



Job Description

Clinical Nurse Manager 1

Tenure: Permanent (part time fixed term)
Location: Laois
Reporting to: Area Director

Role Summary:

The Clinical Nurse Manager 1 is responsible to support individual/s to experience a self-directed, connected, inclusive, meaningful and fulfilling life and to lead and guide staff in this. The Clinical Nurse Manager 1 must act at all times in accordance with the individuals will and preference and afford each person respect and dignity. The Muiríosa Foundation is a voluntary organisation and all staff members are required to work in accordance with the Ethos of the organisation as expressed in the Vision, Mission and Core Values.

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Valuing Life; helping people build meaningful lifestyles.

Principal Duties

DUTIES AND RESPONSIBILITIES

- To actively promote the Ethos, mission, vision and values of Muiríosa Foundation and to be committed to promoting the voluntary aspect of the services.
- To comply with all professional organisational policies and procedures, and keep abreast with latest developments and research in the area of intellectual disability and nursing.
- Provision of clinical and professional leadership and management to the staff team.
- To provide clinical supervision to Nursing Students and to complete Preceptorship Training.
- Development of nursing and care staff, via in-service training, orientation of new staff – ensuring induction programme is followed within the appropriate time scale and facilitating supervision meetings & Performance Conversations with staff.
- Ensure implementation of policies and procedures relevant to the area.
- Participates as a member of the multidisciplinary team, complementing and co-ordinating the activities of the team, fostering good working relationships.
- Maintains personal contact with all service users and their families, playing a central role in maintaining a safe environment for service users, staff and visitors.
- Promotes evidence based practice, using person centred approach to embrace a holistic, systematic approach to nursing care, ensuring service users' needs, comforts and general welfare are given priority.
- Provide effective leadership, promote good communication and maintain good relationships with service users, staff, families and other relevant personnel working with the service users.

- In consultation with the local manager and other disciplines, implement and assess quality management programmes.
- Complies with all nursing policies and procedures of the Muiriosa Foundation services.
- To be knowledgeable of Regulatory requirements as set out by HIQA (Health Information & Quality Authority)
- Management of staff in the area of responsibility to include all aspects of Competence, Capability and attendance, and Conduct
- To have a robust knowledge of all safeguarding policies and to implement these policies appropriately and promptly as required.
- To promote service user independence and integration into the local community and research community based activities appropriate for the service users
- To ensure that all care plans/ person centred documentation are reviewed and updated promptly to support service users changing needs.
- Ensure that correct procedures and policies are complied with in the administration and storage and audit of all drugs, medicines in use.
- To lead the development and review of individual care plans and person centred support plans in conjunction with service users, family members, colleagues and relevant members of the M.D.T.
- To identify, assess and manage risks in accordance with the Muiriosa Foundation policy on risk and overarching guidelines.
- To ensure that service users changing health needs are recorded and reported to the relevant physician for follow up, reported to local manager/ person in charge.
- Flexibility to work in other areas of the services and various shifts, when deemed appropriate by Management.
- To undertake 'Out of Hours' responsibilities as requested by the Area Director.
- To undertake any other duties relevant to the role, as requested by the line manager/Area Director.
- To be aware of the implications of the Health, Safety and Welfare at Work Act, 2005 and to comply with the Safety Statement
- To advise the Local Manager/Area Director of the state of repair of the work area/ residence and to report any potential hazards promptly and ensure appropriate action is implemented
- Reports and logs all accidents/incidents in the appropriate manner (NIMS) – following relevant policies of the Muiriosa Foundation services.
- Treat the property of service users and the Muiríosa Foundation with respect.
- Ensure compliance with all national and Muiriosa Foundation policies and procedures, including but not limited to: Trust in Care, Safeguarding Vulnerable Adults, Child Protection and Welfare, Regulation 4, Schedule 5 of the Health Act, Muiriosa Foundation's Safety Statement, Fire Regulations, Manual Handling Care Plans, Transport Policy, Staff Code of Conduct, Communication Code, Dignity at Work.

Confidentiality & Privacy

- Confidentiality in the course of employment is critical, employees will be expected to comply with the organisation's Privacy Statement, Data Protection Policy, and Records Management/Record Retention Policy, throughout the course of their work.
- Communication to outside bodies on behalf of the Muiríosa Foundation must be approved in advance by the Chief Executive Officer.

Employee Benefits

Employees of the Muiríosa Foundation can avail of a range of employee benefits, such as:

- **Health & Wellbeing:** We are committed to supporting our employees on their health and wellbeing journey by providing a range of courses aimed at supporting staff during their employment. We also have an Employee Assistance Programme (EAP) which is available 24/7 to our employees.
- **Training & Professional Development:** Extensive education and training courses are provided for all roles. We also have QQI accredited Education and Training available inhouse, and we support further education as relevant to roles.
- **Varied, meaningful work:** Working with the Muiríosa Foundation provides employees with the opportunity to be engaged in meaningful, varied work across different locations, where they can make a positive impact on the lives of others, both directly and indirectly.
- **Competitive Salary:** We offer salaries in line with Department of Health pay scales, including the awarding of annual incremental credit subject to satisfactory performance.
- **Public Sector Pension Scheme:** All new employees are automatically enrolled in the [Single Public Service Pension Scheme](#). Existing Public Sector employees can also transfer to the relevant pension scheme upon commencement.
- **Leave Benefits:** Paid Maternity, Paternity Leave and Parents Leave. Generous paid Annual Leave above statutory leave. Sick Leave Scheme with paid sick leave entitlements.
- **Health Insurance Group Schemes:** We have group schemes with some of the main health insurance providers in Ireland which offers reduced rates for eligible employees, and we facilitate monthly deductions from pay.
- **Cycle to Work Scheme:** Eligible employees can apply for the Government's Cycle to Work Scheme where we facilitate monthly deductions from pay.

Pay Scale

The Clinical Nurse Manager 1 will be remunerated on the CNM1 pay scale (June 2026) which is currently:

CLINICAL NURSE MANAGER 1 (GENERAL)	1/8/26	8	57,780	58,828	60,306	61,810	63,305	64,809	66,484	68,046
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Appointments will be made in accordance with public sector pay provisions.

Muiríosa Foundation

The Muiríosa Foundation is a voluntary health organisation, providing services to people for almost 80 years. The Department of Health, through the HSE, publicly fund the operational cost of the service. We operate in locations across the midlands in counties Laois, Offaly, Westmeath, Meath, Longford, Kildare, Tipperary, and Kilkenny.

Since its foundation, the main growth of activities and services has been in the midland region with the provision of an extensive variety of services to people of all ages with an intellectual disability, but catering mainly for people at the moderate, severe/profound level of disability and/or autism. Muiríosa Foundation now employs approximately 1,500 staff, provides residential and day services to over 500 people and an advisory service to a further 300 people and their families. We have in recent years been working intentionally to promote a view of the person with an intellectual disability as a participating citizen in society, participation embedded within a broad range of roles and relationships.

Muiríosa Foundation Vision Statement:

Individuals living out a life which:

- Best reflects the individual's will and preference;

- Connects the individual to a rich network of relationships, with a nucleus of strong, committed, personal relationships at its core;
- Is inclusive and valued;
- Is meaningful and fulfilling.

We are seeking enthusiastic candidates who are eager to engage in meaningful work, with the opportunity to make a positive difference, directly or indirectly, in the lives of others.

More information on our values, mission and vision can be found [here](#).

Equality, Diversity & Inclusion

The Muiríosa Foundation is an Equal Opportunity Employer, and we welcome applications from candidates of all backgrounds. We appreciate the value that diversity brings, and we believe diversity creates a workforce truly reflective of the society we live in. We actively welcome applications from people from diverse backgrounds, in particular, underrepresented groups in our workforce.

If you have a disability and require accommodations to be made during the recruitment process, please let us know in advance and we would be happy to assist.

Data Protection

The Muiríosa Foundation will process any personal data provided by you in connection with an application for this role, in accordance with the General Data Protection Regulation and the Data Protection Acts 2018.

If your application is successful and you accept an offer of employment at the Muiríosa Foundation, your personal data will continue to be processed in accordance with our Data Protection Policy and Privacy Statement.

This Job Description will be subject to review in the light of changing circumstances to include any other duties and responsibilities as determined by management.