

<b>Job Title and Grade</b>	<b>Clinical Nurse Specialist, Behaviour Support</b>
<b>Reporting Relationship</b>	The post holder will: <ul style="list-style-type: none"> <li>• report directly to the Assistant Director of Nursing and</li> <li>• be professionally accountable to the Director of Nursing.</li> </ul>
<b>Principal Duties and Responsibilities</b>	<p>The post holder's practice is based on the five core concepts of the CN/MSp role as defined by the NCNM 4<sup>th</sup> edition (2008) in order to fulfil the role. The concepts are:</p> <ul style="list-style-type: none"> <li>• Clinical Focus</li> <li>• Client Advocate</li> <li>• Education and Training</li> <li>• Audit and Research</li> <li>• Consultant</li> </ul> <p><b><u>Clinical Focus</u></b>          The clinical practice role may be divided into direct and indirect care</p> <p><i>The Clinical Nurse Specialist Behaviour Support) will:</i></p> <p><b><u>Direct Care</u></b></p> <ul style="list-style-type: none"> <li>• Provide a specialist nursing service for service users who require support and treatment through the continuum of care and specifically in the area of behaviour support.</li> <li>• Undertake comprehensive assessment to include physical, psychological, social and spiritual elements of care using best evidence based practice.</li> <li>• Use the outcomes of client assessment to develop and implement plans of care/case management in conjunction with the multi-disciplinary team (MDT) and the client, family and/or carer as appropriate.</li> <li>• Monitor and evaluate the client's response to treatment and amend the plan of care accordingly in conjunction with the MDT and client, family and/or carer as appropriate.</li> <li>• Make alterations in the management of client's condition in collaboration with the MDT and the client in line with agreed pathways and policies, protocols and guidelines (PPPGs).</li> <li>• Accept appropriate referrals from MDT colleagues</li> <li>• Co-ordinate investigations, treatment therapies and client follow-up</li> <li>• Communicate with clients, family and /or carer as appropriate, to assess client's needs and provide relevant support, information, education, advice and counselling as required</li> <li>• Participate in medication reconciliation taking cognisance of poly-pharmacy and support medical and pharmacy staff with medication reviews and medication management</li> <li>• Identify and promote specific symptom management strategies as well as the identification of triggers which may cause exacerbation of symptoms. Provide clients with appropriate self-management strategies and escalation pathways.</li> <li>• Identify health promotion priorities for the client, family and/or carer and support client 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 clients needs</li> <li>• Articulate and demonstrate the concept of nursing specialist practice within the framework of relevant legislation, The Scope of Nursing &amp; Midwifery Practice Framework (NMBI, 2015), The Code of Professional Conduct and Ethics (NMBI, 2014)</li> </ul>

and Professional Standards for Midwives (NMBI, 2015).

- Identify health promotion priorities in the area of Intellectual Disability, Dementia and Acquired brain injury care.
- Implement health promotion strategies for patient / client groups in accordance with the public health agenda.

### **Indirect Care**

*The Clinical Nurse Specialist in Behaviour Support ) will:*

- Identify and agree appropriate referral pathways for clients with intellectual disability and for clients requiring behavioural support across Peamount Healthcare.
- Participate in case review with MDT colleagues
- Use a case management approach to clients 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 intellectual disability/and mental health diagnoses/clients requiring behavioural support following acquired brain injury.
- Take a lead role in ensuring the service for clients with intellectual disability/ Standards for Safer Better Healthcare (HIQA) and Standards for Residential Services for People with Disabilities (HIQA) and the Health Act (2007) Care and Support of Residents in Designated Centres for Persons with Disabilities Regulations (2013), Older Persons Standards(.2016)

### **Patient Advocate**

*The Clinical Nurse Specialist (Behaviour Support) will:*

- Develop and support the concept of advocacy, particularly in relation to client participation in decision making, thereby enabling informed choice of treatment options
- Respect and maintain the privacy, dignity and confidentiality of the client, family and/or carer
- Establish, maintain and improve procedures for collaboration and cooperation between Acute Services, Primary Care and Voluntary Organisations as appropriate
- Proactively challenge any interaction which fails to deliver a quality service to clients.
- Comply with Health Service Executive (HSE) Complaints Policy
- 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.

### **Education and Training**

*The Clinical Nurse Specialist ( Behaviour Support) will:*

- Maintain clinical competence in client management within intellectual disability/ Dementia Care and Acquired brain injury) behaviour support, keeping up-to-date with relevant research to ensure the implementation of evidence based practice.
- Use his/her specialist knowledge and expertise in the ongoing education and training of

all grades of staff directly supporting people within the Service. Education areas covered but not limited to will be positive behaviour support with dual diagnosis and autistic spectrum disorders. This training will be delivered by the CNSp (in Behaviour Support) formally through in-service training and at every opportunity during service delivery.

- Provide the client, family and/or carer with appropriate information and other supportive interventions to increase their knowledge, skill and confidence in managing their condition.
- Contribute to the design, development and implementation of education programmes and resources for the client, family and/or carer in relation to Behaviour management empowering them to self manage their condition.
- Provide mentorship and preceptorship for nursing colleagues 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 intellectual disability/mental health care 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 educational programmes in intellectual disability/mental health care.
- Provide mentorship, preceptorship, teaching, facilitation and professional supervisory skills for nurses and other healthcare workers.
- Educate patients / clients, families and communities in relation to their healthcare needs in the specialist area of practice.
- Identify own continuing professional development needs and engage accordingly.

### **Consultant**

*The Clinical Nurse Specialist in Behaviour Management) will:*

- Provide leadership in clinical practice and act as a resource and role model for intellectual disability and all services in the management of behaviour.
- Generate and contribute to the development of clinical standards of practice and guidelines and support implementation
- Use specialist knowledge to support and enhance RNID, RGN and RNID/Mental Health nursing practice
- Develop collaborative working relationships with local CNSps /MDT colleagues as appropriate, developing person centred care pathways to promote the integrated model of care delivery.
- With the support of the DoN, attend integrated care planning meetings as required
- Where appropriate develop and maintain relationships with specialist services in Voluntary Organisations which support clients in the community.

### **Audit and Research**

*The Clinical Nurse Specialist (in Behaviour Support ) will:*

- Identify, critically analyse, disseminate and integrate nursing and other evidence into the area of specialist practice of behaviour support.
- Initiate and participate in evaluations and audits

- Establish and maintain a register of clients with intellectual disability/mental health and acquired brain injury within the CNSp.caseload
- Maintain a record of clinically relevant data aligned to National KPIs as directed and advised by the Director of Nursing.
- Identify, initiate and conduct nursing and MDT audit and research projects relevant to intellectual disability services.
- Identify, critically analyse, disseminate and integrate best evidence relating to care of the person with intellectual disability/mental health into practice
- Contribute to nursing research on all aspects of intellectual disability care.
- 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, utilize and disseminate current relevant research to advise and ensure the provision of informed evidence based practice

### **Health & Safety**

*The Clinical Nurse Specialist (In Behaviour Support) will:*

- Participate and cooperate with legislative and regulatory requirements with regard to quality, risk and safety
- 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 and other audits specified by the HSE or other regulatory authorities
- Initiate, support and implement quality improvement initiatives the area of Behavioural Support 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
- 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.( Behaviour Support)
- 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 and comply with associated HSE protocols for implementing and maintaining these standards as appropriate to the role.
- Support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service.

### **Management**

*The Clinical Nurse Specialist (in Behaviour Support) will:*

- Provide an efficient, effective, and high quality service, respecting the needs of each client.

	<ul style="list-style-type: none"> <li>• Effectively manage time and caseload in order to meet the needs of a changing and developing service.</li> <li>• Continually monitor the service to ensure it reflects current needs.</li> <li>• Implement and manage identified changes.</li> <li>• Ensure that confidentiality in relation to client records is maintained.</li> <li>• Maintain accurate and up to date statistics of the service provided, including audit of client contacts.</li> <li>• Represent the specialist service at local, national and international meetings as required.</li> <li>• Maintain accurate and contemporaneous records / data on all matters pertaining to the planning, management, delivery and evaluation of this service in line with Peamount Healthcare's requirements and HSE requirements.</li> </ul> <p><b>The above Job Description 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 him/her from time to time and to contribute to the development of the post while in office.</b></p>
<p><b>Eligibility Criteria</b></p> <p><b>Qualifications and/ or experience</b></p>	<p><b>Candidates must, on the latest date for receipt of completed application forms for the post, possess:</b></p> <p><b>1. <u>Professional Qualifications, Experience, etc.</u></b></p> <p>(a) Be registered as an RNID or RGN or RPN by An Bord Altranais agus Cnáimhseachais na hÉireann (Nursing and Midwifery Board of Ireland) or eligible to be registered.</p> <p style="text-align: center;"><b>and</b></p> <p>(b) Have at least 5 years post registration experience in the division of the register in which the applicant is currently practising;</p> <p style="text-align: center;"><b>and</b></p> <p>(c) Have a minimum of 2 years experience in the specialist area of working with people who display Challenging Behaviour.</p> <p style="text-align: center;"><b>and</b></p> <p>(d) Have the ability to practice safely and effectively fulfilling his/her professional responsibility within his / her scope of practice.</p> <p style="text-align: center;"><b>and</b></p> <p>(e) Must demonstrate evidence of continuing professional development.</p> <p style="text-align: center;"><b>and</b></p> <p>(f) From the 1<sup>st</sup> September 2010, must have a Level 8 (or higher) post registration Quality &amp; Qualifications Ireland major academic award relevant to the specialist area of Behaviour Support, prior to application*.</p> <p><i>Note: : *A photocopy of your Level 8 (or higher) post registration Quality &amp; Qualifications Ireland major academic award Course Transcript must be submitted with your Application Form. Failure to submit a copy of your Course Transcript will result in you not being</i></p>

	<p><i>brought forward to the next stage of the selection process.</i></p> <p><b>2. Health</b> 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 ability to render regular and efficient service.</p> <p><b>3. Character</b> Each candidate for and any person holding the office must be of good character.</p> <p><b>4. Age</b> Age restrictions shall only apply to a candidate where he/she is not classified as a new entrant (within the meaning of the Public Service Superannuation Act, 2004). A candidate who is not classified as a new entrant 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.</p> <p><i>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 and Midwifery Board of Ireland).</i></p>
<b>Post Specific Requirements</b>	Demonstrate depth and breadth of nursing experience in the specialist area of Challenging Behaviour as relevant to this post.
<b>Other requirements specific to the post</b>	Access to appropriate transport to fulfil the requirements of the role.
<b>Skills, competencies and/or knowledge</b>	<p><b>Candidates must demonstrate:</b></p> <ul style="list-style-type: none"> <li>• Awareness of current and emerging nursing strategies and policies in relation Intellectual Disability and Mental Health Nursing.</li> <li>• Practitioner competence and professional credibility – demonstrates a high level of clinical knowledge to effectively carry out the duties and responsibilities of the role.</li> <li>• The ability to lead on clinical practice and service quality.</li> <li>• The ability to work collaboratively as part of a team</li> <li>• Promotion of evidence-based decision making; evidence-based clinical knowledge in making decisions regarding patient / client care.</li> <li>• The ability to plan and manage resource effectively.</li> <li>• Effective analytical, problem solving and decision making skills.</li> <li>• Strong interpersonal skills including the ability to build and maintain relationships.</li> <li>• Effective communication and influencing skills.</li> <li>• Initiative and innovation in the delivery of service.</li> <li>• Resilience and composure.</li> <li>• Openness to change.</li> <li>• Integrity and an ethical stance.</li> <li>• A commitment to continuing professional development.</li> <li>• The ability to relate nursing research to nursing practice.</li> <li>• Knowledge of quality assurance practices and their application to nursing procedures.</li> <li>• Awareness of relevant legislation and policy e.g. legislation relevant to the service area, health and safety, infection control etc.</li> </ul>

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|  | <ul style="list-style-type: none"><li>• A willingness to develop IT skills relevant to the role.</li></ul> |
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<b>Probation</b>	<p>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.</p>
<b>Protection of Persons Reporting Child Abuse Act 1998</b>	<p>As this post is one of those designated under the Protection of Persons Reporting Child Abuse Act 1998, appointment to this post appoints one as a designated officer in accordance with Section 2 of the Act. You will remain a designated officer for the duration of your appointment to your current post or for the duration of your appointment to such other post as is included in the categories specified in the Ministerial Direction. You will receive full information on your responsibilities under the Act on appointment.</p>
<b>Infection Control</b>	<p>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.</p>