

Internal Applications Only

Job Title & Grade	Clinical Nurse Specialist – Neurology
Campaign Reference #	64996
Closing Date	Friday 10 th May 2024 by 23:45
Duration of Post	Permanent position 0.5 WTE
Specific T&C's of post	18.75 standard working week/ shift work required 25-28 days Annual Leave pro rata Current pro rata salary scale with effect from 1st October 2023: [Grade, Code 2626] and rising annually in increments: €57,198; €58,146; €58,947; €60,255; €61,701; €63,120; €64,539; €66,137; €67,621
Location of post	These posts can be based at CHI at Crumlin, CHI at Temple Street, CHI at Tallaght or CHI at Connolly.
Reporting Arrangements	<ul style="list-style-type: none"> • Operational Responsibility -This post will report to Assistant Director of Nursing for the specialist area. CD B • Professional Responsibility-This post is professionally responsible to the site Director of Nursing • Clinical Responsibility-This post will report to the senior clinical decision maker for the specialist area.
Key Working Relationships	<p>The post holder will work closely with:</p> <ul style="list-style-type: none"> • Nursing, medical and administration colleagues in the Neurology service within CHI • Interagency teams within the service including Neurology Children and families attending the service • Other services within CHI (e.g General Paediatrics,) • Other professionals who may refer children and young people to the service • Multidisciplinary clinical teams • Nursing and Clinical Service Management and teams • Local GPs and CHO teams • Host Campus Hospital Representatives regarding Labs etc.

	<p><i>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.</i></p>
Purpose of the Role	<p>The purpose of the CNS/CMS Neurology post is to facilitate high quality care and service through the following:</p> <ul style="list-style-type: none"> • The CNS Neurology will be responsible for a clinical caseload in neurological conditions of any new or existing patients throughout the hospital. • Be a resource for colleagues, allied professionals and an advocate for the patient and ensure competence in area of specialty practice. • Be responsible for the provision of a nursing, education and management consultation service in all areas of paediatric neurology. • Provide a service, which optimises quality and continuity of care for patients with neurological conditions . • Provide a programme of education and training for multidisciplinary staff which benefits children and their parents. <p>The CNS Neurology will contribute to the facilitation of the day to day running of the Neurosciences centre in Children Health Ireland at Crumlin</p> <p>Deliver care in line with the five core concepts of the role set out in the Framework for the Establishment of Clinical Nurse Specialist Posts, 4th edition, National Council for the Professional Development of Nursing and Midwifery (NCNM) 2008</p> <p>Caseload e.g. Children - under 16 years of age. The CNS will focus initially on the following patient groups:</p>
Principal Duties and Responsibilities	<p><u>Clinical Focus</u></p> <p>The CNS/CMS will be supported to:</p> <p>Develop a strong service user focus whereby the specialty defines itself as nursing/midwifery and subscribes to the overall purpose, functions and ethical standards of nursing/midwifery.</p> <p>The clinical practice role may be divided into direct and indirect care. Direct care comprises the assessment, planning, delivery and evaluation of care to children, family and/or carer. Indirect care relates to activities that influence and support the provision of direct care.</p> <p><u>Direct Care</u></p> <p>The CNS/CMS will:</p> <ul style="list-style-type: none"> • Provide a specialist nursing/midwifery service for children who require neurology support and treatment through the continuum of care.

- Undertake comprehensive service user assessment to include physical, psychological, social and spiritual elements of care using best evidence based practice in Neurology care.
- Use the outcomes of nursing/midwifery assessment to develop and implement plans of care/service user group management to contribute to the plans of children, their families/carers and the MDT
- Monitor and evaluate the child's response to treatment and amend the plan of care accordingly in collaboration with the MDT, family and/or carer as appropriate.
- Make alterations in the management of the child's condition in collaboration with the MDT in line with the nursing/midwifery aspect of agreed pathways and policies, procedures, protocols and guidelines (PPPG's).
- Accept appropriate referrals from MDT colleagues.
- Co-ordinate investigations, treatment therapies and follow-ups.
- Communicate with children, family and/or carer as appropriate, to assess needs and provide relevant support, information, education, advice and counselling as required
- Where appropriate, work collaboratively with MDT colleagues across Primary and Secondary Care to provide a seamless service delivery to the child, family and/or carer as appropriate.
- Participate in medication reconciliation taking cognisance of poly-pharmacy and support medical and pharmacy staff with medication reviews and medication management
- Identify and promote specific symptom management strategies as well as the identification of triggers, which may cause exacerbation of symptoms. Provide child/family with appropriate self-management strategies and escalation pathways
- Engage with MDT on the development of Neurology nurse led clinics.
- Identify health promotion priorities for the child, family and/or carer and support self-care in line with best evidence. This will include the provision of educational and health promotion material which is comprehensive, easy to understand and meets child/family needs

Indirect Care

The CNS/CMS will:

- Identify and agree appropriate referral pathways for children.
- Participate in the child's case reviews with MDT colleagues
- Use a case management approach to service user complex needs in collaboration with MDT in both Primary and Secondary Care as appropriate
- Take a proactive role in the formulation and provision of evidence based PPPGs relating to neurology care
- Take a lead role in ensuring the nursing/midwifery service for children requiring neurology care is in line with best practice guidelines and the Safer Better Healthcare Standards (HIQA, 2012)

Service user/Client Advocate

The CNS/CMS will:

- Communicate, negotiate and represent children, family and/or carer values and decisions in relation to their condition to MDT colleagues in both Primary and Secondary Care as appropriate
- Develop and support the concept of advocacy, particularly in relation to children/families participation in decision making, thereby enabling informed choice of treatment options
- Respect and maintain the privacy, dignity and confidentiality of children, family and/or carers
- Establish, maintain and improve procedures for nursing/midwifery collaboration and cooperation between Acute Services, Primary Care and Voluntary Organisations as appropriate
- Proactively challenge any interaction, nursing/midwifery or otherwise, which fails to deliver a good quality service to children.

Education & Training

The CNS/CMS will:

- Maintain clinical competence in the management of neurology care, keeping up-to-date with relevant research to ensure the implementation of evidence based practice.
- Provide the child, family and/or carer with appropriate information, education and other supportive interventions to increase their knowledge, skill and confidence.
- Contribute to the design, development and implementation of education programmes and resources for the child, family and/or carer in relation to Neurology care, to enable them to manage their own condition.
- Provide mentorship and preceptorship for nursing/midwifery colleagues as appropriate.
- Participate in training programmes for nursing/midwifery, MDT colleagues and key stakeholders as appropriate.
- Create exchange of learning opportunities within the MDT in relation to evidence based neurology care nursing/midwifery-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/midwifery educational programmes in neurology care
- In tandem with the line management structure, be responsible for addressing own continuing professional development (CPD) needs to maintain competencies required for the role.
- Use agreed protected time for research, education and professional development.
- With the line manager, use the Professional Development Planning

	<p>Framework for Nurses and Midwives to plan and self-assess additional CPD needs.</p> <p><u>Audit & Research</u> The CNS/CMS will:</p> <ul style="list-style-type: none"> • Establish and maintain a register of children within the CNS/CMS Neurology Caseload. • Maintain a record of clinically relevant data aligned to National Key Performance Indicators (KPI's) as directed and advised by the DoN/M/Services in conjunction with the senior clinical decision maker. • Identify, initiate and conduct nursing/midwifery 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 neurology care • Contribute to nursing/midwifery research on Neurology care. • Use the outcomes of audit to improve nursing/midwifery service provision and advocate, when appropriate, for improvement of non-nursing/midwifery 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/midwifery practice <p><u>Audit expected outcomes including:</u></p> <ul style="list-style-type: none"> • Collate data (insert agreed KPIs/clinical targets) which will provide evidence of the effectiveness of the CNS/CMS interventions. Refer to National KPIs associated with the specialty. KPI's should have a clinical nursing/midwifery focus as well as a breakdown of activity - patients seen and treated. • Evaluate nursing/midwifery audit results and research findings to identify areas for quality improvement in collaboration with nursing/midwifery management and MDT colleagues (Primary and Secondary Care). <p><u>Consultant (including leadership in clinical practice)</u> The CNS/CMS will:</p> <ul style="list-style-type: none"> • Understand leadership in clinical practice with the aim of acting as a resource and role model for nursing/midwifery Neurology practice. • Contribute the expanding nursing/midwifery knowledge/expertise to the development of clinical standards and guidelines and support implementation • Use growing specialist knowledge to support and enhance own nursing/midwifery practice and practice of colleagues. • Develop collaborative working relationships with local Neurology CNS/CMS's, Registered Advanced Nurse/Midwife Practitioner/MDT colleagues as appropriate, contributing to person centred care pathways to promote the integrated model of care delivery. • With the support of the DoN/M/line manager, attend integrated care planning meetings as required • Where appropriate, develop and maintain relationships with specialist services in voluntary organisations which support children in the community.
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	<ul style="list-style-type: none"> • Liaise with other health service providers in the development and on-going delivery of the National Clinical and Integrated Programme model of care. • Network with other CNS/CMS's in Neurology care and in related clinical and professional areas of practice.
Eligibility criteria, qualifications and experience	<p><u>Essential Criteria:</u></p> <p>1. <u>Professional Qualifications, Experience, etc</u></p> <p>i) Be a registered nurse/midwife 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.</p> <p style="text-align: center;">And</p> <p>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.</p> <p style="text-align: center;">Or</p> <p>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.</p> <p style="text-align: center;">And</p> <p>(iii) 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 (taking into account (ii) (iii) if relevant)</p> <p style="text-align: center;">And</p> <p>(iv) Have a minimum of 1 years' experience or an aggregate of 1 years' full time experience in specialist area of neurology.</p> <p style="text-align: center;">And</p> <p>(v) Have successfully completed a post registration programme of study, as certified by the education provider which verifies that the applicant has achieved a Quality and Qualifications Ireland (QQI), National Framework of Qualifications (NFQ) major academic Level 9 or higher award that is relevant to the specialist area of care (equivalent to 60 ECTS</p>

or above), and in line with the requirements for specialist practice as set out by the National Council for Nursing and Midwifery 4th ed (2008). Alternatively provide written evidence from the Higher Education Institute that they have achieved the number of ECTS credits equivalent to a Level 9 or higher standard, relevant to the specialist area of care (equivalent to 60 ECTS or above), and in line with the requirements for specialist practice as set out by the National Council for Nursing and Midwifery 4th ed (2008). prior to application* (See **Note below).

And

(vi) Be required to demonstrate that they have continuing professional development (CPD) relevant to the specialist area.

****Note 1:** For Nurses/Midwives who express an interest in CNS/CMS roles and who currently hold a level 8 educational qualification in the specialist area (equivalent to 60 ECTS or above), this qualification will be recognised up to September 2026.

Have the ability to practice safely and effectively fulfilling his/her professional responsibility within his/her scope of practice

2. Annual registration

(i) 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

(ii) 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.

Please note that appointment to and continuation in posts that require statutory registration is dependent upon the post holder maintaining annual registration in the relevant division of the register maintained by Bord Altranais agus Cnáimhseachais na hÉireann (Nursing & Midwifery

	Board of Ireland) by way of the Service user Safety Assurance Certificate (PSAC)
Competition Specific Selection Process How to Apply & Informal Enquiries	<p>Applications for this post <u>must be accompanied by a cover letter</u>, setting out relevant experience that illustrates how the essential criteria listed above is met.</p> <p>The criterion for short listing is based on the requirements of the post, as outlined in the eligibility criteria.</p> <p>* 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.</p> <p>The closing date for submissions of CV's and cover letter is Friday 10th May by 23:45. Applications must be completed through the advertised post on CHI.jobs by clicking 'Apply for Job'.</p> <p>Applications will not be accepted through direct email or any other method.</p> <p>For informal enquiries for this specialty/department, please contact Ms. Anne Rynne. anne.rynn@childrenshealthireland.ie/ Ms Grainne Griffin , Advanced Nurse Practitioner Children's Epilepsy, 01 4096100 bleep 8582, grainne.griffin@childrenshealthireland.ie</p> <p>For other queries relating to this recruitment process, please contact: recruitment@nchg.ie</p>
<p>Information on "Non-European Economic Area Applicants" is available from https://dbei.gov.ie/en/</p>	
<p>The programme outlined for Children's Health Ireland may impact on this role and as structures change the job description may be reviewed.</p> <p>Children's Health Ireland is an equal opportunities employer.</p>	