

CNM1 – Non-Supervisory/Clinical ID Services

Job Summary

The Clinical Nurse Manager I (CNMI) leads and guides staff members in relation to maximising the health and wellbeing of individuals. They will support individual/s to experience a self-directed, connected, inclusive, meaningful, fulfilling and healthy life. The CNMI must act at all times in accordance with the individuals will and preference and afford each person respect and dignity.

DUTIES AND RESPONSIBILITIES

Support to Service Users

Leadership in health and wellbeing

- Leads the development and review of individual care plans and person-centred support plans in conjunction with service users, family members, colleagues and relevant members of the Multi-disciplinary Team
- Participates and where appropriate leads in Person Centred Support planning in collaboration with the person supported, families and relevant others
- Develop and implement health promotion initiatives to improve health outcomes for service users.
- Coordinate the care of persons supported with complex and diverse needs using evidence-based research and specialist nursing skills and person-centred principles.
- Oversee and coordinate the comprehensive delivery of health care to service users, by developing, promoting, and evolving care planning processes.
- Support and mentor other staff and colleagues in relation to health and wellbeing, behaviours etc. dependant on the staff members
- Promotes individuals' independence and integration into the local community, including through the use of community-based activities that individuals may find beneficial.
- Assess and provide practical support to meet the needs for home care support to maintain social integration.
- Utilise established referral pathways to ensure service users are gaining equal access to public health services and foster effective professional working relationships across relevant services.
- Undertake specific assessments pertaining to areas of speciality and need.
- Support assessment and care planning in line with individuals needs and wishes in the context of hospital admissions and discharges.

Active Team member

- Performs the range of duties as required to support service users to lead a meaningful life ensuring that each individual is listened to and supported to communicate their will and preference
- Be an active member of the team working frontline with the people we support to achieve outcomes and develop to their full potential.
- Complies with the expectations expressed by individual Service Users.
- Supports and champions the Service User to experience a meaningful life.
- Promotes and facilitates an environment that meets the needs of the individual.

- Provides effective leadership to promote and establish positive relationships with individuals, their families, and staff. Liaises with families, staff in residential services, day services, community bases and clinical support teams.
- Provides effective leadership in regard of promoting good communication and facilitate good relationships between each service user and their family.
- Supports service users to achieve their individual potential through developing positive relationships, real choices, increased participation, personal development, competence, genuine inclusion, and socially valued roles to enhance their quality of life.
- Supports service users to carry out activities, centred on their will and preference.
- Ensures that service users are supported to carry out the full range of personal care to meet their needs. Provide support as required with regard to personal care
- Co-ordinate health care reviews including review and updating of care plans in collaboration with other health care and social care professionals
- Observes and reports on the health and well-being of the service user. Provides guidance to staff members as relevant. Takes appropriate action to assist and report concerns to the Senior Manager – including written reports as required.
- Actively engage in management and reporting of accidents and incidents.
- Ensures that documentation is completed as required in accordance with agreed policies and procedures, to include daily activities as required on the Care Plan (Written / ICT based).
- Support service users, families and colleagues via education training and practical support within the home, in accordance with the nurses' scope of practice.
- Ensures Risk Assessments are undertaken as part of person-centred planning and supporting the service user in life choices. Risk will be balanced and managed taking cognisance of the dignity of the risk and benefit to the individual.
- Ensure services are delivered in a manner which maximises the opportunity to maintain community living.
- Participates as a member of the multidisciplinary team, complementing and co-ordinating the activities of the team, fostering good working relationships and delivering supports as and when required to support local community living.
- Undertakes a pro-active approach to supporting individuals – this will entail seeking support from internal and external supports.
- Ensure necessary arrangements for attendance at appointments and follow up as required.

Clinical Leadership

- Provision of clinical and professional leadership and management to the staff team.
- Act as a co-ordinator organising contact with other services if, and when, necessary.
- Provides clinical supervision to Nursing Students and to complete Preceptorship Training.
- Champion the principles of quality person-centred, and health focussed care in Intellectual Disability in both community and homes.
- In consultation with the local manager and other disciplines, implements and assesses quality management programmes.
- Has a sound knowledge of Regulatory requirements as set out by HIQA (Health Information & Quality Authority) and New Directions

- Has a robust knowledge of all policies and procedures relevant to the area including safeguarding policies and to implement these policies appropriately and promptly as required.
- Keeps abreast with latest developments and research in the field of intellectual disability and nursing, and impart knowledge to staff.
- Reports and logs all accidents/incidents in the appropriate manner (NIMS) – following relevant policies of the relevant services.