



Job Description

Post Title:	Clinical Nurse Manager II
Post Status:	Permanent
Department	RCNU
Location:	Raheny Community Nursing Unit, Harmonstown Rd
Reports to:	Assistant Director of Nursing (out of hours)
Salary:	CNM 11 Grade
Hours of work:	24 hrs per week
Closing Date:	30 th November 2017, 12 Noon

Position Summary:

The appointment of the CNM 11 is an essential element in the provision of effective, high quality, person-centred care and management of Residents in RCNU.

The aim of the role is to provide leadership and support for staff in providing person-centred care for the needs of the residents. It will involve a strong clinical component together with a supportive/ governance role liaising with the multi-disciplinary team (MDT) as appropriate to the care of the residents and their families.

The post holder will work as a key member of the nursing team in the Unit providing physical, psychological, social and emotional support to the residents and their families.

Mandatory:

- Have at least 5 years post registration experience with 2 years in gerontology.
- Management course (desirable)
- Be registered with An Bord Altranais in General Division of the Register. And have name maintained on Live Register with An Bord Altranais.

Particular to this position:

Clinical/Operational Management

1. Liaise appropriately with the Out of Hours Multidisciplinary Team members to ensure safe and effective care.
2. Provides leadership and management in conjunction with the Unit's CNMs, PIC and Provider
3. Assist and direct Nursing Services ensuring that a high standard of resident care is maintained on all Units.
4. Support and ensure staff in implementation of Unit procedures and policies.
5. Support staff learning within clinical area.
6. Ensure that verbal and written nursing reporting systems are accurate and adequate and that nursing reports accompany patients who are being transferred to other units/centres.
7. Direct, supervise and mentor staff by providing advice on the delivery of nursing care and demonstrate



Practical nursing skills where appropriate.

8. Maintain contact with acutely ill/deteriorating residents throughout the Unit and provide clinical expertise to staff.
9. Attend clinical emergencies throughout the Unit and follow up with appropriate guidance and support.
10. Manage major incidents or internal emergencies within the campus and liaise appropriately with Beaumont Hospital out of hours.
11. Arrange meal breaks in such a way that the Unit is adequately covered with experienced Nurses.
12. Monitor sick leave and late attendances, receive calls from staff reporting sick and implement the sick leave regulations in consultation with CNM III.
13. Handle staff complaints, grievances and disciplinary matters in accordance with hospital policy and report to DNM as necessary on serious or unresolved issues.

Quality

1. Takes all steps possible to safeguard the welfare of residents through actively leading in the delivery of high standards of care across all Units in the Out of Hours period and puts systems in place in conjunction with the PIC to ensure standards are being met.
2. Monitor and evaluate outcomes of nursing care for individual residents.
3. Monitor the quality of work done by individual members of the healthcare team.
4. Encourages a culture of continuous improvement in the achievement of the highest possible standards of care.
5. Participates in measuring and monitoring nursing metrics and associated action plans within Units.
6. Monitors and evaluates outcomes of service and contributes to the development and implementation of best practice and to improvement plans and strategies within the service.
7. Works in conjunction with the nursing team to ensure all relevant national and regulatory standards are being met. e.g. HIQA
8. Participates in appropriate clinical audit in the Out of Hours period as directed by the PIC.
9. Contributes to projects which improve the quality of life of residents.
10. Will use quality improvement methodologies to ensure the delivery of quality improvement projects that will provide safer better healthcare for residents.
11. To ensure that the Out of Hours service in conjunction with the PIC has an effective process for risk assessment and risk management in respect of identification and managing risks.
12. Maintains and promotes the national standards for infection prevention and control in the Out of Hours period.
13. To be responsible for ensuring that adverse incidents involving residents' care are reported and investigated promptly, respecting confidentiality taking preventative action where necessary to ensure that IQS procedures are adhered to and fully implemented.
14. To ensure serious reportable events are managed as per HSE and HIQA national guidelines.

Service Development

1. Participates in the development of the Unit's Clinical Audit and Safety framework.
2. Sets objectives and KPIs in conjunction with the PIC to monitor the effectiveness of the role.
3. Participates in the formulation and review of specific policies, procedures and protocols in collaboration with the appropriate stake holders.
4. Liaises with the Practice Development Unit to ensure delivery of evidence based care.

Staffing and Personnel Management

1. Assists the CNM II/III in managing the staffing plan for the Out of Hours period based on activity, complexities.
2. Be aware and respond appropriately to staffing and skill mix levels in all Units.
3. Liaises with the CNM III should concerns arise with regard to staffing or skill mix.
4. Assists the management team to fully implement policies with regard to managing absenteeism.



5. Maintains a high level of staff morale, promoting good communications, team spirit and job satisfaction among all healthcare professionals.

6. Take all possible steps to promote the development of staff nurses with the aim of facilitating nurses to be autonomous and expert practitioners.
7. Lead in the training and development of the Healthcare Assistant role in collaboration with Clinical Nurse Managers and Practice Development.
8. Identify training and development needs of individual staff assigned to the ward and set objectives for such learning.
9. Identify and utilise teaching, learning and practice opportunities in the Unit and encourage problem based learning strategies based on resident care needs.
10. Participate in the development, implementation and evaluation of Induction/Orientation Training Programmes, Continuing Education Programmes and Post Graduate Nursing Programmes as appropriate Ensure that the work of the Health Care Assistants is implemented to the required standard as per job specification.
11. Ensure that the systems for induction and training of auxiliary staff are implemented in a satisfactory manner.
12. Supervise, support and encourage auxiliary staff in the implementation of their role and ensure that nursing staff know and understand these roles.

Professional Leadership:

1. Maintain effective communication and professional relationships within the nursing team and the multi-disciplinary team and clinical support services to ensure that a cohesive effective service is provided within the Unit.
2. Ensures that the requirements and code of professional conduct of NMBI for the practice of professional nursing are met and upheld.
3. Demonstrates visibility, innovation and flexibility in nursing practice.
4. Provide leadership in clinical practice and acts as a resource and role model.
5. Actively seek research findings, which will support clinical practice and participate actively with research opportunities within the Ward.
6. Demonstrate resilience and composure.
7. Demonstrate openness to change.

Self Development:

1. Has a creative outlook enabling progress to be made towards the ultimate objective of reaching standards of excellence in the provision of care.
2. Reads current literature and recent nursing research, attends seminars and is aware of any new developments in nursing practice and in current and future trends.
3. Attends and participates in staff development programmes.
4. Discuss present performance and future needs with the CNM III.

Finance

1. Monitor the staff complement for Out of Hours service
2. Work to identify and implement opportunities for increasing cost effectiveness and value for money and income generation
3. Assist the CNM III/PIC in estimating the Unit human resource requirements and negotiates these with the Director of Nursing
4. Advises PIC on the expenditure and utilisation of agency or locum staff.



Application Procedure:

Candidates should submit a full curriculum vitae to include the names and contact details of 2 referees (email addresses if possible).

A short listing exercise may be carried out on the basis of information supplied in your application. 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.

CVs to

recruitmentoffice@beaumont.ie

If you have any query regarding this, please contact:

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