



Staff Midwife
Cnáimhseach Foirne
Job Specification & Terms and Conditions

Job Title, Grade Code	Staff Midwife (Grade 2143) Supplementary Rolling Campaign Cnáimhseach Foirne
Remuneration	The salary scale for the post as at 01/02/2026 is: €37,788, €39,760, €40,767, €42,098, €43,775, €45,452, €47,120, €48,563, €50,009, €51,458, €52,937, €54,412, €56,032 LSI New appointees to any grade start at the minimum point of the scale. Incremental credit will be applied for recognised relevant service in Ireland and abroad (Department of Health Circular 2/2011). Incremental credit is normally granted on appointment, in respect of previous experience in the Civil Service, Local Authorities, Health Service and other Public Service Bodies and Statutory Agencies.
Campaign Reference	SMW2026
Closing Date	Rolling Campaign
Proposed Interview Date (s)	Candidates will normally be given at least two weeks' notice of interview. The timescale may be reduced in exceptional circumstances.
Taking up Appointment	A start date will be indicated at job offer stage. https://www.rezooom.com/dash/job/98286 Submission of your application form via Rezooom. CV's will not be accepted.
Location of Post	St Luke's General Hospital / Ospidéal Ginearálta Naomh Lúcaís There are currently Permanent positions available in the Maternity services. A panel may be formed as a result of this campaign for Staff Midwife from which current and future, permanent and specified purpose vacancies in Maternity service of full or part-time duration may be filled.
Informal Enquiries	We welcome enquiries about the role. Contact: Ann Margaret Hogan, Director of Midwifery, St Luke's General Hospital. Email: AnnMg.Hogan@hse.ie Phone: (056) 7785134 for further information about the role. Contact: Kayla Thornton, Campaign Lead, St Luke's General Hospital. Email: Kayla.Thornton@hse.ie Phone: (056) 7785333 for enquiries relating to the recruitment process.
Details of Service	St. Luke's General Hospital, Kilkenny is the Acute General Hospital that services the counties of Carlow and Kilkenny providing health care for approximately 165,612 (2022 Census). Due to its location in the heart of the South East, St. Luke's also provides services to its bordering counties of Tipperary, Waterford Wexford and Laois. St. Luke's General Hospital is part of the Dublin and South East Group. St. Luke's General Hospital has a bed capacity of 344 beds, and provides General Medical, Surgical, Obstetrics, Gynaecology, Paediatric, Psychiatry, Cardiology, Endocrinology, Hepatology, Gastroenterology, Oncology, Palliative Care and Anaesthetic Services to Carlow/Kilkenny. The following diagnostic services are also provided Radiology including 64 slice CT scanning, Ultrasound,

DXA scanning, Pathology, Cardiac Diagnostic and Endoscopy, MRI, Neurology, Respiratory & older persons.

The therapy services provided include Physiotherapy, Speech and Language, Dietetic, Occupational Therapy, Diagnostics including respiratory and cardiology and Social Work. The hospital also facilitates regional onsite services including Dermatology, Rheumatology, Haematology, Microbiology, Neurology, Oncology, Radiotherapy, Palliative care satellite unit and regional services in Liver Diseases. ERCP and Endobiliary Endoscopy.

HSE Dublin and South East Region provides health and social care services in Carlow, Kilkenny, South East Dublin, South Tipperary, Waterford, Wexford and East Wicklow.

Community Healthcare Services are the broad range of services in a non-acute hospital setting, delivered as close as possible to people's homes at the right time, in the right place, by the right team.

There are 70 Primary Care Centres in the Region and specialist teams working in Mental Health, Health and Wellbeing, Social Care and Disability Services.

Services are provided in various settings including the service user's own home, day hospitals, community nursing units, hostels, specialist day care centres, training centres, respite care, and residential facilities.

The region is served by 11 hospitals listed below, providing services including inpatient scheduled care, unscheduled/emergency care, maternity services, outpatient and diagnostic services.

- Kilcreene Regional Orthopaedic Hospital
- National Rehabilitation Hospital
- Royal Victoria Eye and Ear Hospital Dublin
- St. Columcille's Hospital Loughlinstown
- St. Luke's General Hospital Carlow Kilkenny
- St. Michael's Hospital
- St. Vincent's University Hospital
- The National Maternity Hospital
- Tipperary University Hospital
- University Hospital Waterford
- Wexford General Hospital

University College Dublin is the Academic Partner for the Group.

We are a Model 3 Statutory Hospital. There are over 1400 deliveries per year in the Maternity Unit. Maternity Services in SLGH provide a range of antenatal, intrapartum, postnatal and a level 1 Neonatal unit for babies in the area. These include:

- A 24 bedded unit providing antenatal, intrapartum and postnatal care.
- A Neonatal Unit with 7 cots providing care to babies over 34 weeks gestation.
- 5 delivery/ labour ward beds with a 24-hour epidural service and theatre suites in Main Theatre to support Caesarean Sections and any other surgical procedure which may be required.
- Hospital outpatient antenatal clinics in Kilkenny (Monday, Thursday and Friday including midwifery led clinics and consultant led clinics)

	Outreach antenatal clinics in Carlow (Wednesday including midwifery led clinics and consultant led clinics). • Integrated Community Midwifery Service (ICMS), a Midwifery led service caring for women in the Supported Care Pathway. • Antenatal Education Classes in conjunction with a Multidisciplinary Team. • Early Pregnancy Assessment Unit provides a first trimester ultrasound service on an in-patient and out-patient basis and is led by a Clinical Midwife Specialist in Obstetric Ultrasound and a Consultant Obstetrician (Monday – Friday 09.00-13.00). • Fetal Assessment Unit provides a second and third trimester ultrasound service on an in-patient and out-patient basis and is led by a Clinical Midwife Specialist in Obstetric Ultrasound and a Consultant Obstetrician (Monday – Friday 14.00-17.00). • Obstetric Assessment Unit cares for women both antenatally and postnatally and accepts women via self-referral, GP referral and Antenatal clinic referral for clinical assessment of their needs (Monday – Friday 08.00-20.00). • Establishment of a Post Natal Hub in 2023. • The National HSE Home Birth Service is available to eligible expectant mothers who choose to have a planned birth at home. The service is provided by the SECM (Self Employed Community Midwife) on behalf of the HSE (Health Services Executive). The SECM signs an annual contract with the HSE to provide domiciliary midwifery services as the primary carer to low-risk women who plan to give birth at home.
Reporting Relationship	Your professional reporting relationship for clinical governance and clinical supervision will be to the Director of Midwifery through the professional line management structure.
Purpose of the Post	• The Staff Midwife will assess, plan, implement and evaluate care to the highest professional and ethical standards within the model of midwifery care practiced in the relevant care setting. The Staff Midwife will provide holistic, person-centred care, promoting optimum independence and enhancing the quality of life for service users. • The Staff Midwife will work within a multidisciplinary team in providing a safe, effective, high quality midwifery service to women, babies and their families. • Staff Midwives are required to work a variety of settings including Ante-Natal, Intrapartum and Post- Natal and may include rotation to the Integrated Community Midwifery Service.
Principal Duties and Responsibilities	The Staff Midwife will: <u>Professional Responsibilities</u> • Practice Midwifery according to the Code of Professional Conduct as laid down by An Bord Altranais agus Cnáimhseachais na hÉireann Nursing and Midwifery Board of Ireland and Professional Clinical Guidelines.

- Comply with national, regional and local Health Service Executive (HSE) guidelines, policies, protocols and legislation.
- Work within their scope of practice and take measures to develop and maintain the competence necessary for professional practice.
- Maintain a high standard of professional behaviour and be accountable for their practice.
- Be aware of ethical policies and procedures which pertain to their area of practice.
- Respect and maintain the privacy, dignity and confidentiality of the patient.
- Follow appropriate lines of authority within the Midwifery Management structure.

Clinical Practice

- Fulfil their statutory obligations within the legislation and HSE policies as appropriate to the role.
- Deliver midwifery care to women and babies according to best practice / evidence-based framework.
- Practice midwifery in a manner in which the promotion of woman centred care is the philosophy underpinning midwifery care during the pre-conceptual, antenatal, intrapartum and postnatal periods.
- Fulfil their obligation with regard to the registration and notification of births.
- Be familiar with international, national and local policies, services and resources relating to women who are experiencing a violation to their human rights e.g. domestic abuse and Female Genital Mutilation.
- Manage a caseload as required.
- Promote the health, welfare and social wellbeing of all women and babies.
- Actively participate as a multi-disciplinary / inter -disciplinary team member in all aspects of service delivery including case conferences, clinical meetings and team meetings.
- Assess, plan, implement and evaluate individual person centred care programmes within an agreed framework and in accordance with policies procedures and guidelines and established best practice.
- Develop and promote good interpersonal relationships with patients, their family / social network supports and the multi-disciplinary care team in the promotion of patient centred care.
- Endeavour to ensure that care is carried out in an empathetic and ethical manner and that the dignity, spiritual needs and individuality of the patient is respected.
- Promote and recognise the patients' social and cultural dimensions of care.
- Collaborate and work closely with the woman, their family, the multi-disciplinary team, external agencies and services to facilitate discharge planning, continuity of care and specific care requirements.
- Provide education and information to the woman, their family as required and be an advocate for the individual patient and for their family.
- Report and consult with senior midwifery management on clinical issues as appropriate.
- Maintain appropriate and accurate written midwifery records and reports regarding women / patient care in accordance with local / national / professional and confidentiality guidelines.
- Participate in innovation and change management in the approach to patient care delivery particularly in relation to new research findings, evidence based practice and advances in treatments.
- Participate in clinical audit and review.

- Promote a positive health concept with patients and colleagues and contribute to health promotion and disease prevention initiatives as outlined by the Health Service Executive.
- Refer patients to other services as required.
- Partake in approved clinical midwifery research.
- Have a working knowledge of the Health Information and Quality Authority (HIQA) Standards as they apply to the role for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc.

Clinical Governance

- Participate in clinical governance structures within the local / regional / national clinical governance framework.
- Have a working knowledge of HIQA standards as they apply to the role/care setting, for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc.
- Contribute to ongoing monitoring, audit and evaluation of the service as appropriate.
- Accurately record and report all complaints to appropriate personnel according to local service policy.
- Participate in the development of policies / procedures and guidelines to support compliance with current legal requirements, where existing, for the safe storage and administration of medicines and other clinical products.
- Participate in the development of policies / procedures and guidelines with health, safety, risk and management personnel and participate in their development in conjunction with relevant staff and in compliance with statutory obligations.
- Observe, report and take appropriate action on any matter which may be detrimental to patient care or wellbeing.
- Be aware of the principles of clinical governance including quality, risk and health and safety and be individually responsible for clinical governance, risk management / health and safety issues in their area of work.
- Comply with HSE policies to minimise risk with particular reference to infection control, domiciliary visits and lone working.
- Participate in the development, promotion and implementation of infection control guidelines.
- Adhere to organisational dress code.

Education, Training & Development

- Attend mandatory training courses.
- Keep abreast of the latest developments in midwifery practice as far as possible.
- Develop and use reflective practice techniques to inform and guide practice.
- Contribute to the identification of training needs pertinent to the practice area.
- Develop and maintain competence in the area of preceptorship in order to provide a high standard of preceptorship to student midwives/nurses.
- Develop teaching skills and participate in the planning and implementation of orientation, training and teaching programmes for midwifery students and the midwifery element of education for other health-care staff as appropriate.

- Provide support, guidance and advice to junior colleagues when required within the scope of practice.
- Participate in regular performance / clinical reviews with their line manager.
- Participate in innovation and change in the approach to service user care delivery, and contribute to the service planning process, based on best practice and under the direction of Midwifery Management / Midwifery Practice Development, particularly in relation to new research findings and advances in treatment.

Administrative

- Ensure that records are safeguarded and managed as per HSE / local policy and in accordance with relevant legislation.
- Work closely with colleagues across the integrated services programme in order to provide a seamless service delivery to the client within the integrated services programme.
- Maintain records and submit activity data / furnish appropriate reports to the Director of Midwifery as required.
- Contribute to policy development and formulation, performance monitoring, business planning and budgetary control.
- Maintain professional standards including patient and data confidentiality.
- Contribute to the development and implementation of information sharing protocols, audit systems, referral pathways, individual care plans and shared care arrangements.
- Contribute to ongoing monitoring, audit and evaluation of the service as appropriate.
- Ensure that the ward/department is maintained in good order using appropriate models that supplies are adequate and that all equipment is in good working order and ready for immediate use.
- Assist in the maintenance of necessary equipment and ordering of supplies as required to ensure a safe environment for patients, staff and visitors.
- Ensure that the appropriate and efficient use of supplies and exercise economy in the use of consumables.
- Coordinate the management of the unit in the absence of the Clinical Midwife Manager.
- Ensure IPMS patient system is accurate and maintained during your shift period.
- Undertake other duties as required by the Manager of Women and Children's Service or his / her designate.

Health & Safety

- Be aware of all health & safety issues, as identified through the risk assessment process, within the Safety Statement.
- Comply with all the policies procedures & safe work practices, pertaining to your work area, by adhering to the Safety, Health & Welfare legislation and associated regulations.
- Ensure you take reasonable care to protect your safety health & welfare and that of any other person who may be effected by your acts or omissions at work.
- Document as per the HSE DNE Incident Reporting Policy any near miss or accident.

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.
Eligibility Criteria Qualifications and/or experience	1. <u>Statutory Registration, Professional Qualifications, Experience, etc.</u> - Candidates must be registered in the Midwifery Division of the Register of Nurses kept by An Bord Atránais or be entitled to be so registered And - Have the clinical and administrative capacity to properly discharge the functions of the role. 2. Age No age restriction shall apply to a candidate except where he/she is not classified As a new entrant (within the meaning of the Public Service Superannuation (Miscellaneous Provisions) Act 2004). In this case the candidate must be under 65 years of age on the first day of the month in which the latest date for receiving completed application forms for the office occurs. 3. Health A candidate 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 availability to render regular and efficient service. 4. Character Each candidate for and any person holding the office must be of good character Please note this is also open to 2026 Graduates.
Post Specific Requirements	Candidates must have an active NMBI and be fully registered in the Midwives Division of the Register of Nurses kept by the Nursing & Midwifery Board of Ireland [NMBI] (Bord Atránais agus Cnáimhseachais na hÉireann). 2026 Graduates may apply however candidates must provide proof of Statutory Registration on the Midwifery Division of the Register of Nurses kept by An Bord Atránais <u>before a contract of employment can be issued.</u>
Other requirements specific to the post	Demonstrate depth and breadth of Midwifery experience as relevant to the role. Transport may be requested due to outreach clinic offsite.
Additional eligibility requirements:	Citizenship Requirements Eligible candidates must be: (i) EEA, Swiss, or British citizens OR (ii) Non-European Economic Area citizens with permission to reside and work in the State Read Appendix 2 of the Additional Campaign Information for further information on accepted Stamps for Non-EEA citizens resident in the State, including those with refugee status.

Skills, competencies and/or knowledge	Professional Knowledge & Experience For example: • Demonstrates practitioner competence and professionalism in order to carry out the duties and responsibilities of the role • Practices nursing care safely and effectively, fulfilling their professional responsibility within their scope of practice • Practices in accordance with legislation affecting nursing practice • Displays evidence-based clinical knowledge in making decisions regarding client care. • Demonstrates a commitment to continuing professional development • Demonstrates a willingness to develop IT skills relevant to the role Planning and Organising Skills For example: • Demonstrates evidence of effective planning and organising skills • Demonstrates the ability to manage deadlines and effectively handle multiple tasks • Demonstrates an awareness of resource management and the importance of value for money • Demonstrates flexibility and adaptability in their approach to work, is open to change and new ways of working Building and Maintaining Relationships For example: • Demonstrates the ability to work on own initiative as well as part of a team • Demonstrates the ability to build and maintain relationships including the ability to work effectively as part of a multi-disciplinary team • Demonstrates an awareness and appreciation of the patient / client and their families • Uses diplomacy and tact in fraught situations and can diffuse tense situations comfortably • Ensures that care is carried out in an empathetic and ethical manner Analysis, Problem Solving and Decision-Making Skills For example: • Demonstrates evidence-based decision-making and shows effective analytical and problem-solving skills • Uses a range of information sources and knows how to access relevant information to address issues • Takes an overview of complex problems before generating solutions; anticipates implications / consequences of different solutions • Demonstrate resilience and composure Commitment to Providing a Quality Service For example: • Demonstrates a commitment to providing a quality service • Demonstrates evidence of the ability to care for clients in a non-judgemental manner • Takes action and informs relevant people when problems arise • Pays attention to detail, ensures that all records and data are up to date and available when required
--	---



	Communication Skills For example: • Demonstrates excellent communication skills (written and verbal) so as to effectively carry out the duties and responsibilities of the role • Communicates in a clear, effective and sensitive manner, listening and ensuring that messages are clearly understood / tailors the method as appropriate • Anticipates and recognises the emotional reactions of others when delivering sensitive messages • Demonstrates the ability to influence others effectively • Is assertive as appropriate
Campaign Specific Selection Process Ranking/Shortlisting / Interview	A ranking and or short-listing exercise may be carried out based on information supplied in your application form. 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
Diversity, Equality and Inclusion	The HSE is an equal opportunities employer. Employees of the HSE bring a range of skills, talents, diverse thinking and experience to the organisation. The HSE believes passionately that employing a diverse workforce is central to its success – we aim to develop the workforce of the HSE so that it reflects the diversity of HSE service users and to strengthen it through accommodating and valuing different perspectives. Ultimately this will result in improved service user and employee experience. The HSE is committed to creating a positive working environment whereby all employees inclusive of age, civil status, disability, ethnicity and race, family status, gender, membership of the Traveller community, religion and sexual orientation are respected, valued and can reach their full potential. The HSE aims to achieve this through development of an organisational culture where injustice, bias and discrimination are not tolerated. The HSE welcomes people with diverse backgrounds and offers a range of supports and resources to staff, such as those who require a reasonable accommodation at work because of a disability or long-term health condition. Read more about the HSE's commitment to Diversity, Equality and Inclusion
Code of Practice	The Health Service Executive will run this campaign in compliance with the Code of Practice prepared by the Commission for Public Service Appointments (CPSA). The CPSA is responsible for establishing the principles to be followed when making an appointment. These are set out in the CPSA Code of Practice. The Code outlines the standards to be adhered to at each stage of the selection process and sets out the review and appeal mechanisms open to candidates should they be unhappy with a selection process. Read the CPSA Code of Practice.
The reform programme outlined for the health services may impact on this role, and as structures change the Job Specification may be reviewed. This Job Specification is a guide to the general range of duties assigned to the post holder. It is intended to be neither definitive nor restrictive and is subject to periodic review with the employee concerned.	



**Staff Midwife
Cnáimhseach Foirne
Terms and Conditions of Employment**

Tenure	The salary scale for the post as at 01/02/2026 is: €37,788, €39,760, €40,767, €42,098, €43,775, €45,452, €47,120, €48,563, €50,009, €51,458, €52,937, €54,412, €56,032 LSI The post is pensionable. A panel may be created from which permanent and specified purpose vacancies of full or part time duration may be filled. The tenure of these posts will be indicated at “expression of interest” stage. Appointment as an employee of the Health Service Executive is governed by the Health Act 2004 and the Public Service Management (Recruitment and Appointments) Act 2004 and Public Service Management (Recruitment and Appointments) Amendment Act 2013.
Working Week	The standard weekly working hours of attendance for your grade are 37.5 hours per week. Your normal weekly working hours are 37.5 hours. Contracted hours that are less than the standard weekly working hours for your grade will be paid pro rata to the full time equivalent.
Annual Leave	The annual leave associated with the post will be confirmed at Contracting stage.
Superannuation	This is a pensionable position with the HSE. The successful candidate will upon appointment become a member of the appropriate pension scheme. Pension scheme membership will be notified within the contract of employment. Members of pre-existing pension schemes who transferred to the HSE on the 01st January 2005 pursuant to Section 60 of the Health Act 2004 are entitled to superannuation benefit terms under the HSE Scheme which are no less favourable to those which they were entitled to at 31st December 2004
Age	The Public Service Superannuation (Age of Retirement) Act, 2018* set 70 years as the compulsory retirement age for public servants. <u>* Public Servants not affected by this legislation:</u> Public servants joining the public service or re-joining the public service with a 26 week break in service, between 1 April 2004 and 31 December 2012 (new entrants) have no compulsory retirement age. Public servants, joining the public service or re-joining the public service after a 26 week break, after 1 January 2013 are members of the Single Pension Scheme and have a compulsory retirement age of 70.
Probation	Every appointment of a person who is not already a permanent officer of the Health Service Executive or of a Local Authority shall be subject to a probationary period of 12 months as stipulated in the Department of Health Circular No.10/71.
Protection of Children Guidance and Legislation	The welfare and protection of children is the responsibility of all HSE staff. You must be aware of and understand your specific responsibilities under the Children First Act 2015, the Protections for Persons Reporting Child Abuse Act 1998 in accordance with Section 2, Children First National Guidance and other relevant child safeguarding legislation and policies. 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. Visit HSE Children First for further information, guidance and resources.



Infection Control	Have a working knowledge of Health Information and Quality Authority (HIQA) Standards as they apply to the role for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc. and comply with associated HSE protocols for implementing and maintaining these standards as appropriate to the role.
Health & Safety	It is the responsibility of line managers to ensure that the management of safety, health and welfare is successfully integrated into all activities undertaken within their area of responsibility, so far as is reasonably practicable. Line managers are named and roles and responsibilities detailed in the relevant Site Specific Safety Statement (SSSS). Key responsibilities include: • Developing a SSSS for the department/service¹, as applicable, based on the identification of hazards and the assessment of risks, and reviewing/updating same on a regular basis (at least annually) and in the event of any significant change in the work activity or place of work. • Ensuring that Occupational Safety and Health (OSH) is integrated into day-to-day business, providing Systems Of Work (SOW) that are planned, organised, performed, maintained, and revised as appropriate, and ensuring that all safety related records are maintained and available for inspection. • Consulting and communicating with staff and safety representatives on OSH matters. • Ensuring a training needs assessment (TNA) is undertaken for employees, facilitating their attendance at statutory OSH training, and ensuring records are maintained for each employee. • Ensuring that all incidents occurring within the relevant department/service are appropriately managed and investigated in accordance with HSE procedures². • Seeking advice from health and safety professionals through the National Health and Safety Function Helpdesk as appropriate. • Reviewing the health and safety performance of the ward/department/service and staff through, respectively, local audit and performance achievement meetings for example. Note: Detailed roles and responsibilities of Line Managers are outlined in local SSSS.

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

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