

Midwifery Clinical Skills Facilitator (CMM2)
Job Specification & Terms and Conditions

Job Title, Grade Code	Midwifery Clinical Skills Facilitator (CMM2) (Grade Code: 2132)
Remuneration	The salary scale for the post (as at 01/06/2026) 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.
Campaign Reference	HSEMW290-26
Closing Date	Thursday 29th October 2026 at 5pm
Proposed Interview Date (s)	Candidates will normally be given at least two weeks' notice of interview. The timescale may be reduced in exceptional circumstances.
Taking up Appointment	A start date will be indicated at job offer stage.
Location of Post	HSE Mid West – University Maternity Hospital, Limerick FFS An Íarthar Láir – Ospidéal Máithreachais na hOllscoile, Luimneach. The current vacancy available is specified purpose and whole-time in University Maternity Hospital Limerick. A panel may be formed as a result of this campaign for Midwifery Clinical Skills Facilitator (CMM2) from which current and future, permanent and specified purpose vacancies of full or part-time duration may be filled.
Informal Enquiries	We welcome enquiries about the role. Contact Ms. Carol Desmond, Assistant Director of Midwifery/ Midwifery Practice Development Co-ordinator, University Maternity Hospital Limerick for further information about the role. Tel: 061-483158 Email: carolm.desmond@hse.ie Contact UHLRecruitment@hse.ie for enquiries relating to the recruitment process.
Details of Service	HSE Mid West The newly established HSE Mid West Health Region will manage and deliver all public health and social care services for Limerick, Clare and North Tipperary serving a population of over 413,059 people. The redesign of services will allow new pathways to be developed between acute hospitals, community services, primary care, health & wellbeing and voluntary sectors to develop more integrated, patient-centred care. HSE Mid-West includes all hospital, community healthcare and public health services in the region. This includes: HSE Mid West Acute Services consisting of:

	• University Hospital Limerick • University Maternity Hospital Limerick • Ennis Hospital • Nenagh Hospital • Croom Hospital • St John's Hospital (voluntary) UMHL is the regional referral centre for maternity care and provides a twenty-four hour, seven-day midwifery, obstetric and neonatal service for the Mid-West Region, including specialist service and 24-hour provision for all maternity emergencies. There is also a colposcopy service. There are Registered Advanced Nurse Practitioner in Neonatology Registered Advanced Midwife Practitioner in Perinatal Mental Health and Advanced Midwife Practitioner Supportive care Clinical Midwives Specialising in Bereavement and Loss, Lactation, Ultrasound and Perinatal Mental Health Services. UMHL is certified as a Baby Friendly Hospital. The National Maternity Strategy (2016) is being actively implemented. The Neonatal Unit is a referral Centre with nineteen funded cots including four Intensive Care, five High Dependency and ten Special Care cots. There is a robust continuing professional development programme in place with funding support through the CNME for postgraduate courses, continuous professional development and training. Nurses and midwives are supported to undertake educational programmes. UMHL is a clinical placement site for undergraduate and post registration midwifery education, medical, training for Medical Students from the Graduate Medical Entry School, paramedic and undergraduate nurse education in partnership with the University of Limerick
Reporting Relationship	• Reports to the Assistant Director of Midwifery as relevant to the post • Accountable to the Director of Midwifery.
Key Working Relationships	The Midwifery Clinical Skills Facilitator will work collaboratively with a range of internal and external stakeholders including: Director/Assistant Director of Midwifery/Line Manager CMS/, RAMP and other midwifery grades Liaise with our community PHN and other primary care services Multidisciplinary Team colleagues and other key stakeholders within services, including National Clinical and Integrated Care Programmes Service users/families and/or carers Nursing and Midwifery Board of Ireland Educational Bodies Nursing and Midwifery Planning and Development Units Centres of Nursing and Midwifery Education National Clinical Leadership Centre Other relevant statutory and non-statutory organisations
Purpose of the Post	The primary purpose of the post of the Midwifery Clinical Skills Facilitator is to provide clinical support, education and instruction to Midwives and Nurses in developing skills and competencies in order to fulfil their roles and responsibilities in antenatal, intrapartum, and postnatal care within their scope of practise.

	A key element of this post is the clinical credibility of the post holder. It is envisaged that the post holder will be acknowledged as an excellent resource and educator to professionals within the unit.
Principal Duties and Responsibilities	<u>Professional /Clinical</u> • Act as a reference source of clinical expertise for midwifery staff. • Promote participation and advancement of the WHO 'Baby Friendly Hospital' Initiative. • Lead, facilitate and participate in audit of clinical practice and be responsible for the implementation of actions required by audit. • Work within a multidisciplinary team in the provision of a safe, effective, high quality service to women and babies. • Be aware of advances in midwifery practice and be supportive of the development of the midwifery profession. • Participate in the identification, development, delivery and evaluation of education, training programmes for midwifery, nursing and healthcare assistants. • Actively participate in educational programmes specifically designed for the development of Maternity Staff e.g. IMEWS and sepsis, Special observation care, CTG training, normalising Childbirth. PROMPT (Practical Obstetrical MultiProfessional Training). Neonatal Resuscitation (drills) Obstetric emergencies Skills and Drills and perineal suturing. • Maintain a high level of professional and clinical leadership and conduct all duties in accordance with national and local policies. Support the implementation of any new developments in the maternity unit. • Ensure adherence to all standards and guidelines relating to professional nursing/midwifery practice according to hospital policies and the Nursing and Midwifery Board of Ireland (NMBI). • Ensure midwifery care is provided to the highest professional standards using an Evidence-based approach. • Contribute to facilitate and participate in audit of clinical practice and be responsible for the implementation of actions required by audit. • Be familiar with National Clinical Programmes and the National Maternity Strategy 2016-2026 recommendations and be involved in the implementation of recommendations at local level. • Maintain nursing/midwifery records ensuring that all documentation is according to the standards set by the Nursing and Midwifery Board of Ireland (NMBI). ◦ Promote the expansion of the role of the Midwife. • Encourage and participate in the nursing /midwifery research as required. <u>Health & Safety</u> • The Midwifery Clinical Skills Facilitator will: • Observe, report and take appropriate action on any matter which may be detrimental to staff and/or service user care or well being which may be inhibiting the efficient provision of care • Participate in implementation and adherence to policies and procedures e.g. health and safety and infection prevention control. • Ensure completion of incident / near miss forms / clinical risk reporting • Adhere to department local policies in relation to the care and safety of any equipment supplied for the fulfilment of duty. <u>Education and Training</u>

- The Midwifery Clinical Skills Facilitator will:
- Facilitate the development of clinical skills of midwives/nurses in providing antenatal, intranatal and postnatal care.
- Work with the multidisciplinary team in the maternity unit in establishing and maintaining a quality clinical learning environment.
- Maintains own continuing professional development including mandatory training.
- Supervise and contribute to competency attainment for qualified staff in their development or expansion of roles.
- Participate in and act as a resource for orientation, induction, teaching and assessing, mentorship, and preceptorship of staff including newly recruited midwifery staff to the unit and candidates on the midwifery adaptation programme.
- Participate in continuing education of qualified midwives and nurses, as required.
- Supporting Midwifery service in implementation of Health care assistants skill expansion.
- Engage in performance review processes including personal development planning as appropriate.
- Maintenance of own clinical competence by active participation in clinical practice.
- Promote reflective practice for self and staff.
- Liaise with relevant staff to promote and implement changes in practice e.g. Haemovigilance, Infection Prevention & Control.
- Contribute to the development, implementation and evaluation of educational programmes.

Management

- The Midwifery Clinical Skills Facilitator will:
- Comply with all relevant professional and statutory requirements (NMBI Guidelines, Code of Conduct and Scope of Practice, HIQA National Standards for Safer Better Maternity Services (2017)).
- Adhere to and facilitate compliance with all relevant national, local and HR policies
- Promote and facilitate good communications within the maternity service and with external agencies.
- Provide a high level of professional and clinical leadership and conduct all duties in accordance with relevant policies.
- Contribute to midwifery/nursing strategies to facilitate the recruitment, retention and succession planning of midwives and nurses.
- Supporting Midwifery management with performance management issues in the clinical areas as required.
- Provide staff motivation for performance and development.
- Promote a culture that values diversity and respect in the workplace.
- Manage all resources efficiently and effectively.
- Develop links with other Clinical Skills Facilitators in midwifery in other maternity units.
- Contribute to and as directed lead on practice development initiatives within the clinical area.
- Contribute to the formulation, development and implementation of policies and procedures.
- Maintain all necessary clinical and administrative records and reporting arrangements
- Engage in IT developments as they apply to service users and service administration.
- To act as a change agent for staff introducing change within the clinical environment.
- Engage in IT developments as they apply to service user and service administration.

	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 him/her from time to time and to contribute to the development of the post while in office.
Eligibility Criteria Qualifications and/ or experience	1. <u>Statutory Registration, Professional Qualifications, Experience, etc</u> (a) Eligible applicants will be those who on the closing date for the competition: (i) Are registered in the Midwives division of the Register of Nurses & Midwives maintained by the Nursing and Midwifery Board of Ireland (Bord Altranais agus Cnáimhseachais na hÉireann) or entitled to be so registered. And (ii) Have at least 5 years post registration experience of which 2 must be in the speciality or related area. And (iii) Have the clinical, managerial and administrative capacity to properly discharge the functions of the role. And (iv) Candidates must demonstrate evidence of continuous professional development. And (b) Candidates must possess the requisite knowledge and ability including a high standard of suitability and clinical, managerial and administrative capacity to properly discharge the functions of the role. 2. <u>Annual registration</u> (i) On appointment, 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. <u>Health</u> 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. <u>Character</u> Candidates for and any person holding the office must be of good character.
Post Specific Requirements	Applicants must have undertaken Preceptorship / teaching and assessing in clinical practice, obstetrical emergency training, must be up to date with NRP, BLS, CTG
Other requirements specific to the post	Will require access to transport
Additional eligibility requirements:	Citizenship Requirements Eligible candidates must be:

	(i) EEA, Swiss, or British citizens OR (ii) Non-European Economic Area citizens with permission to reside and work in the State Read Appendix 2 of the Additional Campaign Information for further information on accepted Stamps for Non-EEA citizens resident in the State, including those with refugee status. To qualify candidates must be eligible by the closing date of the campaign. OR (iii) Suitably qualified, non-resident non-EEA citizens. The HSE welcomes applications from suitably qualified, non-resident, non-EEA citizens and will support successful candidates in their application for a Work Permit, as applicable. Read more about Department of Enterprise, Trade & Employment Work Permits.
Skills, competencies and/or knowledge	<i>The candidate must demonstrate:</i> Professional Knowledge and Experience <i>For example:</i> • Demonstrate practitioner competence and professionalism. • Demonstrate an awareness of current and emerging nursing strategies and policy in relation to the clinical / designated 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. Organisation and Management Skills <i>For example:</i> • Demonstrate the ability to plan and organise effectively. • Demonstrate the ability to manage deadlines and effectively handle multiple tasks. • Demonstrate an awareness of resource management and the importance of value for money. • Demonstrates flexibility and adaptability in their approach to work Building and Maintaining Relationships (including Team Skills and Leadership Potential) <i>For example:</i> • Demonstrate the ability to work on own initiative as well as part of a team • Adopts a collaborative approach to patient care by co-ordination of care / interventions and interdisciplinary team working. • Demonstrate strong interpersonal skills including the ability to build and maintain relationships. Fosters good professional work relationships between colleagues • Demonstrates the ability to lead on clinical practice Commitment to providing a Quality Service <i>For example:</i>

	• Demonstrates a strong commitment to the delivery of quality service. • Display awareness and appreciation of the service user and the ability to empathise with and treat others with dignity and respect. • Demonstrates integrity and ethical stance. • Demonstrate motivation, initiative and an innovative approach to job and service developments, is flexible and open to change. Analysis, Problem Solving and Decision-Making Skills <i>For example:</i> • Demonstrates evidence-based decision-making, using sound analytical and problem-solving ability. • Shows sound professional judgement in decision-making. • Takes an overview of complex problems before generating solutions; anticipates implications / consequences of different solutions. • Uses a range of information sources and knows how to access relevant information to address issues. • Demonstrate resilience and composure in dealing with situations. Communication Skills <i>For example:</i> • Demonstrate strong communication skills - presents written information in a concise, accurate and structured manner. • Demonstrates the ability to influence others effectively. Anticipates and recognises the emotional reactions of others when delivering sensitive messages.
Campaign Specific Selection Process 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 progressing 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.
Diversity, Equality and Inclusion	The HSE is an equal opportunities employer. Employees of the HSE bring a range of skills, talents, diverse thinking and experience to the organisation. The HSE believes passionately that employing a diverse workforce is central to its success – we aim to develop the workforce of the HSE so that it reflects the diversity of HSE service users and to strengthen it through accommodating and valuing different perspectives. Ultimately this will result in improved service user and employee experience. The HSE is committed to creating a positive working environment whereby all employees inclusive of age, civil status, disability, ethnicity and race, family status, gender, membership of the Traveller community, religion and sexual orientation are respected, valued and can reach their full potential. The HSE aims to achieve this through development of an organisational culture where injustice, bias and discrimination are not tolerated. The HSE welcomes people with diverse backgrounds and offers a range of supports and resources to staff, such as those who require a reasonable accommodation at work because of a disability or long-term health condition. Read more about the HSE's commitment to Diversity, Equality and Inclusion



Code of Practice	The Health Service Executive 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 to be followed when making an appointment. These are set out in the CPSA Code of Practice. The Code outlines the standards to 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. Read the CPSA Code of Practice.
The reform programme outlined for the health services may impact on this role, and as structures change the Job Specification may be reviewed. This Job Specification 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.	

Midwifery Clinical Skills Facilitator

Terms and Conditions of Employment

Tenure	The current vacancy available is temporary and whole time. The post is pensionable. A panel may be created from which permanent and specified purpose vacancies of full or part time duration may be filled. The tenure of these posts will be indicated at “expression of interest” stage. 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 and Public Service Management (Recruitment and Appointments) Amendment Act 2013.
Working Week	The standard weekly working hours of attendance for your grade are 37.5 hours per week. Your normal weekly working hours are 37.5 hours. Contracted hours that are less than the standard weekly working hours for your grade will be paid pro rata to the full time equivalent.
Annual Leave	The annual leave associated with the post will be confirmed at Contracting stage.
Superannuation	This is a pensionable position with the HSE. The successful candidate will upon appointment become a member of the appropriate pension scheme. Pension scheme membership will be notified within the contract of employment. Members of pre-existing pension schemes who transferred to the HSE on the 01st January 2005 pursuant to Section 60 of the Health Act 2004 are entitled to superannuation benefit terms under the HSE Scheme which are no less favourable to those which they were entitled to at 31st December 2004
Age	The Public Service Superannuation (Age of Retirement) Act, 2018* set 70 years as the compulsory retirement age for public servants. <u>* Public Servants not affected by this legislation:</u> 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	Every appointment of a person who is not already a permanent officer of the Health Service Executive or of a Local Authority shall be subject to a probationary period of 12 months as stipulated in the Department of Health Circular No.10/71.
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. All Mandated Persons under the Children First Act 2015, within the HSE, are appointed as Designated Officers under the Protections for Persons Reporting Child Abuse Act, 1998. Mandated Persons such as line managers, doctors, nurses, physiotherapists, occupational therapists, speech and language therapists, social workers, social care workers, and emergency technicians have additional responsibilities.

	You should check if you are a <u>Mandated Person</u> and be familiar with the related roles and legal responsibilities. Visit HSE Children First for further information, guidance and resources.
Infection Control	Have a working knowledge of 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.
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/service¹, 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 procedures². • 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.

¹A template SSSS and guidelines are available on [writing your site or service safety statement](#).

²Structures and processes for effective [incident management](#) and review of incidents.