Peamount Healthcare | Athshlánú Rehabilitation Cúram Cónaithe Residential Comhphobail Community

Job Specification and Terms & Conditions

Job Title & Grade	**Clinical Nurse Manager 1**
Campaign Reference	**RQ1193**
Closing Date	Tuesday 17th November 2026
Proposed Interview Date	Week commencing 23rd November 2026 – at least one week's notice will be provided. Shortlisted candidates are expected to make themselves available for a face-to-face interview.
Taking Up Appointment	Successful applicant must be available to take up the role within a reasonable timeframe.
Informal enquires	ajordan@peamount.ie
Location of Post	Peamount Healthcare, Newcastle, Co. Dublin
Details of Service	**Who We Are** Peamount Healthcare is an independent voluntary organisation that operates in partnership with the HSE Health Region, Dublin and Midlands to provide a range of health and social care services. Peamount Healthcare is a registered charity and is directly funded by the HSE under Section 38 of the Health Act 2004. The hospital provides consultant led, multidisciplinary, specialist rehabilitation services to patients at the right time and in the right place, which improve patient outcomes. Peamount Healthcare provides specialist rehabilitation in Neurology, Age-Related, Respiratory and Rheumatology. The services provided also include continuing care services for the older person, adults with neurological disabilities and individuals with intellectual disabilities. **Diversity, Equity and Inclusion Statement** In Peamount Healthcare, we are committed to diversity, equity and inclusion. We welcome applications from all sections of society and different backgrounds as we are committed to creating an inclusive and supportive environment where every colleague is valued and empowered to thrive. Our dedication to these values ensures that we foster a culture of mutual respect, open collaboration, continuous learning, and innovative thinking. Peamount Healthcare is committed to being an equal opportunities employer. Peamount Healthcare is committed to the following values: **Person centred** – seeing each person as unique, giving them a voice and focusing on ability. **Respect** – creating a supportive environment where everyone is given courteous and respectful care and support. **Excellence** – enabling interdisciplinary teams to deliver high quality

	integrated care, meaningful outcomes with a focus on continuous improvement. **Team working** – fostering an inclusive, healthy working environment where people are valued and recognised for their individual and shared achievements. **Quality improvement** – supporting teams to embed continuous improvement methodology as part of everything we do. **Education & Research** – partnering with academia to support education, learning, research and evidence-based care.
Reporting Relationship	Clinical Nurse Manager 2, ADON.
Purpose of Post	The Clinical Nurse Manager 1 will provide clinical, professional, and managerial leadership within the assigned ward/unit/service. The CNM1 is responsible for ensuring the delivery of safe, high-quality, patient-centred care while managing resources effectively and promoting continuous quality improvement. The CNM1 will support staff development, maintain professional standards, and contribute to the achievement of organisational objectives in line with HSE policies, HIQA Standards, Sláintecare principles, and Nursing and Midwifery Board of Ireland (NMBI) requirement. The primary role of the CNM 1 will be the clinical and professional leadership and development in the nursing team, including the development of nursing staff by means of in-service training and orientation of new staff in collaboration with the CNM2.
Eligibility Criteria Qualifications & Experience	**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.**

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Eligibility Criteria

Criteria	Essential	Desirable
Qualification	• **Candidates must be registered in General Division of the Register of Nurses kept by The Nursing and Midwifery Board of Ireland**	• **Previous management experience and a recognized Qualification in management.** • **Post Graduate Diploma in rehabilitation.** • **Competent and confident IT skills - Word, Excel, Power Point and e-mail** • **Demonstrable Coaching & Development skills within clinical practice**
Experience	• **Have at least 5 years post registration experience of which 2 must be in age related rehabilitation nursing.** • **Evidence of consistent updating of clinical skills and knowledge.** • **Have proven clinical and professional ability, leadership, communication and organisational skills**	
Skills, Competencies and Knowledge	**Professional/Clinical Responsibilities** The post holder:	

	• To take ensure that patients have: - □ an individual assessment based on their specific needs. □ a plan of care tailored based on their specific needs. □ their plan of care implemented, evaluated and that modifications are made as care needs change. □ involvement of other practitioners of the multidisciplinary team as the context of care to the patient and carer needs demand. • To actively promote and implement the concept of individualised patient care within the ward/area. • Be responsible for the co-ordination, assessment, planning, implementation and review of care for patients according to service standards. •To liaise and report on a regular basis to the Clinical Nurse Manager 2 on all aspects of patient care. • To develop and promote good relationships with patients, families and carers, and thus ensuring a holistic approach to care. •To ensure that the Nursing Documentation relating to patient care is in accordance with Peamount Healthcare's standards. •To ensure strict confidentiality of information regarding patients is adhered to. •To ensure that the principles, which govern adjustments to practice as identified in the document "Scope of Nursing and Midwifery Practice Framework" are promoted and adhered to. • Provide safe, comprehensive nursing care to patients within the guidelines laid out by the Nursing and Midwifery Board of Ireland. • Contribute to the development and maintenance of nursing standards, protocols and guidelines consistent with the highest standards of patient care. • Participate in clinical audit as required. • Assist in providing staff leadership and motivation, which is conducive to good staff relations and work performance. **Managerial Responsibilities** The post holder: • To participate and support the Clinical Nurse Manager 2 in the staff

	development and induction programme for both trained and untrained staff. • To plan, develop and organize an in-service education and development programme to reflect the ongoing needs of the service, encouraging all staff to become competent and to expand their scope of practice. • To be responsible for the implementation, overseeing and evaluation of the Staff Induction and Clinical Competencies programme. • To promote an environment that provides learning and growth for all staff and to participate in the ward-learning programme. • To facilitate in developing an environment conducive to promoting 'reflective practice' thus ensuring that care delivered to patients is of the highest standard. • To keep professionally updated and abreast of current trends/developments in professional matters and evidenced based practice. • Ensure that all staff have an equal opportunity to avail of the educational opportunities provided and assist in maintaining mandatory training records. • To deputise for the Clinical Nurse Manager 2. • To cover for Nursing Administration on a rostered basis. • To co-operate and liaise with hospital/community personnel and other hospitals involved in direct or indirect care of patients and arrange services as appropriate. • To establish regular and effective communication with medical staff and other members of the multidisciplinary team, and also with patients and relatives. • To ensure that there is safe and effective distribution of nursing staff thus ensuring that the individual needs of patients are met. • To ensure that the unit /patient areas are kept safe, clean and tidy. • To develop mechanisms for the ongoing monitoring and management of clinical risks. • To ensure cost effective and appropriate use of hospital resources • To ensure that the hospital/unit Policies and Procedures are adhered to, and that attendants/household staff are aware of same.

	•To actively support the Clinical Nurse Manager in developing an evidence-based culture. • To participate and support in promoting Research Awareness in clinical nursing practice. • To support the development of the 'resource/link nurse' for the clinical area. **Education and Training** The post holder: • Engage in continuing professional development by keeping up to date with nursing literature, recent nursing research and new developments in nursing management, education and practice and to attend staff study days as considered appropriate. • Provide a high level of professional and clinical leadership. • Provide supervision and assist in the development of knowledge, skills and attitudes of staff and assigned students. • Be familiar with the curriculum training programme for student nurses and be aware of the clinical experience required to meet the needs of the programme. • Participate in the assessment of student nurse proficiency in clinical nursing skills as part of his/her role as preceptor. • Engage in performance review processes including personal development planning as appropriate **Quality, Safety and Risk Management** The post holder : • Ensure compliance with HIQA National Standards, HSE policies, and local procedures. • Participate in incident reporting, investigation, and learning processes.

	• Lead risk assessment and risk reduction initiatives within the clinical area. • Monitor clinical outcomes and implement quality improvement measures. • Ensure clinical documentation meets professional and legal standards. • To take an active role in leading and developing standards of care through participating in Quality Initiatives. • To support the role out of the Safer Better Healthcare Standards on the Unit. •To ensure that the Nursing Metrics are recorded and action plans implemented. • To consider the health, safety and welfare of staff, patients and visitors in accordance with the 'The Safety, Health and Welfare at Work Act 2005' • To be aware of the details of the Safety Statement as applicable to the clinical area. To effectively manage emergency situations. • To lead by example and ensure that you have a working knowledge of Peamount Healthcare Policies and Procedures. • Be familiar with the Emergency Plan and its implementation. • To ensure that the practice of drug custody of Dangerous Drugs and Administration conforms to the requirement as laid down in the 'Misuse of Drugs Act' and ensure that correct drug records are kept. Report discrepancies immediately to the Clinical Nurse Manager 2 and/or nursing administration. • Report and record all accidents or incidents involving staff, patient and visitors to the Clinical Nurse Manager 2 and/or Nursing Administration. • Supervise the duties of non-nursing personnel and advise other staff of the need to detect and report faulty equipment and report repairs, which are required. • To ensure the correct and appropriate use of equipment is maintained. • To ensure that the Handling and Moving Policy is adhered to.

	• Play a central role in maintaining a safe environment for service users, staff and visitors e.g. by contributing to risk assessment.
Principal Duties & Responsibilities	**This job description is intended as a guide to the general scope and responsibilities of the post and is not intended to be an exhaustive list of duties. The post holder may be required to undertake other duties commensurate with the grade and evolving needs of the organisation.**
Campaign Specific Selection Post	A ranking and or short-listing exercise may be carried out on the basis of information supplied in your CV. The criteria for ranking and or short listing 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 depending on the service needs of the organisation.
Annual registration	The successful candidate must maintain active annual registration with the Nursing and Midwifery Board of Ireland (NMBI) for the duration of their appointment.
The reform programme outlined for the Health Service may impact on this role and as structures change the job description may be reviewed. **The job description is a guide to the general range of duties assigned to the post holder. It is intended to be neither definitive or restrictive and is subject to periodic review with the employee concerned.**	

Terms & Conditions of Employment
Peamount Healthcare, Newcastle, Co. Dublin.

Tenure	The current vacancy available is a Permanent on a fulltime basis. The post is pensionable. Appointment as an employee of Peamount Healthcare is governed by the Health Act 2004 and the Public Service Management (Recruitment and Appointment) Act 2004.
Remuneration	Remuneration is in accordance with the salary scale approved by the Department of Health: Clinical Nurse Manager 1 (2127) Current salary scale with effect from 1st June 2026: €57,780 (point 1) to €70,087 (LSI).
Working Week	The hours allocated to this post are 37.5 hours per week. The allocation of these hours will be at the discretion of the Department Head and in accordance with the needs of the service. 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	As per Health Service Executive (HSE)
Probation	All employees will be subject to a probationary period as per the probation policy. This policy applies to all employees irrespective of the type of contract under which they have been employed. A period of 6 months' probation will be served: • On commencement of employment. • Fixed term to permanent contract. • Permanent employees commencing in promotional posts will also undertake a probationary period relating to their new post.
Pension	Employees of Peamount Healthcare are required to be members of the Hospitals Superannuation Scheme. Deductions at the appropriate rate will be made from your salary payment. If you are being rehired after drawing down a public service pension your attention is drawn to Section 52 of the Public Services Pension (Single and

	Other Provisions) Act 2012. The 2012 Act extends the principle of abatement to retired public servants in receipt of a public service pension who secure another public service appointment in any public service body.
Maternity	Maternity leave is granted in accordance with the terms of the Maternity Protection Acts 1994 and 2001.
Sick Leave	Peamount Healthcare operates a Sickness Absence Management policy in line with the new Public Service Sick Leave Scheme as introduced in 31st March 2014.
Pre-Employment Health Assessment	Prior to commencing in this role a person will be required to complete a form declaring their health status which is reviewed by the hospital's Occupational Health Service and if required undergo a medical assessment with this department. Any person employed by Peamount Healthcare 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.
Validation of Qualifications & Experience	Any credit given to a candidate at interview, in respect of claims to qualifications, training and experience is provisional and is subject to verification. The recommendation of the interview board is liable to revision if the claimed qualification, training or experience is not proven.
References	Peamount Healthcare will seek up to two written references from current and previous employers, educational institutions or any other organisations with which the candidate has been associated. The hospital also reserves the right to determine the merit, appropriateness and relevance of such references and referees.
Garda Vetting	Peamount Healthcare will carry out Garda vetting on all employees in relevant roles. An employee will not take up employment with the hospital until the Garda Vetting process has been completed and the hospital is satisfied that such an appointment does not pose a risk to clients, service users and employees. Please note that, in the event of a provisional job offer for a relevant role that requires Garda Vetting, successful candidates will be required to attend in person to verify their identity. This step is mandatory in accordance with the legislative requirements of the National Vetting Bureau (Children and Vulnerable Persons) Act 2012.
Character	Candidates for and any person holding the office must be of good character.
Health & Safety	These duties must be performed in accordance with the hospital health and safety policy. In carrying out these duties the employee must ensure that effective safety procedures are in place to comply with the Health, Safety and Welfare at Work Act. Staff must carry out their duties in a safe and responsible manner in line with the Hospital Policy as set out in the appropriate department's safety statement, which must be read and understood.

	Comply with and contribute to the development of policies, procedures, guidelines, and safe professional practice and adhere to relevant legislation, regulations and standards. Have a working knowledge of the Health Information and Quality Authority (HIQA) Standards as they apply to Peamount. Protection and Care and comply with associated Peamount protocols for implementing and maintaining these standards as appropriate to the role. To support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service.
Quality, Risk & Safety Responsibilities	*It is the responsibility of all staff to:* • Participate and cooperate with legislative and regulatory requirements with regard to Quality, Risk and Safety. • Participate and cooperate with external agencies on safety initiatives as required. • Participate and cooperate with internal and external evaluations of hospital structures, services and processes as required, including but not limited to: ➢ National Standards for Safer Better Healthcare. ➢ National Standards for the Prevention and Control of Healthcare Associated Infections. ➢ HSE Standards and Recommended Practices for Healthcare Records Management ➢ Safety audits and other audits specified by the HSE or other regulatory authorities. • To initiate, support and implement quality improvement initiatives in their area which are in keeping with the hospital's continuous quality improvement programme. *It is the responsibility of all managers to ensure compliance with regulatory requirements for Quality, Safety and Risk within their area/department.*
Education and Training	Participate in mandatory training programmes. Pursue continuous professional development in order to develop professional knowledge and keep updated with current and legislation.
Specific Responsibility for Best Practice in Hygiene	Hygiene in healthcare is defined as *"the practice that serves to keep people and the environment clean and prevent infection. It involves preserving one's health, preventing the spread of disease and recognizing, evaluating and controlling health hazards."* • It is the responsibility of all staff to ensure compliance with hospital hygiene standards, guidelines and practices. • Department heads/ managers have overall responsibility for best practice in hygiene in their area.

	• It is mandatory to complete hand hygiene training every 2-years and sharps awareness workshops yearly.