

Nursing in the National Forensic Mental Health Service

Are you looking for a new challenge or kicking off your career in mental health nursing?

We're recruiting in the National Forensic Mental Health Service, so why not consider joining the team and beginning an exciting new chapter in your career.

The National Forensic Mental Health Service (NFMHS) offers fantastic opportunities and benefits for progressive nurses and healthcare assistants interested in working in the field of forensic mental health.

David Timmons
Area Director of Nursing



Contact Details

For further Information please contact:

To express an interest in a temporary or full time position

Contact: **Thomas Conlon** Assistant Director of Nursing

Email: thomas.conlon@hse.ie

Contact: **Martina McGuirk** HR Recruitment Manager

Email: hr.nfmhs@hse.ie

To discuss career pathway for promotional or specialist opportunities

Contact: **Bernard English** Interim Director of Nursing

Email: bernard.english@hse.ie

All positions in the HSE are advertised on the HSE Website www.hse.ie or through the careers link on www.hse.ie/eng/national-forensic-mental-health-service-portrane/

You must use the Application Form particular to the post advertised. Applications may be downloaded, details typed in and returned by email or alternatively, you may print off the form, fill in by hand and return by post. Most application forms are [competency based](#) and will contain guidelines on how to complete.

Completed application forms must be returned to the designated address no later than the time and date specified in the advertisement for the post. Application forms received after the closing date will not be accepted. Candidates must ensure that applications are posted/e-mailed in sufficient time to guarantee arrival not later than the latest time stipulated for acceptance.

The acceptance of an application form from a person desiring to be a candidate, or an invitation to attend for interview or any other selection method is not an admission by the organisation that the applicant possesses the prescribed qualifications or is not disqualified by law from holding the post.

For further information on completing Competency Based Application forms, please [click here](#).

Nursing

Forensic mental health nurses have been integral in the delivery of care within the NFMHS since their introduction to the service in 1992. Nurses are required to be registered or eligible to be registered as registered psychiatric nurses (RPN) with the Nursing & Midwifery Board of Ireland under the Nurses & Midwifery Act 2011 (NMBI).



As a RPN you will be asked to care for individuals with complex mental health needs to promote their wellbeing & physical health and to enable the individual to understand their mental health conditions & harmful behaviour. Your role is essential in working with the patient to facilitate their learning how to manage their symptoms & risk and be aware of what can exacerbate their mental health condition. Your role will include developing a therapeutic engagement with the individual & their family along the continuum of their referral to the NFMHS, their admission and after their discharge to the community.

The role is varied and interesting and the RPN will require a range of skills such as mental health promotion & prevention, mental health assessment and interventions, medication management, advocacy and primary health care. In addition the service needs RPNs with specialist or advanced knowledge of areas such as counseling, psychosocial skills, offending behaviour, addiction, vocational & education and psychotherapy.

Every patient is provided a named nurse and associate nurse who will deliver a cognitive-behavioural psycho-social assessment & intervention package including social problem-solving, structured approaches to risk assessment and management and coping strategies.

The NFMHs is a specialist placement for the BSc Psychiatric Nursing and HDip in Mental Health Nursing. We have a centre for nurse education in conjunction with the HSE Office of Nursing & Midwifery Service Development and collaborate with TCD in the delivery of an MSc in Forensic Mental Health. We have an active induction, continued professional development and research portfolio.



Typical Roles to date include -

Staff Nurse, Clinical Nurse Manager 1 and Clinical Nurse Manager 2

- In-patient wards – adult male, female mental illness pathways
- In-patient wards – adult mental health intellectual disability & development disorder pathway
- In-patient ward – Child & Adolescent pathway
- Hostel

Clinical Nurse Manager 2, Clinical Nurse Specialist and Advanced Nurse Practitioners

- Community Mental Health Teams, Prison In-Reach Teams, Forensic CAMHS Team
- Primary Healthcare, Psychotherapies, Vocational, Patient Education & Recreation
- Advanced Recovery & Service Reform

Clinical Placement Coordinator, Clinical Facilitator, Nurse Practice Development Coordinator, Lecturer Practitioner, Student Allocation Liason Officer, Nurse Tutor, Quality & Safety CNM3

- Nurse Undergraduate and Post Graduate Education
- Quality & Research
- Vision for Psychiatric Nursing

Clinical Nurse Manager 3, Assistant Director of Nursing, Director of Nursing

- Operational and Nursing Management

Healthcare Assistants

The role of the HCA was introduced to the service in 2012 and has become an essential part of the service. This role currently requires a FETAC level 5 qualifications in Healthcare.

Healthcare Assistants currently work in the Central Mental Hospital & Hostel providing activities of daily living, supporting patients on leave whilst out in the community and supporting therapeutic and ward based groups.

The role also includes supporting housekeeping duties, security and health & Safety checks and this role has a primary function in security operations.

Staff Benefits

The NFMHS is committed to provide you with training, team support, supervision and opportunities for personal and professional development.



We understand that you will want to develop your own unique skills and competences which we will help you to achieve.

We provide a comprehensive training package at the start of your employment with us ranging from prevention and management of aggression, risk assessment, substance misuse, self-harm, observation and engagement of patients and you will be supported to complete an induction package

Each year you will attend refresher training over a number of days with your colleagues

HSE Relocation Package

- International Recruitment Package - HR Circular 001/2023
- Nursing Registration Costs with NMBI [Nursing & Midwifery Board of Ireland]
- Funded post graduate education

Existing Benefits

- Qualified nurses working onsite receive the Location Allowance

- Qualified nurses with an additional qualification receive the Qualification Allowance
- Qualified nurses working in the prisons receive the Community Allowance
- Qualified nurses working in the prisons can receive the Community and Qualification Allowance but not Location Allowance
- Unsocial Hours & Premium Payments
- Post Graduate Education Funding
- Long Service Increments
- Various employee schemes attracting substantial leave entitlements including: maternity and parental leave, shorter working year, flexible working arrangements
- Travel pass scheme with significant tax relief
- HSE Pension Scheme
- Cycle to Work Scheme
- Flexible Working Shift Pattern based on a 12 days per month - 2 days on/2 days off - 13 hours per day/11hrs per night roster
 - Change of Duty pass protocol
- Planned annual leave roster with protocol for individual changes
- Free car parking
- Shuttle bus from local train station to/from campus
- Paid Meal Breaks and subsidised canteen and free tea/coffee
- Access to gym and cross fit trainer
- Primary Healthcare Staff Wellness Support
- Clinical and Professional Supervision Programme
- Employee Assistance Programme & Occupational Health
 - Staff Support
 - Stress Management
 - Non-smoking Support
 - Flu/Covid Vaccination Clinics
- Professional Governance groups
 - Open Conversations are your chance to have your views heard by the Area Nurse Management Team
 - Staff surveys
 - We take part in the annual HSE National Staff Survey and welcome as many views as possible

Your Development

- The NFMHS believes that high quality education and training is essential to the future development of the service and we have a comprehensive range of learning and development opportunities.

Developing our People and Culture

- Our People and Culture strategy sets out our priorities for the workforce to be a 'great place to work'.
- **Induction Programme**
- Two Week Supernumerary programme
 - Risk Assessment, Security, Basic Life Support, Personal Safety, Fire Training, Legislation (Mental Health Act and Criminal Law Insanity Act), MHCI Rules and Codes of Practice, Integrated Care Planning, Patient Safety (Trust in Care, Your Service Your Say, Children First), Policies and Procedures.

Weekly Training

- A programme of continuous professional development which is informed by evolving professional practice, evidence based practice and is cognisant of service user need / unmet need.
- In order to maintain their registration therapists must comply with requirements regarding Clinical Practice, Supervision and Professional Development.

Mandatory & Statutory Training

- Fire Training.
- Inanimate Manual Handling.
- Personal Safety / Breakaway Techniques.
- Therapeutic Management of Violence.
- Basic Life Support.
- Children First
- Dignity at Work
- HCR20

Specialist Training

- Evidence Based Clinical Practice
- Nursing and clinical interventions
- Management and Leadership
- Health & Safety
- HSE Policy and best practice
- Patient Safety
- Personal Safety
- Risk Assessment & Management
- Legislation
- Security

Conferences & Visits

HSE E- Learning Hub