Job Title & Grade	Candidate Clinical Nurse Specialist (CNM 1 grade) – Plaster Care
Campaign Reference #	107043
Closing Date	**Wednesday, 9th of December 2026 by 11:45pm**
Duration of Post	Permanent part-time Contract
Advertisement Type	Internal/external
Specific T&C's of post	0.5WTE/18.75 hours working week/ shift work required; 25 - 28 days Annual Leave Remuneration is in accordance with the salary scale approved by the Department of Health: Current salary scale with effect from 1st June: Grade, Code 2127, starting at Point 1 € 57,780 and rising annually in increments: € 68,046 LSIS.
Location of post	Children's Health Ireland
Reporting Arrangements	This post will report to the · Operational Responsibility -This post will report to Assistant Director of Nursing for the specialist area. · Professional Responsibility-This post is professionally responsible to the Director of Nursing · Clinical Responsibility-This post will report to the senior clinical decision maker for the specialist area.
Key Working Relationships	The post holder will work closely with: · Nursing, medical and administration colleagues in the Orthopaedic Plaster Care service within CHI. · Interagency teams within the service including Children and families requiring the service of Orthopaedic Plaster Care. · Other services within CHI (e.g. Phlebotomy Team, General Paediatrics, Inclusion Health) · Other professionals who may refer children and young people to the service. *Please note that this list is not exhaustive and key working relationships will change as the project moves from service development, construction completion, commissioning & transitioning to steady state.*

Purpose of the Role	The Candidate Clinical Nurse Specialist in Plaster Care is responsible for the provision of safe and effective care to the patients attending the Orthopaedic Plaster service. The cCNS will be required to work in close collaboration with nursing and medical colleagues and the wider MDT. This job Description will be reviewed and updated from time to time in line with service and job demands for this specific post.
Principal Duties and Responsibilities	**Professional Duties and Responsibilities**: • The post holder will be expected to live CHI values and be child-centered, compassionate, progressive and will act with respect, excellence and integrity. • The cCNS in Plaster care is a defined area of Nursing practice that requires the application of speciality focused knowledge and skills. • The CcNS has a pivotal role in assisting with the co-ordination and management of activity and services within the clinical area. The main responsibilities include having: · A Clinical Focus (direct care) · A Clinical Focus (indirect care) · Patient Advocacy Focus · Education and Training · Audit and Research · Professional Development · Consultancy **<u>Clinical Focus</u>** The cCNS will be supported to: · Develop a strong service user focus whereby the specialty defines itself as nursing and subscribes to the overall purpose, functions and ethical standards of nursing. · The clinical practice role may be divided into direct and indirect care. · Direct care comprises the assessment, planning, delivery and evaluation of care to the patient and family. Indirect care relates to activities that influence and support the provision of direct care. **<u>Direct Care</u>** The cCNS will be supported to: · Provide a specialist nursing service for patients requiring the services of Orthopaedic Plaster Care who require support and treatment through the continuum of care. · Undertake comprehensive patient assessment to include physical, psychological, social and spiritual elements of care using best evidence-based practice in Orthopaedic Plaster service care · Use the outcomes of nursing assessment to develop and implement plans of care

	· Monitor and evaluate the patient's response to treatment and amend the plan of care accordingly in collaboration with the MDT, patient and family as appropriate. · Make alterations in the management of the patient's condition in collaboration with the MDT and in line with the nursing aspect of agreed pathways and policies, procedures, protocols and guidelines (PPPG's) · · Accept appropriate referrals from MDT colleagues. · Co-ordinate investigations, treatment therapies and patient follow-up. · Communicate with patients and family as appropriate, and provide relevant support, information, education, advice and counselling as required. · ·Act as an expert resource to colleagues, members of the MDT on the ward, Out-patients and community. · ·Manage nurse led Orthopaedic Plaster clinics in collaboration with the MDT. · ·Assist patients and their families when at home by leading the CNS telephone service during working hours. **Indirect Care** Throughout the agreed pathway, the cCNS in Plaster care will be enabled to develop specific knowledge, skills and competencies to: · Maintain accurate and complete nursing records and ensure confidentiality. · Provide cover in other sites as required and as directed. **Patient advocacy focus** Throughout the agreed pathway, the cCNS in Plaster care will be enabled to develop specific knowledge, skills and competencies to: · Communicate, negotiate and collaborate with the multidisciplinary team to ensure the patients and family's values are represented in decisions about their care. · Be present during important clinic consultations to represent the patient and family and to follow through with explanations and counselling as required. · Discuss ethical issues with the team and support parents when faced with ethical decisions · Ensure patient and parents are adequately counselled about their condition and proposed treatment prior to giving consent. **Education & Training** Throughout the agreed pathway, the cCNS in Plaster care will be enabled to develop specific knowledge, skills and competencies to: · Develop clinical competence in service user management within Orthopaedic Plaster care nursing, keeping up-to-date with relevant research to ensure the implementation of evidence based practice. · Provide the patient and family with appropriate information, education and other supportive interventions to increase their knowledge, skill and confidence and autonomy in managing their Orthopaedic condition.

	· Contribute to the design, development and implementation of education programmes and resources for the patient and family. · Participate in training programmes for nursing, MDT colleagues and key stakeholders as appropriate · Create exchange of learning opportunities within the MDT in relation to evidence based Orthopaedic Plaster Care nursing delivery through journal clubs, conferences etc. · Develop and maintain links with Regional Centres for Nursing & Midwifery Education (RCNMEs), the Nursing and Midwifery Planning and Development Units (NMPDUs) and relevant third level Higher Education Institutes (HEIs) in the design, development and delivery of nursing educational programmes in Orthopaedic Plaster care. **Audit & Research** Throughout the agreed pathway, the cCNS in Plaster care will be enabled to develop specific knowledge, skills and competencies to · Establish and maintain a register of service user with Insert Name within the CNM1 in Specialist Practice Caseload. · Maintain a record of clinically relevant data aligned to National Key Performance Indicators (KPI's) as directed and advised by the DoN,ADON or CNM3 · Identify, initiate and conduct nursing audit and research relevant to the area of practice and take part in MDT audit and research. · Identify, critically analyse, disseminate and integrate into practice, best evidence relating to care in Orthopaedic Plaster Care. · Contribute to nursing research in Orthopaedic Plaster Care. · ·Use the outcomes of audit to improve nursing service provision and advocate, when appropriate, for improvement of non-nursing services. · ·Contribute to service planning and budgetary processes through use of audit data and specialist knowledge. · Monitor, access, utilise and disseminate current relevant research to advise and ensure the provision of informed evidence based nursing practice. **Professional Development** · Be accountable for one's own actions in accordance with the Code of Practice. · In co-operation with line manager, will assume responsibility for own professional development. · To be knowledgeable in the broader aspects of Children's nursing and child and adolescent development **Consultancy** · Develop strong links with other hospitals, community care teams, day care facilities and specific inpatient facilities. · Active participation on various committees in CHI · Act as ambassador for the child.

	General points The cCNS will: · Present and act at all times in a professional manner and ensure colleagues do likewise. · Be aware of the hospitals disciplinary and grievance procedure and act appropriately. Ensure confidentiality on all matters and information obtained during the course of employment. · Comply with hospital guidelines and policies as appropriate. · Promote the philosophy of child and family partnership care. · Report accident/incident, complaints immediately to the consultant in charge of the child and CNM3, follow the Hospitals incident monitoring and complaints policy. · Participate with all quality and patient safety initiatives · Participate in all national self-assessments and standards, quality and patient safety, safer better healthcare standards. · Assist the Public Relations Officer in relation to any media request pertaining to your profession. Attend media training as requested and be available to deal with media requests if deemed appropriate by the Public Relations Officer and the Director of Nursing. *The above 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.*
Eligibility criteria, qualifications and experience	1.**Essential Criteria:** Be a registered nurse on the active Register of Nurses and Midwives held by An Bord Altranais and Cnáimhseachais na hÉireann (Nursing and Midwifery Board of Ireland) or be eligible to be so registered. **AND** (ii) Be registered in the division(s) of the Nursing and Midwifery Board of Ireland (Bord Altranais agus Cnáimhseachais na hÉireann) Register for which the application is being made or be entitled to be so registered. **OR** In exceptional circumstances, which will be assessed on a case by case basis be registered in another Division of the register of Nurses and Midwives. **AND** Have a minimum of 1 years' post registration full time experience or an aggregate of 1 years' full time experience in the division of the register in which the application is being made. **AND** Have a minimum of 1 years' experience or an aggregate of 1 years' full time experience in specialist area of Plaster care. **AND**

	AND Be required to demonstrate that they have continuing professional development (CPD) relevant to the specialist area or will be supported to obtain the required CPD. **AND** Have the ability to practice safely and effectively fulfilling his/her professional responsibility within his/her scope of practice. **2. Annual registration** Practitioners must maintain live annual registration on the appropriate/relevant Division of the register of Nurses and Midwives maintained by the Nursing and Midwifery Board of Ireland (Bord Altranais agus Cnáimhseachais na hÉireann) for the role **AND** Confirm annual registration with NMBI to the HSE by way of the annual Service user Safety Assurance Certificate (PSAC). **3. 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. **4. Character** Candidates for and any person holding the office must be of good character
Digital Health	Digital Health Technology is a key component to how CHI provides care to infants, children and young people, placing the patient, their parents/guardians at the centre of how they receive that care. Every episode of care will be supported by technology from referral to discharge and onwards to the General Practitioner Public Health Nurse and the Community services. As the cCNs you will promote and progress the nursing team to transition to a digital organisation. This will involve engaging with the digital health team and the Chief Nursing Information Officer to design workflows, implement new technology (e.g electronic health care record), facilitate and participate in education and training, promote innovation and research to enhance patient family and staff experience.
Core Behaviours and our Chosen Culture in CHI	**Core Behaviours of our Chosen Culture**

	Organisational culture is not a static concept. It is dynamic and lived—reflected in how we interact with each other, how we care for patients, how we respond to challenges, and how we lead. It influences the quality of care, the wellbeing of our workforce, and the public's confidence in our services. Creating and maintaining a positive culture is the responsibility of every one of us. The  behaviours detailed within the pillars in the image below, are how we reflect four key aspects of our chosen culture: How we partner with patients, service users and public, how we pause to self-reflect, how we interact with our colleagues and how we compassionately lead. A consensus on our core behaviours is the starting point for establishing and implementing our shared values. Values and Behaviours are the foundation of how we deliver health and social care. A consistent, practical framework helps everyone in the health service act in ways that reflect our shared culture and mission. Living these Behaviours is how we express our desired culture to those we serve. When applying these behaviours, we consider these statements and how they translate for CHI employees, in their day to day work.
Competition Specific Selection Process	Applications for this post must be accompanied by a cover letter, setting out relevant experience that illustrates how the essential criteria listed above is met. The criterion for short listing is based on the requirements of the post, as outlined in the eligibility criteria.
How to Apply & Informal Enquiries	*** Please note that you must submit a cover letter with your CV, this forms part of your application and CV's will not be accepted without a detailed cover letter.** The closing date for submissions of CV's and cover letter **is Wednesday, 9th of December 2026 by 11:45pm**. Applications must be completed through the advertised post on **CHI.jobs** by clicking **'Apply for Job'.** **Applications will not be accepted through direct email or any other method.**

	For informal enquiries for this specialty/department, please contact Anne Fitzpatrick, CNM3 anne.fitzpatrick@childrenshealthireland.ie or Warren O'Brien, Assistant Director of Nursing warren.o'brien@childrenshealthireland.ie For other queries relating to this recruitment process, please contact Talent Acquisition Specialist – Evgeniya.Byvakina@childresheathireland.ie **PLEASE NOTE:** CHI has transitioned to a process of a one commencement day per month for all new employees, CHI internal transfers and Secondments. This update to our Onboarding process is aligned to changes in our monthly/fortnightly payroll and with the launch of our new corporate induction program. This process enhancement ensures that we can thoroughly prepare for your arrival and facilitate a smooth transition in your onboarding journey. **It is important for you to note that if you do not have your pre-employments and mandatory training completed in time, your commencement date will be deferred to the next available date.** Below, you'll find the list of **commencement dates for 2027** for your information. • 8th February 2027 • 8th March 2027 • 5th April 2027 • 10th May 2027 • 14th June 2027 • 5th July 2027

Information on "Non-European Economic Area Applicants" is available from https://dbei.gov.ie/en/

Children's Health Ireland is legally required to verify that all staff **have the right to work in Ireland before they begin employment**, regardless of nationality or immigration status. This right-to-work check is also necessary when an individual re-joins CHI or when their immigration permission or employment permit is due to expire.

Permit holders can change their permit employer to CHI after a period of nine months has passed since commencing their first employment permit in the State. The change of employer applies to the General Employment Permit (GEP) and to the Critical Skills Employment Permit (CSEP). The change is required to be completed as part of pre-employment clearance.

All Permits and Change of Employer applications are processed on the Employment Permits Online.

Some recruitment campaigns may be open to candidates who are not citizens of the EEA, Switzerland, or United Kingdom. You can consult the Critical Skills Occupational List see if your profession is currently eligible under this route.

The programme outlined for Children's Health Ireland may impact on this role and as structures change the job description may be reviewed.

Children's Health Ireland is an equal opportunities employer.