



STAFF DEVELOPMENT FACILITATOR (CNM2 Grade)
EMERGENCY DEPARTMENT
Emergency and Specialist Medicine Directorate
MATER MISERICORDIAE UNIVERSITY HOSPITAL

Closing Date: 09/10/26

Proposed Interview Date: 30th October 2026

1. JOB PURPOSE

The role of the ED Staff Development Facilitator (SDF) is pivotal in enhancing improvements in delivery of nursing care to patients presenting to the Emergency Department. This is achieved through the provision of practical assistance and support of nursing staff in their acquisition of knowledge and skills so that they can competently identify expected patient outcomes, evaluate conditions and actively engage in individualised care and treatment.

2. KEY RESPONSIBILITIES

2.1 Professional/Clinical

- Facilitate continuous quality improvements in standards of patient care with a focus on ED nursing care through development of professional expertise.
- Contribute to the on-going development and review of services in the Emergency Department
- Develop Professional Practice underpinned by the Scope of Nursing and Midwifery Practice Framework (NMBI 2015).
- Participate in the assessment of standards of nursing and healthcare assistant practice in relation to emergency care
- Play a key role in the development of a regular schedule of ED education for nursing staff while participating in existing education forums e.g. Weekly Simulation.
- Participate in professional development and clinical audit
- Demonstrate advanced specialist knowledge and provide clinical leadership to support the on-going provision of optimal care for emergency and trauma patients.
- Promote understanding of the health, social and economic implications on individuals who present to ED through injury or illness.
- Lead and participate in the development and evaluation of quality initiatives.
- Facilitate co-ordination, co-operation and liaison across healthcare teams and programmes
- Develop an annual work plan to meet the changing service needs
- Develop appropriate systems in the streamlining of education, practice development, audit data collection and reporting.
- Maintain records in accordance with local service and professional standards
- Adhere to and contribute to the development and maintenance of nursing standards, protocols and guidelines consistent with the highest standards of trauma care
- Evaluate and manage the implementation of best practice policy and procedures
- Maintain professional standards in relation to confidentiality, ethics and legislation
- Initiate and participate in research studies as appropriate
- 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
- Participate in the development, formulation and evaluation of guidelines, policies and procedures to enhance a quality service.

- Promote the guidelines for safety and best practice laid down by the hospital policies, Nursing and Midwifery Board of Ireland guidelines and relevant Acts such as Data Protection Act (2018), and The Health, Safety & Welfare at Work Act (2005).
- Assign time to engage directly in practice in order to keep pace with changes and provide enabling process for the staff to achieve their goals.

2.2 Education

- Develop innovative learning opportunities based on present and future needs analysis.
- Promote a supportive clinical learning environment.
- Organise study days, timetables, lectures, lecture venues and equipment.
- Orientate new staff and students to the speciality.
- Identify learning needs of students to meet defined objectives.
- Utilise all available nursing expertise e. g ANPs/CNS'/CPC/ Senior ED nursing staff, to deliver education and maintain high quality nursing care
- Monitor, assess, enhance and evaluate the quality of nursing care provided to ED patients
- Evaluate staff proficiency and satisfaction with education and training at regular intervals.
- Assist staff in identifying objectives of care.
- Encourage utilization of learning resources.
- Devise, co-ordinate and maintain a record of on-going formal and informal education sessions.
- Work in conjunction with ED CNM's to monitor, assess and evaluate the quality of nursing care.
- Be a role-model for best practice and serve as a resource person to staff.
- Responsible for maintaining own professional competence.
- Assist with clinical audits and research activity for quality assurance both internal and external.
- Engage in continuing professional development by keeping up to date with nursing literature, recent nursing research and new developments in emergency and trauma nursing management, education and practice and to attend staff study days as considered appropriate
- Participate in the identification, development and delivery of induction, education, training and development programmes for nursing and non-nursing staff
- Plan, organise, supervise, assess, evaluate and monitor quality nursing standards and foster advance evidence based clinical practice and the clinical learning environment.
- Reduce the theory practice gap, foster staff empowerment and increase autonomy over learning.
- Assist nursing personnel to maintain high levels of competence by enabling them to identify their personal professional goals, provide feedback, and facilitate achievement of personal development outcomes.
- Implement and support the development of personal portfolios in collaboration with the clinical nurse manager, senior staff nurses, mentors and advocates.

2.3 Managerial responsibility

- Provide professional and clinical leadership and vision and facilitate staff team building to provide planned care and develop educational strategies and service goals
- Maintain a quality standard of service.
- Cross-cover senior colleagues to ensure continuity of service provision
- Assist with quality improvement and support accreditation.
- Promote a culture that values diversity and respect in the workplace
- Ensure departmental compliance with mandatory training
- Audit nursing practice and evaluate where improvements can be implemented.
- Promote nursing contribution within and across disciplines to advance patient care outcomes.
- Effectively educate staff on hospital policies as applicable
- Provide leadership and motivation which is conducive to good working relations and work performance

- Lead and support on practice development within the clinical area.
- Lead and support the implementation of change.
- Contribute to the formulation, development and implementation of policies and procedures at local area and hospital level
- Support Clinical Nurse Managers in the 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
- Maintain all necessary clinical and administrative records and reporting arrangements
- Engage in IT developments as they apply to service user and service administration
- Plan work in line with the recommendations of the Quality & Clinical Care Directorate and focus on patient pathway of care.

2.4 Professional & Self-Development

- Engage in personal development planning.
- Participate in hospital committees as required, attend and contribute to inter departmental, divisional and other meetings.
- Demonstrate a commitment to continuous professional development.
- Engage in other duties appropriate to the post as may be assigned from time to time by the CNM3, ADON, DNM and the Director of Nursing.
- Attend and participate in: In service programmes, conference, and study days as relevant.

2.5 Liaison and Communication:

- Support CNM and staff competency development as appropriate
- Liaise closely with Trauma Reception SDF and Post Graduate Course Coordinator in relation to policy proposals, staff training and development
- Attend relevant meetings as required for role, liaison with appropriate staff.
- Attend staff meetings and receive staff suggestions for improvement in the system of work.
- Maintain open communication with all relevant staff.
- Develop good working relationships with wards and departments to promote quality patient centred care.
- Promote effective nurse documentation in the department and maintain appropriate records.

3 POLICIES & PROCEDURES

The Clinical Nurse Manager must be conversant with and adhere to hospital policies:

- A. Health, Safety and Welfare at Work legislation
- B. Hospital Fire Policy
- C. Hospital Infection Control Policies
- D. Data Protection and Freedom of Information Legislation
- E. Hospital Grievance and Disciplinary Procedures
- F. Risk Management Policies

4 GENERAL RESPONSIBILITIES AND ACCOUNTABILITIES

1. Confidentiality
You will be aware of the confidential nature of Hospital work, and particularly the right of patients to confidentiality.
2. Policies & Procedures
You are required to familiarise yourself with and adhere to all policy and procedural documents relevant to your position.
3. Hygiene Standards
The highest standard of hygiene must be maintained in the Hospital at all times and all staff members are responsible for ensuring compliance with the Hospitals requirements and standards with regard to hygiene. It is the responsibility of all staff to have a fundamental understanding of their individual responsibility in maintaining departmental & site hygiene standards.
4. Health and Safety
Ensure that effective safety procedures are in place to comply not only with the Safety, Health and Welfare at Work Act 2005 but also within the spirit of the Hospital's mission, vision and values, and they are known and followed by staff. You are required to familiarise yourself with the requirements of employees under the Safety, Health and Welfare at Work Act 2005 and to promote a work environment that is compliant with the Safety, Health and Welfare at Work Act 2005. Each staff member is individually responsible for ensuring that the Hospital remains a safe place to work.
5. Information Technology
Ensure the most effective and efficient use of developments in information technology for administrative support in a manner which integrates well with systems throughout the organisation.
6. Business Continuity Management
Business Continuity Management (BCM) is a holistic management process that identifies potential impacts that threaten an organisation and provides a framework for building resilience and the capability for an effective response that safeguards the interests of its key stakeholders and reputation" (BS 25999) All Staff employed in the Mater Misericordiae University Hospital are obliged to:
 - make themselves familiar with the Organisational Business Continuity Plan
 - attend BCM education sessions provided for them
 - make themselves familiar with their individual roles as set out in their departmental business continuity plan if applicable and or the Organisational business continuity plan

Reporting Relationship

- Professionally accountable to the Director of Nursing
- Report to the Clinical Nurse Manager 3 / Directorate Nurse Manager
- Clinical Issues: Consultants in Emergency Medicine

Hours of Duty

Monday-Friday (37.5hrs/week)

Annual Leave: As per national agreement

Terms and Conditions: National terms and conditions of employment.

Note:

These duties and responsibilities are reflection of the present service requirements and may be subject to review and amendment to meet the changing needs of the Hospital. The incumbent Trauma Reception SDF will be required to maintain, enhance and develop their professional knowledge, skills and aptitudes necessary to respond to a changing climate and may be required to undertake additional duties and responsibilities as requested by the CNM3/Directorate Nurse Manager.

Person Specification

Requirements	Essential	Desirable
Qualifications	Candidates must be registered in the General Division of the Register of Nurses kept by the Nursing and Midwifery Board of Ireland (NMBI) Degree in Nursing Post Graduate Diploma in Emergency Nursing (QQI level 9 or equivalent)	MSc Nursing Successful Participation /Certification in recognised Trauma Course e.g. ETC (Nurse Observer), ATNC, TNCC.
Experience	Have at least 5 years post registration experience of which 3 must be in Emergency Nursing (minimum 6months in the last year) Have the clinical, managerial and administrative capacity to properly discharge the functions of the role. Experience of teaching /education in a clinical environment.	
Skills and Competencies	Demonstrate a good knowledge of the Health Service with particular reference to professional development issues, nurse education and practice development Demonstrate a broad knowledge of the developments in nurse education and practice Demonstrate an understanding of emergency nursing Demonstrate theoretical and clinical knowledge appropriate to the complexities of the post	

	Demonstrate effective interpersonal and communication skills especially with regard to facilitation skills and counselling skills Demonstrate effective communication skills including the ability to present information in a clear and concise manner; ability to facilitate and manage groups through the learning process; the ability to give constructive feedback to support learning Demonstrate integrity and ethical stance Demonstrate effective organisational skills including time management, Demonstrate flexibility and adaptability Demonstrate analytical, problem solving and decision-making skills Demonstrate a commitment to providing a quality service. Demonstrate team skills Demonstrate leadership / personal motivation skills Demonstrate commitment and responsibility towards students learning outcomes and a focus on quality outcomes Demonstrate commitment to professional and personal self-development Demonstrate knowledge of and/or experience of change management Demonstrate a knowledge of Clinical Audit Demonstrate a willingness to develop IT skills relevant to the role	
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