

SOUTH INFIRMARY-VICTORIA UNIVERSITY HOSPITAL
Old Blackrock Road, Cork



Job Description for the post of:

Clinical Nurse Manager II / Clinical Nurse Specialist – Tissue Viability

Permanent Part-time - 34 hours per week

This document sets out the manner in which applications are accepted for the above post in addition to setting out the prescribed Particulars and Qualifications of the post, the Job Description and other relevant information.

Application Process:

4 copies of an up-to-date Curriculum Vitae (unbound) and 4 copies of a Cover Letter should be submitted to:

**The Human Resources Manager
South Infirmar-y-Victoria University Hospital
Old Blackrock Road
Cork**

The latest date for receipt of applications is:

1.00pm, Friday, 27th September 2019

Please note successful candidates will be required to submit documentary evidence of all qualifications referred to on application when requested to do so post interview.

The South Infirmar-y-Victoria University Hospital is an equal opportunities employer

The South Infirmar-y-Victoria University Hospital

We at the South Infirmar-y-Victoria Hospital are committed to providing the highest quality service to all our patients in a friendly, safe and caring environment. We endeavour to provide an effective, efficient service in a timely manner with equal access for all our patients. We aim to provide individual patient centered care to each patient and their families and promote patient participation in their care. We encourage good interpersonal relationships. We promote staff and service development through education, motivation and encouragement. We are committed to providing an effective learning environment for future health service staff.

We are a 192 bed Voluntary Teaching Hospital affiliated to University College Cork and catering for approximately 38,500 discharges and 72,500 outpatients each year. We are part of the South/South West Hospital Group. The Hospital is the Regional Centre for E.N.T. and Dermatology Services. The Hospital also plays a very prominent role in Endocrinology and Rheumatology services in the region. Services are continually developing and expanding at the Hospital.

The following medical disciplines are specialties in the Hospital:

- Anaesthesiology
- Combined Clinic in E.N.T. and Radiotherapy held at regular intervals
- Dermatology
- E.N.T. including an extensive Head & Neck service
- Endocrinology
- General Surgery
- Gynaecology
- Medical Oncology
- Ophthalmology
- Oral & Maxillofacial Surgery
- Orthopaedic Surgery
- Paediatrics - Consultation Service
- Pain Medicine
- Plastic Surgery
- Radiology
- Rheumatology

The SIVUH is primarily an elective hospital with a particular concentration on day surgery, short length of stay and day of surgery admission. There are 9 theatres in total in the complex; 4 General Theatres, 2 Orthopaedic Theatres, 1 Day Surgery, 1 Theatre in the Victoria Wing, and 1 Ophthalmology Theatre. In addition there is an Endoscopy Suite, Pain Management Procedure Rooms and a Minor Procedures Room. The SIVUH has an extensive Day Surgery service including a Peri-operative Assessment Clinic which is supported by SIVUH Consultant Anaesthetist staff. In addition there is a Pre-admission Assessment Unit.

Background

Nurse led clinic encompassing all types of wounds e.g. surgical, plastics, orthopaedic, dermatological. Clients are referred from within the hospital.

Mission Statement

The Wound Management Clinic endeavours to provide the highest holistic quality of nursing practice to all patients attending this department.

In order to do this we promote a safe, warm and caring environment for patients, their families and friends. We respect privacy and dignity at all times. We strive to give equal concern and attention to each patient according to their individual needs.

Informal enquires

Can be directed to the relevant Head of Department / Line Manager

Our website is accessible on: www.sivuh.ie

Details of the Post

Title / Grade:

The title and grade of the post is Clinical Nurse Manager II / Clinical Nurse Specialist – Tissue Viability.

Grade Code:

2632

Responsible To:

The post holder will be responsible to the Director of Nursing.

Reporting Relationship:

The post holder's reporting relationship is to the Assistant Director of Nursing.

Working Relationships:

The post holder will liaise with all Nursing, Medical, Health & Social Care Professional Staff, Heads of Departments/Ward Managers, Clerical/Administrative staff and other hospitals /services as required.

Qualifications:

A candidate must, on the latest date for receiving completed applications for the post:

- I. Be a registered nurse on the active Register of Nurses and Midwives held by An Bord Altranais agus Cnáimhseachais na hÉireann (Nursing and Midwifery Board of Ireland) or be eligible to be so registered

And

- II. Be registered in General Division of the register of Nurses and Midwives in which the application is being made

Or

- III. 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

- IV. 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 8 Award or higher relevant to the specialist area of Tissue Viability prior to application

Or

- V. Can provide written evidence from higher education institute that they have achieved the number of ECTS credits equivalent to a Level 8 Award or higher standard, relevant to the specialist area of Tissue Viability prior to application

And

- VI. Have a minimum of 5 years post registration full time experience or an aggregate of 5 years full time in the general division of the register in which the application is being made

And

- VII. Have a minimum of 2 years' full time experience or an aggregate of 2 years full time experience in specialist area of Tissue Viability

And

- VIII. Demonstrate evidence of continuing professional development

Nurse/Midwife Medicinal Product Prescribing and Prescribing of Medical Ionising Radiation are not strictly essential, but desirable if relevant to the role and should be considered at this level of nursing/midwifery.

Note: It is the policy of the SIVUH to require nurses and midwives to certify registration with NMBI annually, by way of the Patient Safety Assurance Certificate (PSAC)

Desirable:

- (i) Possess I.T. Skills/Experience/Course.
- (ii) Have a Management course
- (iii) Management experience

Note:

If being processed for appointment, **original documentation** will be sought for:

- (i) All qualification requirements for the post.
- (ii) Any additional qualification(s) that you may be awarded marks for at interview.

In the event that a number of years experience is required for a post, you will be requested to:

- (i) Provide documentary evidence that you possess same.

Character

A candidate for and any person holding the office must be of good character.

Health

A candidate for and any person holding the post must be fully competent and capable of undertaking the duties attached to the post and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service. For the purpose of satisfying the requirements as to health, the successful candidate, before being appointed, shall undergo a pre placement health assessment. The Medical Examination will be provided by the Hospital.

OVERALL PURPOSE OF THE POST

The purpose of this Clinical Nurse Manager II/ Clinical Nurse Specialist post in Tissue Viability is to 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.

The post holder will ensure the delivery of high quality, clinically effective care, utilising research, and collaborating with colleagues in everyday practice and work in partnership with the MDT's to enhance professional standards of care across the various specialities. They will manage a delegated caseload of patient's with challenging wounds and patients with hospital acquired pressure ulcers. The post holder will provide clinical expertise, specialist advice, assist in educational programmes and develop an appropriate hospital wide communication strategy with regards to Tissue Viability, promoting Quality, Safety, safeguarding Competent & Compassionate Staff and enhancing the Patient Experience through positive collaborative engagements at ward/unit, directorate and across the wider healthcare.

Principle Duties and Responsibilities:

The post holders practice is to deliver **Tissue Viability** 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. The concepts are:

- Clinical Focus
- Patient/Client Advocate
- Education and Training
- Audit and Research
- Consultant

Clinical Focus:

The CNM2/CNSp will have a strong patient focus whereby the specialty defines itself as nursing/midwifery and subscribes to the overall purpose, functions and ethical standards of nursing/midwifery. 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, family and/or carer. Indirect care relates to activities that influence and support the provision of direct care.

Direct Care:

- Provide a specialist nursing service for patients with a diagnosis of or at risk of developing a wound 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 tissue viability.
- Use the outcomes of patient assessment to develop and implement plans of care/case management in conjunction with the multi-disciplinary team (MDT) and the patient, family and/or carer as appropriate.
- Monitor and evaluate the patient's response to treatment and amend the plan of care accordingly in conjunction with the MDT and patient, family and/or carer as appropriate.
- Make alterations in the management of patient's condition in collaboration with the MDT and the patient in line with 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, family and /or carer as appropriate, to assess patient's 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 patient, 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 patients with appropriate self-management strategies and escalation pathways.
- Manage nurse led wound clinics with MDT input.
- Identify health promotion priorities for the patient, family and/or carer and support patient 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 patients' needs. Support ward staff to devise the optimum nursing care plan to ensure realisation of patient centred care

In-direct Care:

- Identify and agree appropriate referral pathways for patients with tissue viability.
- Participate in case review with MDT colleagues.
- Use a case management approach to patients with 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 tissue viability as required by the Director of Nursing as part of Quality and Governance requirement.
- Take a lead role in ensuring the service for patients with tissue viability is in line with best practice guidelines and the Safer Better Healthcare Standards (HIQA, 2012).
- Educate nursing staff on the economical use of and availability of optimum and appropriate wound care products and equipment throughout the hospital.
- Undertake evaluation of wound/skincare products and equipment and provide guidance and recommendations.

Patient/Client Advocate:

- Enable patients / clients, families and communities to participate in decisions about their health needs.
- Articulate and represent patient / client interests in collaboration with the multidisciplinary team.
- Implement changes in healthcare service in response to patient / client need and service demand.

- Influence practice and promote improved/new standards of care in relation to patients requiring wound and stoma care.

Management:

- Provide an efficient, effective, and high quality service, respecting the needs of each patient / client.
- Effectively manage time and caseload 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.

Education & Training:

- Maintain clinical competence in patient management within Tissue Viability Nursing, keeping up-to-date with relevant research to ensure the implementation of evidence based practice.
- Provide the patient, family and/or carer with appropriate information and other supportive interventions
- Contribute to the design, development and implementation of education programmes and resources for the patient, family and/or carer.
- Provide mentorship and preceptorship for nursing colleagues, including nursing students and post graduate students, as appropriate.
- 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 Tissue Viability delivery through journal clubs, conferences etc.
- Develop and maintain links with Centres for Nursing & Midwifery Education (CNMEs), the Nursing and Midwifery Planning and Development Units (NMPDUs) and relevant third level Higher Education Institutes (HEIs) in the design, development and delivery of educational programmes in Tissue Viability
- Be responsible for addressing own continuing professional development needs

Audit & Research:

- Maintain a record of clinically relevant data aligned to National Key Performance Indicators (KPI's) as directed and advised by the DoN
- Establish and maintain a register of patients with wounds of different aetiology within the Clinical Nurse Specialist Tissue Viability Caseload
- Identify, initiate and conduct nursing and MDT audit and research projects relevant to the area of practice.
- Identify, critically analyse, disseminate and integrate best evidence relating to Tissue Viability Care into practice
- Contribute to nursing research on all aspects Tissue Viability
- Use the outcomes of audit to improve service provision
- 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 practice

Audit expected outcomes including:

- Collate data which will provide evidence of the effectiveness of the CNSp interventions undertaken, Audit should have a clinical nursing/midwifery focus and include a breakdown of activity.
- Evaluate audit results and research findings to identify areas for quality improvement in collaboration with nursing management and MDT colleagues (Primary and Secondary Care).
- Prepare an annual report for the Assistant Director of Nursing Quality addressing 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

Consultant:

- Provide leadership in clinical practice and act as a resource and role model for Tissue Viability practice.
- Generate and contribute to the development of clinical standards and guidelines and support implementation
- Use specialist knowledge to support and enhance generalist nursing practice
- Develop collaborative working relationships with local Tissue Viability CNSp's/Registered Advanced Nurse Practitioner/MDT colleagues as appropriate, developing person centred care pathways to promote the integrated model of care delivery.
- With the support of the ADON/DoN, attend meetings as required
- Where appropriate develop and maintain relationships with specialist services in voluntary organisations which support patients in the community.
- Liaise with other health service providers in the development and on-going delivery of the National Clinical Programme model of care.
- Network with other CNM2 /CNSp in Tissue Viability in related professional associations

Health and Safety:

- Ensure that effective safety procedures are in place to comply not only with the Safety, Health and Welfare at Work Act 2005 but also within the spirit of the Hospital's mission, vision and values, and they are known and followed by staff.
- You are required to familiarise yourself with the requirements of employees under the Safety, Health and Welfare at Work Act 2005 and to promote a work environment that is compliant with the Safety, Health and Welfare at Work Act 2005.
- Each staff member is individually responsible for ensuring that the Hospital remains a safe place to work as set out in the local safety statement, which must be read and understood.

Quality, Risk and Safety Responsibilities:

- Participate and cooperate with legislative and regulatory requirements with regard to quality, risk and safety, and NCCP requirements,
- Participate and cooperate with local quality, risk and safety initiatives as required
- Participate and cooperate with internal and external evaluations of the organisation's structures, services and processes as required, including but not limited to, The National Hygiene Audit, National Decontamination Audit, Health and Safety Audits, HIQA standards and other audits specified by the HSE or other regulatory authorities
- Initiate, support and implement quality improvement initiatives in their area which are in keeping with local organisational quality, risk and safety requirements
- Contribute to the development of PPPGs and safe professional practice and adhere to relevant legislation, regulations and standards
- Comply with SIVUH Complaints Policy
- Ensure completion of incident/near miss forms and clinical risk reporting

- Adhere to department policies in relation to the care and safety of any equipment supplied and used to carry out the responsibilities of the role of CNSp in Tissue Viability Nursing
- It is the responsibility of all staff to ensure compliance with local organisational hygiene standards, guidelines and practices.
- There is a responsibility on all staff to adhere to all hospital guidelines, policies & procedures and best practise. This includes Infection Control guidelines, Waste Management, and Environmental Management etc.
- There is a responsibility on all staff to participate in internal and external audit and review as appropriate.
- To work in a manner with due care and attention to safety of self, patients, staff and other persons in the workplace with reference to the Health, Safety at Work Act 2005.
- To report immediately to Line Managers/nominated persons, any accidents or incidents involving patients, staff and/or members of the public in line with hospital policy
- To comply and be familiar with all hospital policies and procedures and in particular those relating to Safety, Health and Welfare, Infection Control, Hygiene, Risk Management and Decontamination.
- The post holder is accountable, responsible and has authority for delivering a quality service and ensuring patient safety. The post holder will work within a Risk Management Framework to achieve the HIQA Safer, Better Healthcare Standards and other quality standards as appropriate.
- To attend and participate in such meetings and events as may be required from time to time.
- Any other duties as may be assigned from time to time by the Director of Nursing, Assistant Director of Nursing, Chief Executive or other designated Officer.

Specific Responsibility for Best Practice in Hygiene:

Hygiene is defined as: "The practice that serves to keep people and environments clean and prevent infection. It involves the study of preserving ones health, preventing the spread of disease, and recognising, evaluating and controlling health hazards. In the healthcare setting it incorporates the following key areas: environment and facilities, hand hygiene, catering, management of laundry, waste and sharps, and equipment"(HIQA, 2008; P2)

Management/Administration:

- Provide an efficient, effective and high quality service, respecting the needs of each patient, family and/or carer
- Effectively manage time and caseload in order to meet changing and developing service needs
- Continually monitor the service to ensure it reflects current needs
- Implement and manage identified changes
- Ensure that confidentiality in relation to patient records is maintained
- Represent the specialist service at local, national and international as required
- Maintain accurate and contemporaneous records and data on all matters pertaining to the planning, management, delivery and evaluation of care and ensure that this service is in line with HSE requirements.
- Contribute to the service planning process as appropriate and as directed by the DoN.
- Have a working knowledge of the Health Information and Quality Authority (HIQA) Standards as they apply to role for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infection, Hygiene Standards etc. and comply with associated MMUH/HSE protocol for implementing and maintaining these standards as appropriate to the role.
- To support, promote and actively participate in sustaining energy, water, and waste initiatives to create a more sustainable, low carbon and efficient health service

Competencies:

Professional Knowledge:

- Practice in accordance with relevant legislation and with regard to The Scope of Nursing & Midwifery Practice Framework (Nursing and Midwifery Board of Ireland, 2015) and the Code of Professional Conduct and Ethics for Registered Nurses and Registered Midwives (Nursing and Midwifery Board of Ireland, 2014)
- Maintain a high standard of professional behaviour and be professionally accountable for actions/omissions. Take measures to develop and maintain the competences required for professional practice
- Adhere to the Nursing & Midwifery values of Care, Compassion and Commitment (DoH, 2016)
- Adhere to national, regional and local SIVUH PPPGs
- Adhere to relevant legislation and regulation
- Adhere to appropriate lines of authority within the nurse management structure.

Demonstrate:

- An in-depth knowledge of the role of the CNM2/CNSp Tissue Viability Nursing
- In-depth knowledge of the pathophysiology of Tissue Viability Nursing
- The ability to employ appropriate diagnostic interventions to support clinical decision making and the patients' self- management planning
- The ability to formulate a plan of care based on findings and evidence based standards of care and practice guidelines
- The ability to follow up and evaluate a plan of care
- Knowledge of health promotion principles/coaching/self management strategies that will enable people to take greater control over decisions and actions that affect their health and wellbeing
- An understanding of the principles of clinical governance and risk management as they apply directly to the CNM2/ CNSp. role and the wider health service
- Evidence of teaching in the clinical area
- A working knowledge of audit and research processes
- Evidence of computer skills including use of Microsoft Word, Excel, E-mail, PowerPoint

Communication and Interpersonal Skills:

Demonstrate:

- Effective communication skills
- Ability to build and maintain relationships particularly in the context of MDT working
- Ability to present information in a clear and concise manner
- Ability to manage groups through the learning process
- Ability to provide constructive feedback to encourage future learning
- Effective presentation skills.

Organisation and Management Skills:

Demonstrate:

- Evidence of effective organisational skills including awareness of appropriate resource management
- Ability to attain designated targets, manage deadlines and multiple tasks
- Ability to be self directed, work on own initiative
- A willingness to be flexible in response to changing local/organisational requirements

Building & Maintaining Relationships including Team and Leadership skills:

Demonstrate:

- Leadership, change management and team management skills including the ability to work with MDT colleagues.

Commitment to providing a quality service:

Demonstrate:

- Awareness and respect for the patient's views in relation to their care
- Evidence of providing quality improvement programmes
- Evidence of conducting audit
- Evidence of motivation by ongoing professional development.

Analysing and Decision making:

Demonstrate:

- Effective analytical, problem solving and decision making skills

Note:

The rate and pace of change in the health service is such that the post holder will be required to update their knowledge and skills to fit the changing requirements of the service. Therefore this job description is an outline of the current broad areas of responsibility and accountability and should not be regarded as a comprehensive listing. It will be reviewed and updated in line with future needs as required.

The post holder will be required to be flexible in this position and must be prepared to undertake any other duties as may be assigned by the Head of Department/Line Manager dependent on service needs. Such duties can be outside the area of one's normal work and may be for other associated Departments as the Hospital may require.

PARTICULARS OF THE POST

1. Remuneration:

Salary Scale: €49,914 - €59,010 per annum.

Salary payment frequency will be monthly.

Incremental credit may be granted in respect of recognised experience.

Recognisable experience refers to "previous service in a similar grade in the Civil Service, Local Authority Service, Health Service and other public service bodies or agencies, in Ireland or abroad".

New employees wishing to claim incremental credit for previous employment/s must submit details (documentary evidence) within the first year of their employment to the Wages & Salaries Department, SI-VUH, otherwise the Hospital will not be liable for retrospective payments. New employees experiencing difficulty with a previous employer in obtaining any letters/documentation in this regard should notify the Wages & Salaries Department as soon as possible within the first year of employment.

2. The post is permanent, part-time and pensionable.

3. Annual Leave

Annual leave and public holidays are granted in accordance with the provisions of the Organisation of Working Time Act, 1997 and in conjunction with Hospital policy and in

compliance with national circulars governing leave. Public holidays are dealt with in accordance with the provisions of the Organisation of Working Time Act, 1997 as reflected in the Annual Leave and Public Holiday policy.

0-5 years service: 25 days per annum

5-10 years service: 26 days per annum

more than 10 years service: 28 days per annum (pro-rata)

4. Working Hours

34 hours per week. Flexibility in consideration of service needs is required. You will be required to work the agreed roster/ on call arrangements advised to you by your line manager. Your contracted hours of work are liable to change between the hours of 8 am to 8 pm over seven days to meet the requirements for extended day services as may be introduced by the hospital.

5. Superannuation

There are various Superannuation Schemes in operation. You will be a member of the scheme relevant to you based on your entry date to the public service and previous service if any. You will be issued with the relevant superannuation information directly from the Superannuation Section, Wages & Salaries Department in due course.

6. Probation

The appointment shall be made subject to the conditions that: the person appointed shall hold the appointment for a probationary period of 9 months which the South Infirmar-y-Victoria University Hospital may, in exceptional circumstances, extend by a maximum of 6 weeks. The specific reasons for the extension shall be made known in writing to the person appointed. Performance and conduct of the person appointed will be monitored on an on-going basis within the probationary period, with written reviews every 3 months, to determine suitability for continued employment. Termination of the appointment within or at the end of the probationary period will be at the sole discretion of the South Infirmar-y-Victoria University Hospital. At the end of a satisfactory probationary period, the South Infirmar-y-Victoria University Hospital shall certify that the service has been satisfactory and confirm the appointment on a permanent basis. All new employees must complete satisfactory probation/performance monitoring period maximum 9 months prior to being eligible for any benefits under the hospital's sick pay scheme.

7. Notice

When resigning, the post holder is required to give four week's notice in writing prior to resigning the post, or in default, to forfeit one month's amount of salary, to be deducted as liquidated damages from any remuneration due at the time of such resignation.

8. Healthcare Insurance

VHI / LAYA Healthcare Insurance details are available on the Intranet Human Resources page / HR General. Salary deduction for healthcare insurance can be facilitated for long term temporary (12 months or longer) or permanent employees only.

9. Confidentiality

In the course of his/her employment, the person appointed may have access to, or hear information concerning the medical or personal affairs of patients and/or staff, or other health service business. Such records and information are strictly confidential and unless acting on the instructions of an authorised officer, on no account must information concerning staff, patients or other health service business be divulged or discussed except in the performance of normal duty. In addition, records must never be left in such a manner that unauthorised persons can obtain access to them and must be kept in safe custody / destroyed in accordance with policy, when no longer required.

10. Safety, Health and Welfare at Work

The South Infirmar-y-Victoria University Hospital is committed to ensuring the safety, health and welfare of all employees. In line with the Safety, Health and Welfare at Work Act, 2005, a Safety Statement is provided by the Hospital and all staff must comply with Hospital

safety regulations. The post holder has personal responsibility for Health and Safety in the workplace.

11. Hospital Policies & Procedures (PPPGs)

Details of the Hospital's policies and procedures, including the Grievance and Disciplinary Procedure will be issued to the post holder upon commencement of employment. All hospital policies and procedures are available on the intranet (hard copy can be accessed via the hospital library) and employees are obliged to read and familiarise themselves and adhere to same at all times. All new employees must complete satisfactory probation/performance monitoring period maximum 9 months prior to being eligible for any benefits under the hospital's sick pay scheme.

12. Personal and Hospital Property

Management does not accept responsibility for property lost, stolen or damaged on hospital premises, whether by fire, theft or otherwise. The right to search your person and/or property (including your motor vehicle) while on or departing from the premises is reserved by Management. Where you are found to be in unauthorised possession of articles which are the property of the hospital, the property of an employee, a patient, a visitor, a contractor or a client of the hospital, you may be liable to sanction up to and including dismissal and may also be prosecuted. A witness, i.e. union representative/colleague (whoever is available) may be present during any such search. Please note CCTV is in operation throughout the hospital.

13. Garda Vetting

Garda Vetting is sought for all South Infirmarary-Victoria University Hospital employees, who may have significant interaction with children and/or vulnerable adults in the course of their duties, either while in the Hospital or in the community. This is done for the protection of these vulnerable groups. Garda Vetting will be sought for the successful candidate(s). Candidates must comply fully with this process. Failure to comply with this process or to provide false or misleading information will result in exclusion from the recruitment process.

This document sets out the prescribed Particulars and Qualifications of the post, the Job Description and other relevant information and is subject to review and amendment as required.

Job Description – CNMIII/ CNS – Tissue Viability – Sept 2019

Clinical Nurse Specialist – Tissue Viability

Qualifications and Training

Essential	Desirable
<ul style="list-style-type: none"> ◆ Be a Registered General Nurse ◆ Post Graduate Diploma in Tissue Viability Nursing ◆ Evidence of ongoing professional development. 	<ul style="list-style-type: none"> ◆ Management course

Experience

Essential	Desirable
<ul style="list-style-type: none"> ◆ 5 years post graduate experience including a minimum of two years in a specialist clinical practice in Tissue Viability nursing. ◆ Knowledge and experience of research based practice 	<ul style="list-style-type: none"> ◆ Involvement in quality / audit ◆ Resource Management ◆ Management experience

Knowledge

Essential	Desirable
<ul style="list-style-type: none"> ◆ In-dept knowledge of Tissue Viability ◆ Ability to work with and motivate teams ◆ Excellent written and verbal skills ◆ Experience/Awareness of Risk Management 	<ul style="list-style-type: none"> ◆ Awareness of Risk Management issues ◆ Awareness of New developments in Tissue Viability.

Aptitudes & Skills

Essential	Desirable
<ul style="list-style-type: none"> ◆ Displays leadership skills ◆ Ability to work on own initiative ◆ Has managed change ◆ Training and Motivating of Staff ◆ Planning and Organisation Skills ◆ Leading a clinical practice and quality service ◆ Excellent written and verbal skills 	<ul style="list-style-type: none"> ◆ IT skills/Experience/Course ◆ Awareness of issues involved in change management ◆ Professional skills ◆ Planning and organisation skills ◆ Experience of leading a Clinical Practice / Quality Service

Personal Qualities

Essential	Desirable
<ul style="list-style-type: none"> ◆ Excellent communication skills ◆ Approachable ◆ Flexibility to respond to service needs and demands 	<ul style="list-style-type: none"> ◆ Enthusiasm for role