Ospidéal Naomh Eoin
St John's Hospital
Cúram Gairmiúil agus Atruacha
Professional and Compassionate Care

Clinical Nurse Manager II -Infection Prevention & Control

Temporary 12 Month Contract
Job Specification & Terms and Conditions

Job Title, Grade	Clinical Nurse Manager II – Infection Prevention & Control Grade Code: 2119
Competition Reference	SJL11/2026/04
Whole Time Equivalent	1 WTE (37.5) Hours
Closing Date	12 noon, on Friday 4th December 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	Temporary 12 Month Contract, Wholetime post
Location of Post/ Organisational Area	St. John's Hospital, St. John's Square, Limerick V94H272. Mid West Region
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/
Official Languages (Amendment) Act 2021	Section 18C. (3)(b) of the Official Languages (Amendment) Act 2021, provides that the National Plan for Irish Language Public Services shall include the objective: "that, by 31 December 2030, at least 20 per cent of persons recruited to public bodies shall be competent in the Irish language." Staff may be requested to undertake Irish language training, as required, to support the provision of patient-centred services and compliance with the organisation's Irish language commitments.
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 directly to and is accountable to the Director of Nursing & Assistant Director of Nursing. Clinically reports to Consultant Microbiologist.
Purpose of the post	• The purpose of this post is to enhance and support the Infection Prevention & Control (IPC) service for St John's Hospital. The post holder will work in collaboration with the microbiologist and other members of the multidisciplinary teams. • Develop, manage, implement and evaluate the infection prevention & control service to ensure the provision of an effective and patient focused quality service. • Actively promote the highest standard in environmental management to ensure a safe, clean, well-managed environment where statutory regulations national/international recommendations and best practice standards are followed. • Develop and implement the Infection Prevention & Control strategy and annual plan in consultation with a multi/inter disciplinary team including the Infection Prevention & Control Committee, The Hygiene Audit Team and the Decontamination Committee. • Develop, manage and evaluate the Infection Prevention & Control Surveillance and monitoring programme (includes patients, staff and environmental surveillance) to ensure a timely identification and response to potential or confirmed infection related to clusters or outbreaks.

	• Develop and manage Infection Prevention & Control learning for all staff and patients by the provision of an up to date and ongoing, evidence based educational programme. • Co-ordinate and facilitate Infection Prevention & Control learning for all staff to include mandatory, annual updates, area specific training and other sessions as required by the Infection Prevention & Control service. • Lead and manage the development and ongoing review of local Infection Prevention & Control policies/procedures and guidelines in line with national and international best practice, monitor and evaluate compliance and instigate corrective action where required. • Co-ordinate provision of specialist advice and act as an expert advisor to Managerial and Clinical Staff in all issues relating to Infection Prevention & Control. • Actively seek new or innovative approaches to ensure appropriate Infection Prevention & Control data and information management. • Act as a resource in infection control matters in relation to steri-vigilance issues and liaise with Decontamination Co-ordinator to ensure highest standards in best practice. • Negotiate resource allocation by demonstrating cost benefits of infection prevention & control. • Establish and maintain professional networks within the healthcare organisation. • Actively participate and network with relevant outside agencies on Infection Prevention & Control matters as appropriate to the needs of the service. • Investigation of outbreaks of Hospital Infection with particular reference to their source and mode of spread. • Advising on the nursing care of individual patients with infectious conditions. • Advise on isolation techniques and supporting Clinical Nurse Managers and other para medical staff in supervising and implementation of such techniques in specific situations. • Provide specialist advice to all nursing staff and other hospital staff where relevant in matters relating to infection control. • Maintain appropriate and accurate records regarding patient care. • Collect relevant clinical and epidemiological data. • Conduct unit and department audits of health and safety hazards related to infection control and submit to Director of Nursing, CNM of area concerned and the Quality & Risk Department. • Explaining laboratory reports relevant to control of infection to senior ward staff. • Promote innovation and change in the approach to patient care delivery particularly in relation to new research finding and advances in treatment. • Be resourceful of clinical expertise to interdisciplinary teams. • Lead the development, review and implementation of infection control policies and procedures. • Be responsible for updating of policies and guidelines on an ongoing basis.

	• Maintain a record of the circulation of policies/guidelines and to ensure the recall of all out-of-date documents. • Produce annual report and service development report on infection control in conjunction with hospital infection control committee. • Produce regular infection control reports for the Infection Control Committee and other groups as requested. • Negotiate and represent patient values and decisions in collaboration with other professionals and implement changes in response to patient and service demand. • Develop appropriate teaching skills. • Develop and implement education and training programs in infection control for all staff. • Provide a programme of education and training for multi-disciplinary staff that benefits patients and families. • Liaise with CNM's and CNS's to identify training needs. • Participate in the clinical induction of nursing staff and others. • Identify and contribute to the continual enhancement of learning opportunities in the area. • Provide training to staff on waste management. • Provide day to day guidance and instruction when appropriate to all staff caring for the patient. • Keep abreast of current developments in infection control. • Act as a role model and resource to all staff within the clinical environment. • Serve on Committees related to Infection Control. • Provide reports as requested for the HSE performance verification body and other requirements as required. • Promote nursing research and clinical audit to improve standards. • Work with maintenance department on issues pertinent to hospital building and maintenance. • Liaise with Occupational Heath staff on staff health issues and policy formation. • Work with Catering Manager to ensure the implementation and monitoring of statutory food hygiene standards and environmental standards for cleaning. • Work with Quality and Risk Managers to ensure the hospital meets infection accreditation standards. • Be responsible for his or her own continuous education through formal education opportunities, reading and relevant literature, attending appropriate seminars, meetings and exhibitions thus ensuring continuous clinical credibility amongst nursing, medical and paramedical colleagues.
Key Responsibilities	*The post holder will have the authority to make alterations in agreed infection prevention & control protocols, as required by circumstance.* • 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 management programme. **Clinical Focus** • To provide high quality, client focussed care recognising the valuable contribution of a well-managed and innovative service. • Participate in outbreak control teams as required. • Has a key role in formulating policy, implementing infection prevention & control programme and improving practice. • Monitors patient areas in conjunction with other members of the infection control nursing team and is able to adapt and prioritize to provide and maintain a comprehensive, efficient and effective infection prevention and control service. • Works closely with microbiology, medical and para-medical colleagues and make alterations in prescribed clinical options along agreed protocol driven guidelines and treatment modalities to achieve patient / client centred outcomes and evaluates their effectiveness. • Implements an efficient infection control surveillance system to facilitate the prompt identification of patients and staff with infection. • Ensures that all infection prevention and control policies, guidelines and protocols are research/evidence based and that they are updated as required. • Ensure that satisfactory structures are in place for the prevention and control policies and guidelines. • Maintain effective communication structures and networks which ensure that infection prevention and control information is conveyed effectively. • Promote good inter-professional teamwork. • Ensure cost effectiveness is encompassed as criteria in all clinical decision making relating to infection control. • Implements health promotion strategies for patient/groups in accordance with public health agenda. • Collaborate with other members of the health care team in the hospital and in the community to ensure that a standardised approach to infection prevention & control is maintained. **Patient / Client Advocate** • Enable patients/clients, families and communities to fully participate in decisions about their health needs. • Articulates and represent patient/client interest in collaboration with the interdisciplinary/multidisciplinary team. • Communicate, negotiate and represent patient/client values and decisions in collaboration with other professionals. • Maintains effective communications and liaison with all members of health care team.

	• Actively promotes best practice through hospital's Infection Prevention & Control Committee, Hygiene Services Team, health promotion resources, and public awareness. • Implements changes in healthcare service in response to patient/client need and service demand. • Maintains a safe environment for patients, relatives and staff according to the Health Safety & Welfare at Work legislation. **<u>Education and Training</u>** • Provides mentorship, preceptorship, teaching, facilitation and professional supervisory skills for nurses, and other healthcare workers. • Educates patient, clients, families and communities in relation to their healthcare needs in best practice in infection prevention and control. • Functions as role model through the provision of professional leadership and demonstration of best practice in the area of infection prevention and control. • Participate in education programmes for all healthcare staff in both formal and informal settings. • Advise on, participate in and evaluate programmes of education to meet the infection prevention and control needs of all healthcare staff. • Demonstrate vision, innovation and flexibility in promoting research/evidence-based practice and in developing awareness/education programmes for staff. • Participate in relevant in-service education and study days for all healthcare staff. • Provide training on healthcare waste management. • Develop and manage Infection Prevention & Control learning for all staff and patients, by the provision of an up to date and ongoing, evidence based educational programme. • Co-ordinate and facilitate Infection Prevention & Control learning for all staff and patients, by the provision of an up to date and ongoing, evidence based educational programme. • Provide reports as requested for the HSE performance verification body and other requirements as required. **<u>Audit and Research</u>** • The post holder will audit clinical practice on an ongoing basis. • Initiates, participates in and evaluates audit. • Use the outcomes of audit to improve service provision. • Provide feedback through verbal and written reporting. • Participate in the implementation and evaluation of interdisciplinary audit systems in relation to Infection Prevention & Control. • Identifies critically analyses, disseminates and integrates research evidence into the area of specialist practice. • Promote and disseminate infection control research findings. • Advise in the implementation of appropriate research findings. • Develop, implement and update as required infection prevention and control policies, procedures and standards.

	• Ensure that all infection prevention and control policies, guidelines and protocols are research/evidence based. • Be a change agent in implementing research findings so as to enhance infection control practice and ensure safe patient care. • Liaise with microbiology in organising and conducting microbiological and epidemiological surveys and studies. • Evaluates equipment and products, which may impact on infection control practice and patient care. • Establishes quality criteria against which infection control practice can be measured in line with evidence-based data and standards set by the Health Information and Quality Authority. • Continually monitors the infection prevention and control service to ensure that it reflects current needs. • Participates in the preparation for National Hygiene Audits and remedial actions following such audits. • Develops cohesive links with other infection control nurse specialists in the HSE to ensure that infection prevention & control policies procedures and practice are standardised throughout the region. • Develop and implement the Infection Prevention & Control strategy and annual plan in consultation with a multi/inter disciplinary team including the Infection Prevention & Control Committee, the Hygiene Audit Team and the Decontamination Committee. • Advises and participates in the procurement, commissioning, tendering and purchasing of patient care and medical equipment as pertaining to infection prevention & control. • Provides infection prevention and control advice to committees established to oversee capital projects, renovations and refurbishments. • Demonstrate a commitment to identify and develop tools to audit current practice in relation to Infection Prevention and Control and contribute to nursing/midwifery research. • Participate in quality improvement initiative for the enhancement of patient care. **Consultative Role**: • Provides leadership in clinical practice and acts as resource and role model for specialist practice. • Generates and contributes to the development of clinical standard and guidelines. • Consult closely with microbiology. • Uses specialist knowledge to support and enhance generalist nursing/midwifery practice. • Take a lead as a member of local, regional and national committees and provide advice on infection prevention and control, nursing and related topics. • To provide high-quality patient focused care recognising the valuable contribution of a well-managed and innovative service. • Has a key role in formulating policy, implementing infection prevention & control programmes and improving practice.

	• To monitor and critically evaluate the practices and resources used through audit and risk management. • Be responsible for updating of policies and guidelines on an ongoing basis. • Maintain a record of the circulation of policies/guidelines and to ensure the recall of all out-of-date documents. • To collaborate with the Consultant Microbiologist in matters relating to relevant Infection Prevention and Control issues and liaises with Nursing/Medical/Paramedical/Technical and other staff where appropriate. • Ensure that learning objectives set for Student Nurses, by the Nursing and Midwifery Board of Ireland (NMBI) in relation to Infection Prevention & Control are adhered to and achieved. Liaise with Clinical Placement Co-ordinator regarding learning objectives and establish criteria for their achievement. • Be responsible for the monitoring of outbreaks of infection, investigation of source, mode of transfer regarding patients and staff and implementation of IPC procedures, guidelines and policies. • To provide accurate timely and relevant information on control of infection as requested by the IPC Committee and others as appropriate. • Foster good working relationships between colleagues and other staff by maintaining a high professional standard. • Be responsible for maintaining own professional development and to attend study days and relevant staff and committee meetings which are considered appropriate by the Director of Nursing. • Provides advice on the safe decontamination of reusable surgical instruments and medical devices as part of a multi-disciplinary team. • Provide an ongoing educational resource on IPC to meet the identified needs of staff. • Liaise with the project development/technical services team on issues pertinent to the hospital services. **<u>Management:</u>** • Provide an efficient, effective and high-quality service, respecting the needs of each patient/client. • Effectively manage time and caseload in in order to meet the needs of a changing and developing service. • Continually monitor the service to ensure it reflects current needs. • Implement and manage identified changes. • Ensure that confidentiality in relation to patient/client records is maintained. • Maintain accurate and up to date statistics of the service provided, including audit of patient/client contacts. • 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. • Be able to take charge as required and assist with administrative duties.

KPI's

- The identification & development of Key Performance Indicators (KPIs) which are congruent with the Hospital's service plan targets.
- The development of Action Plans to address KPI targets.
- Driving and promoting a Performance Management culture.
- In conjunction with line manager assist in the development of a Performance Management system for your profession.
- The management and delivery of KPIs as a routine and core business objective.

Health & Safety

- Ensure that effective safety procedures are developed and managed to comply with statutory obligations, in conjunction with relevant staff.
- The post holder is responsible for ensuring that they become familiar with the requirements stated within the Risk Management Strategy and that they comply with the Group's Risk Management Incident/Near Miss reporting policies and procedures.
- The post holder must foster and support a quality improvement culture throughout your area of responsibility in relation to hygiene services.
- Be aware of and familiar with Health & Safety regulations.
- Ensure mandatory training is up to date.
- The post holder must take reasonable care for his or her own actions and the effect that these may have upon the safety of others.

Personal Development:

- Keep up to date with nursing literature, recent nursing research findings and new developments in nursing management, education and practice and advise staff on necessary changes. It is the responsibility of each professional to update his/her own human development.

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:** (a) Be registered or be eligible to be registered in the General Division of the Register of Nurses & Midwives maintained by the Nursing and Midwifery Board of Ireland (NMBI)/ An Bord Altranais agus Cnáimhseachais na hÉireann. (b) Higher Diploma or higher qualification in Infection Prevention & Control is desirable. **And** Have a minimum of 5 years post registration nursing experience of which 2 years nursing experience must be in an acute hospital environment. **And** (c)Have 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. **And** (d)Demonstrate evidence of continuing professional development at the appropriate level. **Desirable :** Have a minimum of 2 years' experience in the specialist area of Infection Prevention and Control or a relevant area clinically related to the area of Infection Prevention and Control is desirable but not essential. Proof of current registration will be required before employment is confirmed.

	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. **** Public Servants not affected by this legislation:*** 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.
Post Specific Requirements/Desirable	Demonstrate depth and breadth of nursing experience in Infection Prevention and Control as relevant to the role.
Required competencies,skills and/or knowledge	**Professional Knowledge & Experience** • 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. • Knowledge of Research based practice and its application to own area of work including current HSE policies, National Clinical Frameworks and the National Service Improvement agenda. **Organisation & Management Skills** • 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 & Leadership Potential)** • 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** • 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** • 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** • 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.
Other requirements specific to the post	The successful applicant will be required to work flexibly in response to changing local/organisational/network requirements.
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 Apply Now tab** Completed applications must be completed online no later than **12 noon Friday 4th December 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.	

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St John's Hospital
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Professional and Compassionate Care

Clinical Nurse Manager II -Infection Prevention & Control

Terms and Conditions of Employment

Tenure	The appointment is whole-time, temporary 12 Month and pensionable. Wholetime is 37.5 hours per week A panel may be created from which temporary 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 (2119) is: **€62,699,€63,737,€64,615,€66,048,€67,633,€69,189,€70,745,€72,497,€74,123,€76,921,€79,227LSI** 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 5- or 7-day roster including weekends. The nature of the post may involve/require attendance at the Hospital outside of scheduled hours. 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. * *Public Servants not affected by this legislation:* 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 HSELand training in relation to Children First and any other training the Hospital deems appropriate in this regard.