced at the point of admission, liaising with the multidisciplinary team, other departments and community services necessary</li> </ul> <p><b>Education &amp; Training</b></p> <ul style="list-style-type: none"> <li>• Maintain clinical competence in patient management within Specialist Palliative Care nursing, keeping up-to-date with relevant research to ensure the implementation of evidence based practice.</li> <li>• Provide the patient, family and/or carer with appropriate information and other supportive interventions to increase their knowledge, skill and confidence in managing their palliative condition.</li> <li>• Contribute to the design, development and implementation of education programmes and resources for the patient, family and/or carer in relation to Specialist Palliative Care thus empowering them to self-manage their condition.</li> <li>• Provide mentorship and preceptorship for nursing/midwifery colleagues as appropriate.</li> <li>• Participate in training programmes for nursing/midwifery, MDT colleagues and key stakeholders as appropriate</li> <li>• Create exchange of learning opportunities within the MDT in relation to evidence based Specialist Palliative Care delivery through journal clubs, conferences etc.</li> <li>• Develop and maintain links with the Centre for Nurse Education (CCNE) Regional Centre's for Nursing &amp; 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 educational programmes in Specialist Palliative Care.</li> <li>• Be responsible for addressing own continuing professional development needs</li> </ul> |
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### **Audit & Research**

Establish and maintain a register of patients with palliative care needs within the CNS caseload.

- Identify, initiate and conduct nursing/midwifery and MDT audit and research projects relevant to the area of practice.
- Identify, critically analyse, disseminate and integrate best evidence relating to Specialist Palliative Care into practice
- Contribute to nursing research on all aspects of Specialist Palliative Care.
- Use the outcomes of audit to improve service provision
- 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 practice

*Audit expected outcomes including:*

- Collate data relevant to speciality to include, activity of services and CNS, nurse led clinics, contributions to research and QI, return visits all of which provide evidence of the effectiveness of the CNS interventions undertaken quarterly
- Evaluate audit results and research findings to identify areas for quality improvement in collaboration with nursing management and MDT colleagues (Primary and Secondary Care).

### **Consultancy**

Provide leadership in clinical practice and act as a resource and role model for Specialist Palliative Care practice.

- Generate and contribute to the development of clinical standards and guidelines and support implementation
- Use specialist knowledge to support and enhance nursing practice
- Develop collaborative working relationships with local CHI CNS/Registered Advanced Nurse/Midwife Practitioner/MDT colleagues as appropriate, developing person centred care pathways to promote the integrated model of care delivery.
- With the support of the DON, attend integrated care planning meetings as required
- Where appropriate develop and maintain relationships with specialist services in voluntary organisations which support patients in the community.
- Liaise with other health service providers in the development and on-going delivery of the National Clinical Programme model of care.
- Network with other CNSs in Specialist Palliative Care and in related professional associations.

*The above 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.*

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| <p><b>Eligibility criteria, qualifications and experience</b></p> | <p><b>Essential Criteria:</b></p> <p>(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</p> <p style="text-align: center;"><b>AND</b></p> <p>(ii) Be registered in the division(s) of the Childrens Nursing with the Nursing and Midwifery Board of Ireland (Bord Altranais agus Cnáimhseachais na hÉireann</p> <p style="text-align: center;"><b>OR</b></p> <p>(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.</p> <p style="text-align: center;"><b>AND</b></p> <p>(iii) Have a minimum of 1 years' post registration full time experience or an aggregate of 1 years' full-time experience in the division of the register in which the application is being made</p> <p style="text-align: center;"><b>AND</b></p> <p>(iv) Have a minimum of 1 years' experience or an aggregate of 1 years' full time experience in specialist area of Specialist Palliative Care</p> <p style="text-align: center;"><b>AND</b></p> <p>(v) 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 (equivalent to 60 ECTS or above) that is relevant to the specialist area of care 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 (60 ECTS or above), relevant to the specialist area of care and in line with the requirements for specialist practice as set out by the National Council for Nursing and Midwifery 4th ed (2008).</p> <p style="text-align: center;"><b>AND</b></p> <p>(vi) Be required to demonstrate that they have continuing professional development (CPD) relevant to the specialist area or will be supported to obtain the required CPD.</p> <p style="text-align: center;"><b>AND</b></p> <p>(vii) Have the ability to practice safely and effectively fulfilling his/her professional responsibility within his/her scope of practice.</p> |
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## 2. 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.

(ii) Confirm annual registration with NMBI to the HSE by way of the annual Service user Safety Assurance Certificate (PSAC).

## 3. Health

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. Character

Candidates for and any person holding the office must be of good character.

### Core Behaviours and our Chosen Culture in CHI

#### Core Behaviours of our Chosen Culture

Organisational culture is not a static concept. It is dynamic and lived—reflected in how we interact with each other, how we care for patients, how we respond to challenges, and how we lead. It influences the quality of care, the wellbeing of our workforce, and the public's confidence in our services. Creating and maintaining a positive culture is the responsibility of every one of us.

The behaviours detailed within the pillars in the image reflect four key aspects of our chosen culture: How we service users and public, how we pause to self-reflect, our colleagues and how we compassionately lead. A behaviours is the starting point for establishing and shared values.

Values and Behaviours are the foundation of how we care. A consistent, practical framework helps everyone in ways that reflect our shared culture and mission.

Living these Behaviours is how we express our desired serve. When applying these behaviours, we consider how they translate for CHI employees, in their day to day



below, are how we partner with patients, how we interact with consensus on our core implementing our

deliver health and social in the health service act

culture to those we these statements and work.

Master Job Specification Template – July 2026

enhancement ensures that we can thoroughly prepare for your arrival and facilitate a smooth transition in your onboarding journey.

**It is important for you to note that if you do not have your pre-employments and mandatory training completed in time, your commencement date will be deferred to the next available date.**

Below, you'll find the list of **commencement dates for 2026 & 2027** for your information.

- 5<sup>th</sup> October 2026
- 2<sup>nd</sup> November 2026
- 7<sup>th</sup> December 2026
- 4<sup>th</sup> January 2027
- 8<sup>th</sup> February 2027
- 8<sup>th</sup> March 2027
- 5<sup>th</sup> April 2027
- 10<sup>th</sup> May 2027
- 14<sup>th</sup> June 2027
- 5<sup>th</sup> July 2027
- 9<sup>th</sup> August 2027
- 6<sup>th</sup> September 2027
- 4<sup>th</sup> October 2027
- 1<sup>st</sup> November 2027
- 6<sup>th</sup> December 2027

**Information on “Non-European Economic Area Applicants” is available from <https://dbei.gov.ie/en/>**

Children's Health Ireland is legally required to verify that all staff **have the right to work in Ireland before they begin employment**, regardless of nationality or immigration status. This right-to-work check is also necessary when an individual re-joins CHI or when their immigration permission or employment permit is due to expire.

Permit holders can change their permit employer to CHI after a period of nine months has passed since commencing their first employment permit in the State. The change of employer applies to the [General Employment Permit \(GEP\)](#) and to the [Critical Skills Employment Permit \(CSEP\)](#). The change is required to be completed as part of pre-employment clearance.

All Permits and Change of Employer applications are processed on the [Employment Permits Online](#).

Some recruitment campaigns may be open to candidates who are not citizens of the EEA, Switzerland, or United Kingdom. You can consult the [Critical Skills Occupational List](#) see if your profession is currently eligible under this route.

**The programme outlined for Children's Health Ireland may impact on this role and as structures change the job description may be reviewed.**

**Children's Health Ireland is an equal opportunities employer.**

