

Clinical Nurse Specialist Palliative Care

Permanent Contract

Job Specification & Terms and Conditions

Job Title, Grade	Clinical Nurse Specialist Palliative Care Grade Code: 2632
Competition Reference	SJL09/2026/04
Whole Time Equivalent	1 WTE (37.5) Hours
Closing Date	12 noon, on Monday 19 th October 2026
Proposed Interview date(s)	Interviews will be held soon after the competition has closed
Taking up Appointment	A start date will be indicated at job offer stage.
Duration of Post	Permanent, Wholetime post
Location of Post/ Organisational Area	Palliative Care Services Shared post between UHL and St. John's Hospital Week 1 - 3 days St. John's Hospital 2 Days UHL Week 2 -2 days St. John's Hospital 3 Days UHL
Informal Enquiries	Assistant Director of Nursing, St John's Hospital Email: adon@stjohnshospital.ie
Post Specific Information	Details on this campaign can be found at https://www.stjohnshospital.ie/jobs/
Details of Service	Overview of St John's Hospital, Limerick St John's Hospital Limerick is a voluntary acute general hospital founded in 1780 by the Little Company of Mary Sisters. It operates as a Model 2S hospital, funded by the Health Service Executive (HSE), and is a key member of the University of Limerick Hospitals Group. The hospital has a long-established reputation as a teaching institution and serves as an academic partner of the University of Limerick, supporting the education and development of medical, nursing, and allied health professionals. Clinical Services and Patient Care St John's Hospital provides a comprehensive range of inpatient and outpatient services, including: General Medicine General Surgery Urology Gynaecology Endoscopy A key feature of the hospital is its Urgent Care Centre, which incorporates both an Injuries Unit and a Medical Assessment Unit. The hospital is committed to: Delivering high-quality, safe, and patient-centred care

	Ensuring timely and equitable access to services Promoting patient participation and engagement in care Supporting patients and their families through a compassionate care model Innovation and Strategic Development St John's Hospital is a national leader in innovation and service development. It is: An official Irish reference centre for the CMR Versius Surgical Robot The first Model 2 hospital in Ireland to introduce a robotic surgical programme Its 2022–2027 Strategy includes a major capital development: a proposed new inpatient bed block to expand capacity, in partnership with the HSE. Multidisciplinary and Support Services The hospital delivers holistic care through a wide range of specialist and support services, including: Diagnostic radiology and laboratory services Day theatre Consultant outpatient clinics Clinical Nurse Specialists and Advanced Nurse Practitioners Dietetics, Occupational Therapy, Speech and Language Therapy Medical Social Work Physiotherapy Chaplaincy services Research, Education, and Continuous Improvement The hospital fosters a strong culture of innovation and continuous improvement through its Audit, Research and Innovation Committee. It has direct access to the Rapid Innovation Unit within UL Hospitals Group, a Science Foundation-supported initiative that: Utilises 3D printing and engineering solutions Develops patient-centred innovations Enhances bedside care and patient experience St John's Hospital is deeply committed to creating a supportive learning environment, promoting staff development through education, motivation, and continuous professional growth. Capacity and Infrastructure The hospital currently operates: 99 beds in total 89 inpatient beds 10-day care beds Inpatient services focus on General Medicine, General Surgery, and Gynaecology.
Service mission, vision and values	<u>Our Purpose</u> Together we work to enhance the health and wellbeing of all those in our care and inspire those who deliver it every day. <u>Our Vision</u> To be a leading provider of healthcare services where innovation and excellence are at the heart of the patient experience. <u>Mission statement</u>

	Faithful to our tradition, we provide the highest possible standard of care and treatment in a professional and compassionate manner to every person who avails of our services. <u>Our Values</u> To listen to each other and seek opportunities to help and support one another. To deliver high quality, safe and reliable healthcare in accordance with evidence based best practice in an effectively managed and maintained environment. To provide healthcare based on the assessed needs and preferences of our service users, which ensures mutual respect, holistic care and continuous learning and training. To deliver excellence in care through monitoring, evaluating and continually improving our services.
Reporting Arrangements	The post holder will: • Report to the Assistant Director of Nursing at St John's Hospital. • Be accountable to the Director of Nursing at St John's Hospital. Report on clinical issues to the Consultant in Palliative Medicine.
Purpose of the post	The purpose of this Clinical Nurse Specialist - Palliative Care post is to enable delivery of an efficient and effective Specialist Palliative Care Service that meets the needs of all patients and desired outcomes in line with key national drivers - National Standards for Safer Better Healthcare (HIQA, 2012), National Clinical Programme Palliative Care and Palliative Care Services Development Framework (HSE 2009). The Clinical Nurse Specialist Palliative Care is a key member of the disciplinary Team providing Specialist Palliative Care to adults with malignant and non-malignant conditions. The Clinical Nurse Specialist - Palliative Care will 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. The Clinical Nurse Specialist - Palliative Care will provide nursing expertise, education and a consultation service to patients their relatives and nursing staff in all areas of this speciality. The Clinical Nurse Specialist - Palliative Care will work as a member of the interdisciplinary team in the promotion of a patient centred palliative care approach to patients and their families. The successful candidate will have a key role in developing palliative care within the context of a changing service
Key Responsibilities	The person holding this post is required to support the principle that the care of the patient comes first at all times and will approach their work with the flexibility and enthusiasm necessary to make this principle a reality for every patient to the greatest possible degree. Maintain throughout the hospital awareness of the primacy of the patient in relation to all hospital activities. Performance management systems are part of role and you will be required to participate in the Hospital's performance achievement programme.

The post holder's practice is based on the five core concepts of Clinical Nurse Specialist - Palliative Care role as defined by the NCNM 4th edition (2008) in order to fulfil the role. The concepts are:

- Clinical Focus
- Patient/Client Advocate
- Education and Training
- Audit and Research
- Consultant

Clinical Focus

- Articulate and demonstrate the concept of nursing specialist practice within the framework of relevant legislation, Scope of Nursing & Midwifery Practice Framework (ABS 2000) and the Code of Professional Conduct (ABA 2000).
- Perform nursing assessments and plan and initiate care and treatment modalities within agreed interdisciplinary protocols to achieve patient / client centred outcomes; evaluates their effectiveness.
- Attend and contribute to weekly multidisciplinary team meetings.
- Contribute information and support on all aspects of care to patients and their families / carers.
- Identify health promotion priorities in the area of specialist practice.
- Implement health promotion strategies for patient / client groups in accordance with the public health agenda.
- Establish and maintain professional networking relationships with CNS' across all centres of excellence and internationally.

Indirect Care

The Clinical Nurse Specialist - Palliative Care will:

- Identify and agree appropriate referral pathways for patients who require a palliative care needs assessment.
- Participate in case review with MDT colleagues.
- Use a case management approach to patients with 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 palliative care.
- Take a lead role in ensuring the service for patients with palliative care needs are in line with best practice guidelines and the Safer Better Healthcare Standards (HIQA, 2012).

Patient Advocate

- Enable patients / clients, families and communities to participate in decisions about their health needs.
- Articulate and represent patient / client interests in collaboration with the multidisciplinary team.
- Act as a resource contact person for patients, families / carers ensuring that instructions regarding investigations and follow up are clearly understood.
- Implement changes in healthcare service in response to patient / client need and service demand.

Education and Training

- Promote a progressive learning environment based on high quality, research based, nursing care.
- Provide mentorship, preceptorship, teaching, facilitation and professional supervisory skills for nurses and other healthcare workers.
- Educate patients / clients, families and communities in relation to their healthcare needs in the specialist area of practice.
- Identify own continuing professional development needs and engage accordingly.
- Be actively involved in the updating and formulation of hospital policy/procedure/standards.

Audit and Research

- Keep up to date with current research and practice.
- Identify, critically analyse, disseminate and integrate nursing and other evidence into the area of specialist practice.
- Initiate and participate in evaluations, audits and quality initiatives relevant to the service.
- Use the outcomes of audit to improve service provision.
- Contribute to service planning and budgetary processes through use of audit data and specialist knowledge.

Consultant

- Provide leadership in clinical practice and act as a resource and role model for specialist practice.
- Generate and contribute to the development of clinical standards of practice and guidelines.
- Use specialist knowledge to support and enhance generalist nursing practice.

Other responsibilities:

Quality, Risk and Safety

- Contribute to the development of policies, procedures, guidelines and safe professional practice.
- Adhere to, and ensure adherence to relevant legislation, regulations and standards in the delivery of service.
- Participate and cooperate with local quality, risk and safety initiatives as required.
- 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 authorities.
- Initiate, support and implement quality improvement initiatives in their area which are in keeping with local organisational quality, risk and safety requirements.
- Comply with St John's Hospital Complaints Policy.
- Ensure completion of incident / near miss forms / 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 role of Clinical Nurse Specialist in palliative care.
- Ensure that effective safety procedures are developed and managed to comply with statutory obligations, in conjunction with relevant staff e.g. health and safety procedures, emergency procedures.
- Observe, report and take appropriate action on any matter which may be detrimental to staff and/or service user care or wellbeing / may be inhibiting the efficient provision of care.

- Assist in observing and ensuring implementation and adherence to established policies and procedures e.g. health and safety, infection control.
- 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.
- Support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service.

Management

- Provide an efficient, effective, and high-quality service, respecting the needs of each patient / client.
- Effectively manage time and caseload in order to meet the needs of a changing and developing service.
- Be aware of budgetary issues and resource allocation – all the time striving for value for money.
- Continually monitor the service to ensure it reflects current needs.
- Implement and manage identified changes.
- Maintain accurate and up to date statistics of the service provided, including audit of patient / client contacts.
- Ensure that confidentiality in relation to patient /client records is maintained.
- Represent the specialist service at local, national and international meetings as required.
- Maintain accurate and contemporaneous records / data on all matters pertaining to the planning, management, delivery and evaluation of this service in line with HSE requirements.

Confidentiality.

In the course of your employment, you may have access to, or hear information concerning, the medical or personal affairs of patients and/or staff, or other health service business. Such records and information are strictly confidential and, unless acting on the instructions of an authorised officer, on no account must information concerning staff, patients or other health service business be divulged or discussed except in the performance of normal duty. In addition, records must never be left in such a manner that unauthorised persons can obtain access to them and must be left in safe custody when no longer required. You are required to comply with the legislation in respect of the General Data Protection Regulation (GDPR).

The above Job Specification 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.

Flexibility is required when dealing with new/emerging situations and emergencies.

This job description indicates the main responsibilities and duties of the post and is subject to review and amendment to reflect the changing needs of the hospital service. The extent and speed of change in the delivery of health care is such that adaptability is essential. The incumbent will be required to establish, maintain,

	enhance and develop their professional knowledge, skills and aptitudes in order to respond to a developing service situation. I confirm that I have received a copy of and have read the above job description. SIGNED: _____ Employee DATE: ____ / ____ / ____ PRINT NAME: _____
Eligibility Criteria Qualifications and/or experience	1. Professional Qualifications & Experience Each candidate must, at the latest date for receipt of completed applications for the post: 1. <u>Professional Qualifications, Experience, etc.</u> (a) Be registered in the General Division of the Register of Nurses kept by Bord Altranais agus Cnáimhseachais 7ah Éireann (Nursing and Midwifery Board of Ireland) or be entitled to be so registered. And (b) Have at least 5 years post registration experience in the division of the register in which the applicant is currently practising; and (c) Have a minimum of 2 years' experience in working with palliative care patients and (d) Have the ability to practice safely and effectively fulfilling his/her professional responsibility within his / her scope of practice. And (e) Must demonstrate evidence of continuing professional development. And (f) From the 1st September 2010, must have a Level 8 (or higher) post registration Quality & Qualifications Ireland major academic award relevant to the specialist area of Palliative Care, prior to application.

	<i>Note: A copy of your Level 8 (or higher) recognised post registration qualification and transcript must be submitted with your Application Form. Failure to submit these documents may result in you not being brought forward to the next stage of the selection process.</i> 2. Annual registration (i) Practitioners must maintain live annual registration on the relevant division of the Register of Nurses and Midwives maintained by the Nursing and Midwifery Board of Ireland (Bord Altranais agus Cnáimhseachais na hÉireann). And (ii) Confirm annual registration with NMBI to the HSE by way of the annual Patient Safety Assurance Certificate (PSAC). 3. Age The Public Service Superannuation (Age of Retirement) Act, 2018* set 70 years as the compulsory retirement age for public servants. In accordance with HR Circular 029/2018 all other appointees' who have not already reached their retirement age before 26th December 2018 will have the choice to work beyond the age of 65 to age 70 if they so choose. * <u>Public Servants not affected by this legislation:</u> Public servants recruited since 1 January 2013 are members of the Single Pension Scheme and have a compulsory retirement age of 70. 4. 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. 5. Character Candidates for and any person holding the office must be of good character.
Required competencies, skills and/or knowledge	Professional Knowledge and Experience The CNS will: • Practice in accordance with relevant legislation and with regard to The Scope of Nursing & 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 develop and maintain the competences required for professional practice • Adhere to the Nursing & 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 a cCNS. • 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.

Demonstrate:

- An in-depth knowledge of the role of the CNS Palliative.
- In-depth knowledge of the pathophysiology of Palliative care.
- The ability to undertake a comprehensive assessment of the patient with including taking an accurate history of their condition and presenting problem.
- The ability to employ appropriate diagnostic interventions including (name some of these) 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 service users/clients 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 the CNS 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 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 - A 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.
Post Specific Requirements/Desirable	The candidate will: Demonstrate depth and breadth of nursing experience in the specialist area of palliative care, as relevant to this post.
Competition Specific Selection Process Short listing / Interview	Applications should be submitted by completing the St. John's Hospital's online digital application form. Online application forms and full particulars relating to the post are available on St. John's Hospital website. Details on this campaign can be found at https://www.stjohnshospital.ie/jobs/ Application Process Applications must be completed on-line please use the following link https://www.stjohnshospital.ie/jobs/ and apply via the <u>Apply Now</u> tab Completed applications must be completed online no later than 12 noon Monday 19th October 2026 An official application form must be completed in full by the closing date for the competition. 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. Failure to include information regarding these requirements may result in you not being called forward to the next stage of the selection process.

	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.
Code of Practice	St John's Hospital 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. It 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.	

Clinical Nurse Specialist Palliative Care

Terms and Conditions of Employment

Tenure	The appointment is whole-time, permanent and pensionable. Wholetime is 37.5 hours per week A panel may be created from which permanent vacancies of whole-time duration may be filled during the life of the panel. 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.
Remuneration	The salary scale for the post (as at 01/06/2026) Grade Code (2632) is: €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
Working Week	The standard working week applying to the post is: 37.5 hours delivered on a Monday to Friday basis. Flexibility on hours of attendance in consideration of service needs is required. HSE Circular 003-2009 "Matching Working Patterns to Service Needs (Extended Working Day / Week Arrangements); Framework for Implementation of Clause 30.4 of Towards 2016" applies. Under the terms of this circular, all new entrants and staff appointed to promotional posts from Dec 16th 2008 will be required to work agreed roster / on call arrangements as advised by their line manager. Contracted hours of work are liable to change between the hours of 8am-8pm over seven days to meet the requirements for extended day services in accordance with the terms of the Framework Agreement (Implementation of Clause 30.4 of Towards 2016).
Annual Leave	The annual leave associated with the post will be confirmed at contracting stage in line with HSE policy
Terms of Employment	All persons employed will be required to sign a contract of employment, which will set out the terms and conditions of the employment. A job description will form part of the contract documentation.

Superannuation	All pensionable staff become members of the pension scheme
Age	The Public Service Superannuation (Age of Retirement) Act, 2018* set 70 years as the compulsory retirement age for public servants. <i>* Public Servants not affected by this legislation:</i> 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	Employment will be probationary for the first six months, during which time the Department Head will carry out periodic probation assessment reviews. The appointee will cease to hold office at the end of or during the probationary period unless during such period the Hospital has certified that their service is satisfactory.
Termination of Employment	Two months' notice in writing, on either side, except in circumstances where the Hospital authority is of the opinion that the holder of the office has failed to perform satisfactorily the duties of his/her office or has misconducted himself/herself in relation to such office or is otherwise unfit to hold office. The mandatory retirement age for new entrant staff in employment in the public service after 1st January 2013 is 70 years of age. All other appointees in accordance with the HR Circular 029/2018 who have not already reached their retirement age before 26th December 2018 will have the choice to work beyond the age of 65 to age 70 if they so choose.
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. Some staff have additional responsibilities such as Line Managers, Designated Officers and Mandated Persons. You should check if you are a Designated Officer and / or a Mandated Person and be familiar with the related roles and legal responsibilities. For further information, guidance and resources please visit: HSE Children First webpage.
Infection Control	During the course of employment staff are required to ensure that the hospital's hygiene and infection control policies are adhered to at all times. All employees have responsibility to prevent transmission of infection by adhering to and implementing optimal hand hygiene and adhering to the Hospital's Hygiene processes. Hygiene is a fundamental component of St John's Hospital's quality system to ensure the safety and wellbeing of its patients and staff and plays a role in the prevention and control of healthcare associated infection.
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/service, 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 procedures. 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.
Mandatory Training and Health and Safety at Work Act	The post holder is obliged to fulfil mandatory training requirements in line with this post. All staff must comply with all Hospital Health & Safety Policies and Procedures. Staff must be aware of the responsibilities placed on them under the Health and Safety at Work Act (2005), and to ensure that agreed safety procedures are carried out to maintain a safe environment for employees, patients and visitors.
GDPR	The post holder is obliged to adhere to General Data Protection Regulations 2018. All staff who have access to patients' care records have a responsibility to ensure that these are maintained efficiently and that confidentiality is protected in line with the Hospital's Confidentiality Policy. Staff are also subject to this obligation both on an implied basis and also on the basis that, on accepting their job description, they agree to maintain both patient/client and staff confidentiality. In addition, all health professionals are advised to compile records on the assumption that they are accessible to patients in line with FOI and GDPR 2018. Hospital policies and procedures at all times. Details of the Hospital's policies are available on the intranet.
Children First Act	Schedule 2 of the Children First Act 2015 Specifies that this post falls under the classes of persons as "Mandated Persons" for the purpose of the Act. As a mandated person, under the legislation you are required to report any knowledge, belief or reasonable suspicion that a child is being harmed, is being harmed, or is at risk of being harmed. It is a requirement of this post that you complete the HSE Land training in relation to Children First and any other training the Hospital deems appropriate in this regard.