

**Director of Nursing 2, Assistant (Acute)**

**Job Specification & Terms and Conditions**

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| **Job Title, Grade Code** | **Director of Nursing 2, Assistant (Acute)***(Grade Code: 2911)* |
| **Remuneration** | The salary scale for the post is: Insert the relevant salary scale for this position. For example:XX,XXX - XX,XXX - XX,XXX - XX,XXX - XX,XXX - - **XX,XXX LSI** (xx/xx/xx)Salary Scales are updated periodically and the most up to date versions can be found here: <https://healthservice.hse.ie/staff/benefits-services/pay/pay-scales.html> |
| **Campaign Reference** | To be completed by Recruiter. |
| **Closing Date** | To be completed by Recruiter. |
| **Proposed Interview Date (s)** | To be completed by Recruiter. |
| **Taking up Appointment** | A start date will be indicated at job offer stage. |
| **Location of Post** | Insert locationThere is currently xx permanent / specified purpose / part time / whole-time vacancy available in xxxxxxxxxxA panel may be formed as a result of this campaign for xxxxxxxxxxx from which current and future, permanent and specified purpose vacancies of full or part-time duration may be filled.  |
| **Informal Enquiries** | Please provide name & contact details for person who will deal with informal enquiries. |
| **Details of Service** | Provide details to the following types of questions:* What service does the unit provide?
* What client group is served by the unit?
* What are the possible future developments for the service?
* What is the team structure?
* What area is covered by this service?

There is no limit to the text that can be inserted here. Please use this section to highlight the service and generate interest in the service and job being recruited for |
| **Reporting Relationship** | *For Example:* The post holder will report to the Director of Nursing. |
| **Key Working Relationships** | Provide a brief overview of the types of people that the job holder will typically engage with in the fulfilment of the duties and responsibilities of their role. This overview should provide the applicant with a sense for the key working relationships associated with the role. |
| **Purpose of the Post**  | The post holder is primarily responsible for the provision of a high quality and safe nursing service. This will involve professional leadership to nursing staff at all levels, providing professional advice, contributing to the development and implementation of nursing policy and strategy, ensuring achievement of its objectives and proactively developing nursing roles in accordance with the needs of the patients. They will operationalise the core values of nursing by ensuring the patient experience in wards/departments/units is of the highest possible standard at all times with particular emphasis on dignity, kindness and compassion.  |
| **Principal Duties and Responsibilities** | *The Director of Nursing 2, Assistant will:***Management and Leadership*** Participate in the development of the overall service plan and in the monitoring and review of activity against plans.
* Participate in the overall financial planning of the service including the assessment of priorities in pay and non-pay expenditure.
* Work closely with the Director of Nursing in ensuring expenditure is controlled within budget and identify potential for efficiency savings through improved practices and innovation.
* Participate in the management of the nursing and support services to optimize effectiveness, quality and efficiency, monitoring activity levels and intervening to align resources and maximize efficiencies.
* Plan and guide activities to provide optimum patient care in accordance with service policies and procedure.
* Monitor activity within hospital and liaise with Senior Clinicians regarding level of care required.
* Review and develop roster schedules across the service units / wards to provide for optimal scheduling versus workload requirements and skill mix.
* Participate in coordinating staff deployment across service units / wards to meet fluctuations in demand.
* Be responsible for the review, implementation and associated monitoring of the hospital admission and discharge protocol. Provide reports on bed capacity, patient activity data, bed state handover and clinical incidents to the nurse management team.
* Actively manage patient flows when on duty including liaison with diagnostics Consultants and Non-Consultant medical staff.
* Provide operational support to areas of responsibility to include senior management walkabouts, safety and quality checks and patient satisfaction.
* Provide innovative and effective leadership, support and guidance to nursing and allied staff at all levels.
* Serve on such working groups of committees, such as Senior Nursing Management Team deemed appropriate to the role or grade.
* Develop a shared sense of commitment and participation among staff in the management of change, the development of the nursing services and in responding to the changing health needs of patients.
* Engage in projects and service developments, representing senior nursing on committees and groups.
* Maintain a feedback mechanism and report to senior management where appropriate.
* Keep the Director of Nursing appraised of any significant developments within their area of responsibility.
* Undertake other relevant duties as may be determined from time to time by the Director of Nursing or other designated officer.

**Professional / Clinical Responsibilities*** Provide safe, comprehensive nursing care to service users within the guidelines laid out by Bord Altranais agus Cnáimhseachais na hÉireann.
* Practice nursing according to Professional Clinical Guidelines, National and Regional Health Service Executive guidelines, local policies, protocols and guidelines, current legislation.
* Provide a high level of professional and clinical leadership.
* Assist with the direction and supervision of the nursing service to provide a high level of patient care.
* Demonstrate behavior consistent with the Mission and Values of the Hospital.
* Support the principle that the care of the patient comes first at all times and approach work with the flexibility and enthusiasm necessary to make this principle a reality for every patient to the greatest possible degree.
* Ensure that service users and others are treated with dignity and respect. Place kindness and compassion at the core of daily work.
* Be the point of contact for clinical service and patient related enquiries from relatives senior management, ambulance control and duty staff.
* Manage own caseload in accordance with the needs of the post.
* Attend out of hours clinical emergencies as appropriate of which staff have been summoned such as cardiac arrest, untoward incidents etc.
* Be a point of contact for out of hour’s services, Ambulance services and other hospitals relating to patient flow and care.
* Participate in teams as appropriate, communicating and working in co-operation with the other team members and the wider multi-disciplinary teams.
* Facilitate co-ordination, cooperation and liaison across health care teams and programmes.
* Adhere and contribute to the development and maintenance of nursing standards, protocols and guidelines consistent with the highest standards of patient care.
* Manage, monitor and evaluate the systems of nursing care delivery and recommend changes in nursing procedures, practices and policies in order to reflect an evidence based practice approach to service delivery.
* Participate in development of quality initiatives including clinical audit and investigation of complaints and untoward incidents.
* Maintain professional standards in relation to confidentiality, ethics and legislation.

**Human Resource Management*** Participate in the formulation of relevant Human Resource policies and procedures.
* Ensure policies and procedures facilitate the recruitment, induction and retention of nursing personnel.
* Ensure that a sufficient number of qualified and experienced staff are available to fill vacancies arising from predictable staff turnover or to deal with periodic peaking of demand.
* Facilitate and lead in the development and implementation of family friendly initiatives to support nursing personnel participate in the workforce.
* Engage in the HSE’s performance achievement process with Line Manager and direct reports.
* Facilitate in the development of personal development planning for nursing personnel.
* Give support and counsel to nursing and allied staff as necessary and take action in accordance with agreed service policy, if necessary.
* Monitor sickness / absence and implement local and national control measures, and proactively manage persistent poor staff attendance.
* Implement procedures for dealing with staff grievances, handling disciplinary matters or negotiating on conditions of employment appropriate to the work as set out in Human Resource policies.
* Foster good employee relations and promote good communication among nursing staff and their interdisciplinary colleagues.
* Deal with relevant industrial relations issues relating to nursing and allied staff in consultation with the HR Department and the Director of Nursing, where relevant.

**Education and Training*** Contribute to service development through appropriate continuous education, research initiatives, keeping up to date with nursing literature, recent nursing research and new developments in nursing management, education and practice and attend staff study days as considered appropriate.
* Advise and cooperate with the Director of Nursing and academic bodies etc., where necessary.
* Provide for the organisation and the overseeing of clinical placements for student nurses.
* Support and facilitate the education and development requirements of the competency-based approach to nurse management.
* Identify the clinical learning needs of staff relevant to service requirements and individual personal development, thereby ensuring in-service training programmes meet service needs and fulfill the scope of practice for professional development.
* Provide support/advice to those engaging in continuous professional development in their area of responsibility.
* Participate in the identification, development and delivery of induction, education, training and development programmes for nursing and non-nursing staff.
* Participate in in-service training, orientation programmes and appraisals of all nursing staff.
* Participate in nurse training programmes and any other programmes pertaining to future development in the service.
* Provide support supervision and professional development of appropriate staff.

**Clinical Governance, Quality Assurance, Risk, Health & Safety*** Comply with the policies, procedures and safe professional practice of the Irish Healthcare System by adhering to relevant legislation, regulations and standards.
* Ensure that effective safety procedures are developed and managed to comply with statutory obligations.
* Assist in the development, implementation and review of Health and Safety statements, risk registers as appropriate.
* Adequately identify, assess, manage and monitor risks within their area of responsibility.
* Document appropriately and report any near misses, hazards and accidents and bring them to the attention of the relevant person(s).
* Monitor, audit and ensure a high level of adherence to hygiene and infection control standards and decontamination, ensuring strict adherence to hand hygiene policies. Lead on and act as a role model in relation to adherence to standards.
* Work in a safe manner with due care and attention to the safety of self and others.
* Ensure adherence to policies in relation to the care and safety of any equipment supplied for the fulfilment of duty. Ensure advice of relevant stakeholders is sought prior to procurement.
* 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.
* 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 Specification 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.**  |
| **Eligibility Criteria****Qualifications and/ or experience** | **Candidates must have at the latest date of application: -** **Please insert Qualifications for the post. These are available on HSE website at:** [**http://hse.ie/eng/staff/Jobs/Eligibility\_Criteria/**](http://hse.ie/eng/staff/Jobs/Eligibility_Criteria/)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 Midwifery Board Ireland)**Health**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. **Character**Each candidate for and any person holding the office must be of good character. |
| **Post Specific Requirements** | **This section may be used to specify that candidates must demonstrate particular experience deemed necessary for safe and effective performance in the role****e.g.*** **depth and breadth of experience in providing a service to marginalised communities**
* **depth and breadth of experience of working in a High Dependency Unit in an Acute setting**
* **depth and breadth of experience of delivering concurrent, multiple projects.**

**Post specific requirements mostly relate to a specific role and might include education / experience required for a specific post in a specific location / may include specialisms e.g. ICU course or experience. We don’t include ‘Nice to have’ / ‘Desirable’ criteria – either a criterion is essential to the role or it isn't. Avoid including ‘numerical data’ here e.g. must have x no. of months / years’ experience in XXX. Instead it is more helpful to detail what it is you want the applicants to know / be able to do.** |
| **Other requirements specific to the post** | **Please outline if there are specific practical requirements that are specific to the post** **e.g.*** **have access to appropriate transport to fulfil the requirements of the role**
* **participate in an on-call rota**
* **The post holder may be required to rotate onto day / night duty as directed by the Director of Nursing as service and professional/skills development needs dictate.**
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| **Skills, competencies and/or knowledge** | *Assistant Directors of Nursing must demonstrate:***Knowledge / Experience Relevant to the Role***For example:** The clinical knowledge, management and administrative capacity to discharge the functions of the post
* The knowledge, abilities and technical skills required to oversee the provision of a safe, efficient and effective service
* Sound clinical and professional judgement
* A high degree of commitment, professionalism and dedication to the philosophy of quality health care provision
* A commitment to keeping up to date on quality, safety and clinical governance systems, and professional developments in nursing and midwifery.
* Self-awareness, a commitment to continuous professional development and research, a willingness to both teach and learn.
* A willingness to engage with and develop IT skills relevant to the role.

**Empowering and enabling leadership style***The Assistant Director of Nursing will, for example:** Shape and direct a culture of clinical excellence
* Use a consultative approach, be approachable and keep channels of communication open
* Use a democratic style and encourage staff to make decisions about their environment. Delegate effectively.
* Work to create a team ethos and collaboration across services at front-line
* Encourage synergies and sharing of ideas and learning from projects
* Lead enthusiastically on change – influences staff positively and gets ‘buy-in’
* Demonstrate flexibility and openness to change and ability to lead and support others in a changing environment.

**Setting and monitoring performance standards***The Assistant Director of Nursing will, for example:** Demonstrate understanding of, and commitment to, the underpinning requirements and key processes in providing quality patient centred care.
* Demonstrate an ability to monitor and evaluate service performance and levels of care.
* Intervene decisively where service levels or quality are below standard and establishes remedial process
* Be assertive in addressing staff performance issues, intervening in a timely and positive way
* Coach and mentor staff to improve their performance
* Encourage staff development and sharing of best practice, linking staff development and training to the priority service needs.
* Adequately identify, manage and report on risk within area of responsibility.

**Proactive approach to planning***The Assistant Director of Nursing will, for example:** Sense and keep an ear to the ground on corporate / regional agenda, leading on translating the agenda into practical service planning
* Look ahead and forward plan for service developments, anticipate trends and identify opportunities
* Show awareness of service needs, able to analyse and assess current systems and demand levels to develop best system / service response, based on needs
* Collaborate with other disciplines and agencies in the development of service plans
* Ensure that the learning from new service models and practices influence service planning

**Effective co-ordination of resources***The Assistant Director of Nursing will, for example:** Show system understanding and the ability to balance multiple resourcing issues
* Consistently achieve efficiencies in resource usage by intelligent deployment, adjustments and monitoring
* Plan, organise and deliver services in an efficient, effective and resourceful manner, within a model of patient centred care and value for money.
* Can skilfully deploy and adjust human resources to meet changes, demands and contingencies
* Manage deadlines and effectively handle multiple tasks.
* Implement effective monitoring systems for all key resource deployments.
* Effectively evaluate data and other information sources to inform decisions and solve problems.

**Communication & Interpersonal Skills** *The Assistant Director of Nursing will, for example:** Demonstrate effective communication skills including the ability to present information in a clear and concise manner (verbal & written)
* Able to use a high level of communication skills to convince or argue the needs of staff and of the service
* Demonstrate effective interpersonal skills including the ability to engage collaboratively with stakeholders; give constructive feedback.
* Anticipates objections and prepares ground, gets into consultation early
* Shows a balanced approach in disputes and listens to all sides, is open minded
* Retains composure under pressure and stays calm, is assertive but not aggressive
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| **Campaign Specific Selection Process****Ranking/Shortlisting / Interview** | A ranking and or shortlisting exercise may be carried out on the basis of information supplied in your application form. The criteria for ranking and or shortlisting 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. Therefore it is very important that you think about your experience in light of those requirements. Failure to include information regarding these requirements may result in you not being called forward to the next stage of the selection process. Those successful at the ranking stage of this process (where applied) will be placed on an order of merit and will be called to interview in ‘bands’ depending on the service needs of the organisation. |
| **Diversity, Equality and Inclusion**  | The HSE is an equal opportunities employer.Employees of the HSE bring a range of skills, talents, diverse thinking and experience to the organisation. The HSE believes passionately that employing a diverse workforce is central to its success – we aim to develop the workforce of the HSE so that it reflects the diversity of HSE service users and to strengthen it through accommodating and valuing different perspectives. Ultimately this will result in improved service user and employee experience. The HSE is committed to creating a positive working environment whereby all employees inclusive of age, civil status, disability, ethnicity and race, family status, gender, membership of the Traveller community, religion and sexual orientation are respected, valued and can reach their full potential. The HSE aims to achieve this through development of an organisational culture where injustice, bias and discrimination are not tolerated. The HSE welcomes people with diverse backgrounds and offers a range of supports and resources to staff, such as those who require a reasonable accommodation at work because of a disability or long term health condition. For further information on the HSE commitment to Diversity, Equality and Inclusion, please visit the Diversity, Equality and Inclusion web page at <https://www.hse.ie/eng/staff/resources/diversity/>  |
| **Code of Practice** | The Health Service Executive will run this campaign in compliance with the Code of Practice prepared by the Commission for Public Service Appointments (CPSA).The CPSA is responsible for establishing the principles that should be followed when making an appointment. These are set out in the CPSA Code of Practice. The Code outlines the standards that should be adhered to at each stage of the selection process and sets out the review and appeal mechanisms open to candidates should they be unhappy with a selection process.The CPSA Code of Practice can be accessed via <https://www.cpsa.ie/>. |
| The reform programme outlined for the Health Services may impact on this role and as structures change the Job Specification may be reviewed.This Job Specification is a guide to the general range of duties assigned to the post holder. It is intended to be neither definitive nor restrictive and is subject to periodic review with the employee concerned. |

**Director of Nursing 2, Assistant (Acute)**

**Terms and Conditions of Employment**

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| **Tenure**  | The current vacancy available is **permanent/temporary** and **whole time/part-time.** The post is pensionable. A panel may be created from which permanent and specified purpose vacancies of full or part time duration may be filled. The tenure of these posts will be indicated at “expression of interest” stage. Appointment as an employee of the Health Service Executive is governed by the Health Act 2004 and the Public Service Management (Recruitment and Appointments) Act 2004 and Public Service Management (Recruitment and Appointments) Amendment Act 2013. |
| **Remuneration**  | The Salary scale for the post is: **PLEASE INSERT (Pro Rata - part-time)****PLEASE INSERT the most recent salary scales for the role and grade code.**New appointees to any grade start at the minimum point of the scale. Incremental credit will be applied for recognised relevant service in Ireland and abroad (Department of Health Circular 2/2011). Incremental credit is normally granted on appointment, in respect of previous experience in the Civil Service, Local Authorities, Health Service and other Public Service Bodies and Statutory Agencies. |
| **Working Week** | The standard working week applying to the post is to be confirmed at Job Offer stage. **Please include the following paragraph for posts that traditionally worked 9-5, Monday to Friday. Do not include for nursing and other posts that are required to work shifts over a 7-day week.**HSE Circular 003-2009 “Matching Working Patterns to Service Needs (Extended Working Day / Week Arrangements); Framework for Implementation of Clause 30.4 of Towards 2016” applies. Under the terms of this circular, all new entrants and staff appointed to promotional posts from Dec 16th, 2008 will be required to work agreed roster / on call arrangements as advised by their line manager. Contracted hours of work are liable to change between the hours of 8am-8pm over seven days to meet the requirements for extended day services in accordance with the terms of the Framework Agreement (Implementation of Clause 30.4 of Towards 2016). |
| **Annual Leave** | The annual leave associated with the post will be confirmed at Contracting stage. |
| **Superannuation** | This is a pensionable position with the HSE. The successful candidate will upon appointment become a member of the appropriate pension scheme. Pension scheme membership will be notified within the contract of employment. Members of pre-existing pension schemes who transferred to the HSE on the 01st January 2005 pursuant to Section 60 of the Health Act 2004 are entitled to superannuation benefit terms under the HSE Scheme which are no less favourable to those which they were entitled to at 31st December 2004 |
| **Age** | The Public Service Superannuation (Age of Retirement) Act, 2018\* set 70 years as the compulsory retirement age for public servants.***\* Public Servants not affected by this legislation:***Public servants joining the public service or re-joining the public service with a 26 week break in service, between 1 April 2004 and 31 December 2012 (new entrants) have no compulsory retirement age.Public servants, joining the public service or re-joining the public service after a 26 week break, after 1 January 2013 are members of the Single Pension Scheme and have a compulsory retirement age of 70. |
| **Probation** | 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. |
| **Protection of Children Guidance and Legislation** | The welfare and protection of children is the responsibility of all HSE staff. You must be aware of and understand your specific responsibilities under the Children First Act 2015, the Protections for Persons Reporting Child Abuse Act 1998 in accordance with Section 2, Children First National Guidance and other relevant child safeguarding legislation and policies. Some staff have additional responsibilities such as Line Managers, Designated Officers and Mandated Persons. You should check if you are a Designated Officer and / or a Mandated Person and be familiar with the related roles and legal responsibilities.For further information, guidance and resources please visit: [HSE Children First Webpage](https://www.hse.ie/eng/services/list/2/primarycare/childrenfirst/resources/). |
| **Infection Control** | 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. |
| **Health & Safety** | It is the responsibility of line managers to ensure that the management of safety, health and welfare is successfully integrated into all activities undertaken within their area of responsibility, so far as is reasonably practicable. Line managers are named and roles and responsibilities detailed in the relevant Site Specific Safety Statement (SSSS). Key responsibilities include:* Developing a SSSS for the department/service[[1]](#footnote-1), as applicable, based on the identification of hazards and the assessment of risks, and reviewing/updating same on a regular basis (at least annually) and in the event of any significant change in the work activity or place of work.
* Ensuring that Occupational Safety and Health (OSH) is integrated into day-to-day business, providing Systems Of Work (SOW) that are planned, organised, performed, maintained, and revised as appropriate, and ensuring that all safety related records are maintained and available for inspection.
* Consulting and communicating with staff and safety representatives on OSH matters.
* Ensuring a training needs assessment (TNA) is undertaken for employees, facilitating their attendance at statutory OSH training, and ensuring records are maintained for each employee.
* Ensuring that all incidents occurring within the relevant department/service are appropriately managed and investigated in accordance with HSE procedures[[2]](#footnote-2).
* Seeking advice from health and safety professionals through the National Health and Safety Function Helpdesk as appropriate.
* Reviewing the health and safety performance of the ward/department/service and staff through, respectively, local audit and performance achievement meetings for example.

**Note**: Detailed roles and responsibilities of Line Managers are outlined in local SSSS.  |

**\*\*\*\*\*\*\*Helpful Reminders\*\*\*\*\*\*\***

**1) Please remember to delete any prompts and / or tables (in dark blue) in the sections above**

**2) Ensure all fonts are now in black**

1. A template SSSS and guidelines are available on the National Health and Safety Function, here: <https://www.hse.ie/eng/staff/safetywellbeing/about%20us/>

2 See link on health and safety web-pages to latest Incident Management Policy [↑](#footnote-ref-1)
2. [↑](#footnote-ref-2)