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| **Job Specification; Sample Content****Clinical Nurse Specialist (CNS)****Clinical Midwife Specialist (CMS)****(2632, 2313, 2626, 2628, 2627, 2625)** |
| **The following template provides sample content for the above role.** **Please refer to the latest National Job Specification Template on the HSE Job Specification Repository to create your full and final version.** |
| **Reporting Relationship** | ***For Example:*** The professional reporting relationship is to the relevant Nursing/Midwifery Line Manager. The clinical reporting relationship is to the senior clinical decision maker who has responsibility for the service /service user. |
| **Key Working Relationships****to include but not limited to** | ***For Example:*** The CNS/CMS will work collaboratively with a range of internal and external stakeholders including: Director/Assistant Director of Nursing/Midwifery/Line ManagerCNS/CMS’s, RANP/RAMP’s and other nursing gradesMultidisciplinary Team colleagues and other key stakeholders within services, including National Clinical and Integrated Care ProgrammesService users/families and/or carersNursing and Midwifery Board of IrelandEducational BodiesNursing and Midwifery Planning and Development Units Centres of Nursing and Midwifery EducationNational Clinical Leadership CentreOther relevant statutory and non-statutory organisations |
| **Purpose of the Post**  | ***For Example:*** The CNS/CMS post holder will deliver care in line with the five core concepts of the role set out in the Framework for the Establishment of Clinical Nurse/Midwife Specialist Posts, 4th edition, National Council for the Professional Development of Nursing and Midwifery (NCNM) 2008. **Caseload**The CNS/CMS will focus initially on the following service user groups: List **service user groups** – (*reference Scope of Practice of the CNS/CMS role within your service*) The concepts are:* Clinical Focus (Direct and Indirect Care)
* Service user/client Advocacy
* Education and Training
* Audit and Research
* Consultancy (including leadership in clinical practice)
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| **Principal Duties and Responsibilities** | ***For Example:*** *The CNS/CMS will:*Clinical Focus **The CNS/CMS will be supported to:*** Develop a strong service user 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 service user, family and/or carer. Indirect care relates to activities that influence and support the provision of direct care.

**Direct Care**The CNS/CMS will:* Provide a specialist nursing/midwifery service for service users with a diagnosis of **Insert Name** who require support and treatment through the continuum of care
* Undertake comprehensive service user assessment to include physical, psychological, social and spiritual elements of care using best evidence based practice in **Insert Name**  care
* Use the outcomes ofnursing/midwifery assessment to develop and implement plans of care/service user group management to contribute to the plans of service users, their families/carers and the MDT
* Monitor and evaluate the service user’s response to treatment and amend the plan of care accordingly in collaboration with the MDT and service user, family and/or carer as appropriate.
* Make alterations in the management of service user condition in collaboration with the MDT and the service user in line with the nursing/midwifery aspect of agreed pathways and policies, procedures, protocols and guidelines (PPPG’s).
* Accept appropriate referrals from MDT colleagues
* Co-ordinate investigations, treatment therapies and service user follow-up
* Communicate with service users, family and/or carer as appropriate, to assess service user 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 service user, 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 service user with appropriate self-management strategies and escalation pathways
* Manage nurse/midwife led **Insert Name** clinics in collaboration with the MDT
* Identify health promotion priorities for the service user, family and/or carer and support service user 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 service user’ needs

**Indirect Care**The CNS/CMS will:* Identify and agree appropriate referral pathways for service user with **Insert Name**
* Participate in service user case reviews with MDT colleagues
* Use a case management approach to service user 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 **Insert Name** care
* Take a lead role in ensuring the nursing/midwifery service for service user with **Insert Name** condition is in line with best practice guidelines and the Safer Better Healthcare Standards (HIQA, 2012)

**Service user/Client Advocate**The CNS/CMS will:* Communicate, negotiate and represent service user, family and/or carer values and decisions in relation to their condition to MDT colleagues in **both Primary and Secondary Care** as appropriate
* Develop and support the concept of advocacy, particularly in relation to service user participation in decision making, thereby enabling informed choice of treatment options
* Respect and maintain the privacy, dignity and confidentiality of the service user, family and/or carers
* Establish, maintain and improve procedures for nursing/midwifery collaboration and cooperation between Acute Services, Primary Care and Voluntary Organisations as appropriate
* Proactively challenge any interaction, nursing/midwifery or otherwise, which fails to deliver a good quality service to service user.

Education and TrainingThe CNS/CMS will:* Maintain clinical competence in service user management within **Insert Name** nursing/midwifery, keeping up-to-date with relevant research to ensure the implementation of evidence based practice.
* Provide the service user, family and/or carer with appropriate information, education and other supportive interventions to increase their knowledge, skill and confidence and autonomy in managing their **Insert Name** condition.
* Contribute to the design, development and implementation of education programmes and resources for the service user, family and/or carer in relation to **Insert Name to** enable them to manage their own condition.
* Provide mentorship and preceptorship for nursing/midwifery colleagues as appropriate.
* Participate in training programmes for nursing/midwifery, MDT colleagues and key stakeholders as appropriate.
* Create exchange of learning opportunities within the MDT in relation to evidence based **Insert Name** nursing/midwiferydelivery through journal clubs, conferences etc.
* Develop and maintain links with Regional Centres for Nursing and 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 nursing/midwifery educational programmes in **Insert Name** care
* In tandem with the line management structure, be responsible for addressing own continuing professional development (CPD) needs to maintain competencies required for the role.
* Use agreed protected time for research, education and professional development.
* With the line manager, use the Professional Development Planning Framework for Nurses and Midwives to plan and self-assess additional CPD needs.

Audit and ResearchThe CNS/CMS will:* Establish and maintain a register of service user with **Insert Name** within the CNS/CMS Caseload.
* Maintain a record of clinically relevant data aligned to National Key Performance Indicators (KPI’s) as directed and advised by the DON/M/Services in conjunction with the senior clinical decision maker.
* Identify, initiate and conduct nursing/midwifery audit and research relevant to the area of practice and take part in MDT audit and research.
* Identify, critically analyse, disseminate and integrate into practice, best evidence relating to care in **Insert Name**
* Contribute to nursing/midwifery research on **Insert Name** care.
* Use the outcomes of audit to improve nursing/midwifery service provision and advocate, when appropriate, for improvement of non-nursing/midwifery services
* 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 nursing/midwifery practice

**Audit expected outcomes including:*** Collate data (insert agreed KPIs/clinical targets) which will provide evidence of the effectiveness of the CNS/CMS interventions. Refer to National KPIs associated with the specialty. KPI’s should have a clinical nursing/midwifery focus as well as a breakdown of activity - patients seen and treated.
* Evaluate nursing/midwifery audit results and research findings to identify areas for quality improvement in collaboration with nursing/midwifery management and MDT colleagues (Primary and Secondary Care).

Consultant (including leadership in clinical practice)The CNS/CMS will:* Understand leadership in clinical practice with the aim of acting as a resource and role model for nursing/midwifery **Insert Name** practice.
* Contribute the expanding nursing/midwifery knowledge/expertise to the development of clinical standards and guidelines and support implementation
* Use growing specialist knowledge to support and enhanceown nursing/midwifery practice and practice of colleagues.
* Develop collaborative working relationships with local **Insert Name** CNS/CMS’s, Registered Advanced Nurse/Midwife Practitioner/MDT colleagues as appropriate, contributing to person centred care pathways to promote the integrated model of care delivery.
* With the support of the DON/M/line manager, attend integrated care planning meetings as required
* Where appropriate, develop and maintain relationships with specialist services in voluntary organisations which support service users in the community.
* Liaise with other health service providers in the development and on-going delivery of the National Clinical and Integrated Programme model of care.
* Network with other CNS/CMS’s in **Insert Name** and in related clinical and professional areas of practice.
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| **Health and Safety** | These duties must be performed in accordance with local organisational and the HSE health and safety polices. In carrying out these duties the employee must ensure that effective safety procedures are in place to comply with the Health, Safety and Welfare at Work Act (2005). Staff must carry out their duties in a safe and responsible manner in line with the local policy documents and as set out in the local safety statement, which must be read and understood.* 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.
* To support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service.

**Quality, Risk and Safety Responsibilities****I**t is the responsibility of all staff to:* 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
* Adequately identifies, assesses, manages and monitors risk within their area of responsibility
* 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 authority
* Initiate, support and implement nursing/midwifery quality improvement initiatives in their area which are in keeping with local organisational quality, risk and safety requirement
* Contribute specialist expertise to the development of PPPGs and safe professional practice and adhere to relevant legislation, regulations and standards
* Comply with Health Service Executive (HSE) Complaints Policy
* Respond immediately and appropriately to ensure the safety of any service user that you are aware has been put at risk
* 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 CNS/CMS in **Insert Name**  care

**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 one’s 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)It is the responsibility of all staff to ensure compliance with local organisational hygiene standards, guidelines and practices. |
| **Management / Administration:** | * Provide an efficient, effective and high quality nursing/midwifery service, respecting the needs of each service user, family and/or carer
* Effectively manage time and caseloadin order to meet changing and developing service needs
* Continually monitor the nursing/midwifery service to ensure it reflects current service user and organisational needs
* Implement and manage identified changes
* Ensure that confidentiality in relation to service user records is maintained
* Understand the need to represent the specialist nursing/midwifery service at local, national and international fora as required
* Maintain accurate and contemporaneous records and data on all matters pertaining to the planning, management, delivery and evaluation of nursing/midwifery specialist 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 Director of Nursing/Midwifery/Line Manager
* To support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service.

**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 them from time to time and to contribute to the development of the post while in office.** |
| **Sample****Post Specific Requirements** | ***For Example:*** The organisation will consider the post specific requirements or experience required in developing the specific CNS/CMS **Insert Name** service.For example: Demonstrate depth and breadth of Nursing/Midwifery experience in the specialist area of **Insert Name.*** Have undertaken or agree to undertake, within an agreed timeframe, the Nurse Prescribing of Medicinal Products Certificate.
* Have undertaken or agree to undertake, within an agreed timeframe, the Nurse Prescribing of Ionising Radiation Certificate.

Formally apply for entry onto the Interim ONMSD CNS/CMS database (until the database is transferred to its permanent location) |
| **Skills, competencies and/or knowledge** | ***For Example:*** The candidate must demonstrate:**Professional Knowledge and Experience**The CNS/CMS will:* Practice in accordance with relevant legislation and with regard to The Scope of Nursing and 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, 2021)
* Maintain a high standard of professional behaviour and be professionally accountable for actions/omissions. Take measures to continuously develop and maintain the competences required for specialist practice
* Adhere to the Nursing and Midwifery values of Care, Compassion and Commitment (DoH, 2016)
* Adhere to national, regional and local HSE PPPGs
* Demonstrate practitioner competence and professionalism as it related to CNS/CMS.
* Demonstrate an awareness of current and emerging nursing strategies and policy in relation to the clinical/specialist area.
* Demonstrate the ability to relate nursing research to nursing practice.
* Demonstrate an awareness of HR policies and procedures including disciplinary procedures.
* Demonstrate an awareness of relevant legislation and policy e.g., health and safety, infection control etc.
* Demonstrate a commitment to continuing professional development.
* Demonstrate a willingness to develop IT skills relevant to the role.

**Demonstrate:*** An in-depth knowledge of the role of the CNS/CMS **Insert Name**.
* In-depth knowledge of the pathophysiology of **Insert Name.**
* The ability to undertake a comprehensive assessment of the patient with including taking an accurate history of their **Insert Name** condition and presenting problem.
* The ability to employ appropriate diagnostic interventions including (name some of these) 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 service user/client 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 CNS/CMS 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:* Emotionally intelligent communication skills
* Ability to build and maintain relationships particularly in the context of personal and team relationships
* Ability to present information in a clear and concise manner
* Ability to provide constructive feedback to encourage future learning
* Demonstrates the ability to influence others effectively.

**Organisation and Management Skills:**Demonstrate:* Evidence of effective organisational skills including awareness of appropriate resource management and the importance of value for money
* Ability to plan and organise effectively
* Ability to attain designated nursing/midwifery service targets, manage deadlines and multiple activities
* Ability to work autonomously
* A willingness to be flexible in response to changing local/organisational requirements.

**Building and Maintaining Relationships including Team and Leadership skills**Demonstrate:* The ability to work on own initiative as well as the ability to build and maintain relationships with MDT colleagues.
* With the required support, demonstrate leadership in clinical practice
* A knowledge of change management and team management skills
* Adopts a collaborative approach to patient care by co-ordination of care/interventions and interdisciplinary team working.

**Commitment to providing a quality service:**Demonstrate:* Awareness and respect for service user and family/carers’ views in relation to their care
* A strong commitment to providing quality improvement programmes
* The ability to conduct audits
* Demonstrates integrity and ethical stance.
* Demonstrate motivation, initiative and an innovative approach to job and service developments, is flexible and open to change.

**Analysing and Decision Making**Demonstrate:* Adopts an overview of complex problems before generating solutions and anticipates implications
* Effective analytical, problem solving and evidenced-based decision making skill
* Uses a range of information sources and knows how to access relevant information to address issues.
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