

Job Description

- Position:** CNM 1
- Accountable to:** CNM 2
Assistant Director and Director of Nursing INS
- Monitored by:** CNM 2

Job Summary

The post holder has responsibility for the provision of professional nursing care, to meet the individual needs of the patient population/service and be accountable for the delivery of such care as well as the supervision of nursing and nursing support staff in the Unit.

1. Professional / Clinical Responsibilities

1.1. To take ensure that patients have: -

- an individual assessment based on their specific needs
- a plan of care tailored based on their specific needs
- their plan of care implemented, evaluated and that modifications are made care needs change
- involvement of other practitioners of the multidisciplinary team as the context of care to the patient and carer needs demand

1.2. To actively promote and implement the concept of individualised patient care within the ward/area.

1.3. To liaise and report on a regular basis to the Clinical Nurse Manager 2 on all aspects of patient care.

1.4. To develop and promote good relationships with patients, families and carers, and thus ensuring a holistic approach to care

1.5. To ensure that the Documentation relating to patient care is in accordance with Peamount's standards.

- 1.6 To ensure strict confidentiality of information regarding patients is adhered to.
- 1.7 To ensure that the principles, which govern adjustments to practice as, identified in the Bord Altranais document “Scope of Nursing and Midwifery Practice Framework” are promoted and adhered to.

2. Managerial Responsibilities

- 2.1. To participate and support the Clinical Nurse Manager in the staff development and induction programme for both trained and untrained staff.
- 2.2. To promote an environment that provides learning and growth for all staff and to participate in learning programmes.
- 2.3. Ensure that all staff have an equal opportunity to avail of the educational opportunities provided and assist in maintaining mandatory training records.
- 2.4. To deputise for the Clinical Nurse Manager 2.
- 2.11 To ensure that there is safe and effective distribution of staff when in charge thus ensuring that the individual needs of patients are met.
- 2.12 To ensure that the unit areas are kept safe, clean and tidy.
- 2.14 Co-operate in managing all resources – including nursing and non-nursing staff within an agreed budget.
- 2.15 To ensure that the hospital/unit Policies and Procedures are adhered to and that attendants/household staff are aware of same.
- 2.16 Encourage evidence based practice, using a care planning approach to nursing care.
- 2.17 Collaborate with the CNM 2 in preparing, implementing and evaluating budget and service plans for the clinical area.

3 Quality Outcomes and Audit

- 3.1 In consultation with CNM 2 and other disciplines, implement and assess quality management programmes.
- 3.2 To take an active role in leading and developing standards of care through participating in Quality Initiatives.
- 3.3 In consultation with CNM2 and other disciplines, ensure compliance with standards as set out by HIQA

4 Health and Safety

- 4.1 To consider the health, safety and welfare of staff, patients and visitors in accordance with the 'Health and Safety at Work Act' (1989).
- 4.2 To be aware of the details of the Safety Statement as applicable to the unit. To effectively manage emergency situations.
- 4.3 To ensure that the practice of drug custody of Dangerous Drugs and Administration conforms to the requirement as laid down in the 'Misuse of Drugs Act' and ensure that correct drug records are kept. Report discrepancies immediately to the Clinical Nurse Manager 2.
- 4.4 Report and record all accidents or incidents involving staff, patient and visitors to the Clinical Nurse Manager 2 and/the Health and Safety Officer.
- 4.5 Supervise the duties of non-nursing personnel and advise other staff of the need to detect and report faulty equipment and report repairs, which are required.
- 4.6 To ensure the correct and appropriate use of equipment is maintained.
- 4.7 To ensure that the Handling and Moving Policy is adhered to.
- 4.8 Play a central role in maintaining a safe environment for residents, staff and visitors

Essential Criteria:

- Be registered in the General Division of the Register of Nurses & Midwives maintained by Bord Altranais agus Cnáimhseachais na hÉireann (Nursing and Midwifery Board of Ireland) or be entitled to be so registered
- Have at least 3 years post registration experience
- Have knowledge of HIQA Safer Better Healthcare Standards and the regulations underpinning the standards
- Evidence of consistent updating of clinical skills and knowledge

Desirable Criteria:

- Post Graduate Qualification in Rehabilitation/Gerontology
- Have clinical, managerial administrative capacity to properly discharge the functions for the role
- Demonstrable Coaching & Development skills within clinical practice

Note: The role of the Clinical Nurse Manager 1 will not be limited by reference to this outline. This job description is applicable at the present time and may change in detail, or emphasis in light of future change or development, with due consultation with the holder of the post.