**Clinical Nurse Specialist – Chest Pain / Sain-Altra Cliniciúil**

**Job Specification & Terms and Conditions**

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| **Job Title, Grade Code** | Clinical Nurse Specialist – Chest Pain / Sain-Altra Cliniciúil(Grade Code: 2632) |
| **Remuneration** | The salary scale for the post is: €60,854, €61,862, €62,715, €64,106, €65,644, €67,154, €68,664, €70,364, €71,943, €74,658, **€76,897 LSI** 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. |
| **Campaign Reference** | G10093 |
| **Closing Date** | Wednesday 18th June 2025 at 10:00am |
| **Proposed Interview Date (s)** | Interviews will be held as soon as possible after the closing date. Candidates will normally be given at least one week’s notice of interview. The timescale may be reduced in exceptional circumstances. |
| **Taking up Appointment** | A start date will be indicated at job offer stage. |
| **Location of Post** | Chest Pain Service, Galway University Hospitals Galway.There is currently 0.5 WTE permanent part time vacancy available in Chest Pain Service, Galway University Hospitals Galway.A panel may be formed as a result of this campaign for Chest Pain Service, Galway University Hospitals Galway from which current and future, permanent and specified purpose vacancies of full or part-time duration may be filled.  |
| **Informal Enquiries**  | We welcome enquiries about the role. Contact below for further information about the role:Ms. Eileen Flynn, Assistant Director of NursingEmail: EileenP.Flynn@hse.ie Telephone: 087 453 5788 |
| **Details of Service** | The West and North West region provides acute and specialist hospital and community services to the West and North West of Ireland – counties Galway, Mayo, Roscommon, Sligo, Leitrim, Donegal and adjoining counties.The region comprises of 7 hospitals across 8 sites:* Letterkenny University Hospital (LUH)
* Mayo University Hospital (MUH)
* Portiuncula University Hospital (PUH)
* Roscommon University Hospital (RUH)
* Sligo University Hospital (SUH) incorporating Our Lady’s Hospital Manorhamilton (OLHM)
* Galway University Hospitals (GUH) incorporating University Hospital Galway (UHG) and Merlin Park University Hospital

The region’s Academic Partner is University of Galway.The region covers one third of the land mass of Ireland, it provides health care to a population of 830,000, employs over 20,000 staff **Vision**Our vision is to be a leading academic Hospital providing excellent integrated patient-centred care delivered by skilled caring staff.**Guiding Principles**Care – Compassion – Trust – LearningOur guiding principles are to work in partnership with patients and other healthcare providers across the continuum of care to:* Deliver high quality, safe, timely and equitable patient care by developing and ensuring sustainable clinical services to meet the needs of our population.
* Deliver integrated services across the Hospitals and communities, with clear lines of responsibility, accountability and authority, whilst maintaining individual hospital site integrity.
* Continue to develop and improve our clinical services supported by education, research and innovation, in partnership with NUI Galway and other academic partners.

Recruit, retain and develop highly-skilled multidisciplinary teams through support, engagement and empowerment. |
| **Mission Statement** | Patients are at the heart of everything we do. Our Mission is to provide high quality and equitable services for all by delivering care based on excellence in clinical practice, teaching, and research, grounded in kindness, compassion and respect, whilst developing our staff and becoming a model employer.**OUR GUIDING VALUES** **Respect** - We are an organisation where privacy, dignity, and individual needs are respected, where staff are valued, supported and involved in decision-making, and where diversity is celebrated, recognising that working in a respectful environment will enable us to achieve more. **Compassion** - we treat patients and family members with dignity, sensitivity and empathy.**Kindness** - whilst we develop our organisation as a business, we will remember it is a service, and treat our patients and each other with kindness and humanity. **Quality** – we seek continuous quality improvement in all we do, through creativity, innovation, education and research. **Learning** - we nurture and encourage lifelong learning and continuous improvement, attracting, developing and retaining high quality staff, enabling them to fulfil their potential. **Integrity** - through our governance arrangements and our value system, we will ensure all of our services are transparent, trustworthy and reliable and delivered to the highest ethical standards, taking responsibility and accountability for our actions. **Team working** – we engage and empower our staff, sharing best practice and strengthening relationships with our partners and patients to achieve our Mission. **Communication** - we communicate with patients, the public, our staff and stakeholders, empowering them to actively participate in all aspects of the service, encouraging inclusiveness, openness, and accountability.*These Values shape our strategy to create an organisational culture and ethos to deliver high quality and safe services for all we serve and that staff are rightly proud of.* |
| **Reporting Relationship** | * Professionally accountable to the Director of Nursing.
* Report directly to the ADON/ CNM3/ Clinical Lead for Chest Pain Service
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| **Purpose of the Post**  | The purpose of this CNS Chest Pain post is to: 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) 2008As a designated Primary PCI centre, the aim of the cardiology department in GUH is to provide a needs-led service which provides accessible, equitable, evidence based quality of care for patients with cardiac conditions. The cardiology department consists of a Coronary Care Unit – 8 Beds with additional telemetry facilities, Catheter Laboratories - 2 state of the art laboratories, Chest Pain Clinic - Co-ordinated by a Clinical Nurse Specialist, Cardiac Day Ward - 9 bed unit for day cases procedures, Cardiac Investigations Unit, Heart Failure service - Co-ordinated by 2 Clinical Nurse Specialists, Cardiac Rehabilitation Service - Co-ordinated by a Clinical Nurse Specialist and Cardiology Outpatient services. The Clinical Nurse Specialist in Chest Pain, is a member of the Cardiac Team, who has specialist knowledge in specific cardiac conditions. The CNS will be responsible for serving as a role model of excellence in nursing knowledge and clinical practice. They will work within the Chest Pain Patient Caseload, delivering expert advice related to specific conditions or treatment pathways. The role encompasses that of practitioner, educator, consultant, researcher, change agent, and Clinical Guideline Manager. The Chest pain CNS will provide leadership in the advanced practice of cardiac nursing to achieve quality and cost-effective patient outcomes as well as provide leadership of multidisciplinary groups in designing and implementing innovative alternative solutions that address system problems and/or patient care issues.**Chest pain CNS Caseload** The aim of the chest pain clinic is to provide rapid assessment and treatment of patients who present to their GP/ED for the first time with symptoms of stable angina and/ or dyspnoea who fit the chest pain clinic referral criteria. The CNS (Chest pain) will deliver a protocol driven nurse led chest pain assessment clinic.Those patients with a suspicion of acute coronary syndrome are referred by their GP to the emergency department and managed accordingly.The post holder will work in collaboration with the multidisciplinary team and play a key role in the strategic development of the chest pain services at Galway University Hospitals. This includes the development of accelerated diagnostic chest pain pathways in the emergency department ED/AMAU or as the service need dictates. The CNS (Chest Pain) plays a vital role in ensuring patients area empowered with the skills and knowledge necessary for them to achieve optimal health and wellbeing. |
| **Principal Duties and Responsibilities** | * The post holder will support the principle that care of the patient comes first at all times and will approach their work with the flexibility and enthusiasm necessary to make this principle a reality for every patient to the greatest possible degree
* Maintain awareness of the primacy of the patient in relation to all hospital activities.
* Performance management systems are part of the role and you will be required to participate in the hospital performance management programme
* The post holder’s practice is based on the five core concepts of the CNSp role as defined by the NCNM 4th edition (2008) in order to fulfil the role. The concepts are:
* Clinical Focus
* Patient/Client Advocate
* Education and Training
* Audit and Research
* Consultant

**Clinical Focus** The CNS – Chest Pain 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 Chest Pain will:* Provide a specialist nursing/midwifery service for service users with a diagnosis of Cardiac Chest Pain/Acute Coronary Syndrome 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 Cardiology (Chest Pain/ACS/CHD etc).
* Use the outcomes of nursing/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 pathway
* Manage nurse/midwife led Chest Pain Clinics in collaboration with Clinical Lead & 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 Chest Pain will: * Identify and agree appropriate referral pathways for service user with Cardiac Chest Pain.
* 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 Cardiac Chest Pain
* 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 Chest Pain 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 & Training** The CNS Chest Pain will: * Maintain clinical competence in service user management within Cardiology nursing, 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 Cardiac Chest Pain
* Contribute to the design, development and implementation of education programmes and resources for the service user, family and/or carer in relation to Cardiac Chest Pain 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/midwifery delivery through journal clubs, conferences etc.
* Develop and maintain links with Regional Centres for Nursing & 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 Cardiac Chest Pain
* 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 & Research** The CNS Chest Pain will: * Establish and maintain a register of service user with Cardiac Chest Pain Service within the CNS 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 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 Cardiac Chest Pain
* Contribute to nursing research in Cardiac Chest Pain
* 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 (GP Referral/Wait List etc) which will provide evidence of the effectiveness of the CNs Chest Pain interventions. Refer to National KPIs associated with the specialty. KPI’s should have a clinical nursing 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 management and MDT colleagues (Primary and Secondary Care).

**Consultant (including leadership in clinical practice)** The CNS Chest Pain will: * Understand leadership in clinical practice with the aim of acting as a resource and role model for nursing within Cardiology
* Contribute the expanding nursing knowledge/expertise to the development of clinical standards and guidelines and support implementation
* Use growing specialist knowledge to support and enhance own nursing practice and practice of colleagues.
* Develop collaborative working relationships with local acute & community CNS, Registered Advanced Nurse Practitioner/MDT colleagues as appropriate within West & North West Region, contributing to person centred care pathways to promote the integrated model of care delivery
* With the support of the DoN/ADoN/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’s in West North West Region and in related clinical and professional areas of practice.

**Quality, Risk and Safety Responsibilities** It 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 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 Cardiac Chest Pain

**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 caseload in 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/Line Manager
1. **Risk Management, Quality, Health & Safety**
* Adequately identifies, assesses, manages and monitors risk within their area of responsibility.
* 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.Support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service.
1. **Education & Training**
* Engage in the HSE performance achievement process in conjunction with your Line Manager and staff as appropriate.

**KPI’s*** The identification and development of Key Performance Indicators (KPIs) which are congruent with the Hospital’s service plan targets.
* The development of Action Plans to address KPI targets.
* Driving and promoting a Performance Management culture.
* In conjunction with line manager assist in the development of a Performance Management system for your profession.
* The management and delivery of KPIs as a routine and core business objective.

**PLEASE NOTE THE FOLLOWING GENERAL CONDITIONS:*** Employees must attend fire lectures periodically and must observe fire orders.
* All accidents within the Department must be reported immediately.
* Infection Control Policies must be adhered to.
* In line with the Safety, Health and Welfare at Work Acts 2005 and 2010 all staff must comply with all safety regulations and audits.
* In line with the Public Health (Tobacco) (Amendment) Act 2004, smoking within the Hospital Buildings is not permitted.
* Hospital uniform code must be adhered to.
* Provide information that meets the need of Senior Management.
* To support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service.

**Risk Management, Infection Control, Hygiene Services and Health & Safety*** The management of Risk, Infection Control, Hygiene Services and Health & Safety is the responsibility of everyone and will be achieved within a progressive, honest and open environment.
* The post holder must be familiar with the necessary education, training and support to enable them to meet this responsibility.
* The post holder has a duty to familiarise themselves with the relevant Organisational Policies, Procedures & Standards and attend training as appropriate in the following areas:
	+ Continuous Quality Improvement Initiatives
	+ Document Control Information Management Systems
	+ Risk Management Strategy and Policies
	+ Hygiene Related Policies, Procedures and Standards
	+ Decontamination Code of Practice
	+ Infection Control Policies
	+ Safety Statement, Health & Safety Policies and Fire Procedure
	+ Data Protection and confidentiality Policies
* The post holder is responsible for ensuring that they become familiar with the requirements stated within the Risk Management Strategy and that they comply with the Region’s Risk Management Incident/Near miss reporting Policies and Procedures.
* The post holder is responsible for ensuring that they comply with hygiene services requirements in your area of responsibility. Hygiene Services incorporates environment and facilities, hand hygiene, catering, cleaning, the management of laundry, waste, sharps and equipment.
* The post holder must foster and support a quality improvement culture through-out your area of responsibility in relation to hygiene services.
* The post holders’ responsibility for Quality & Risk Management, Hygiene Services and Health & Safety will be clarified to you in the induction process and by your line manager.
* The post holder must take reasonable care for his or her own actions and the effect that these may have upon the safety of others.
* The post holder must cooperate with management, attend Health & Safety related training and not undertake any task for which they have not been authorised and adequately trained.
* The post holder is required to bring to the attention of a responsible person any perceived shortcoming in our safety arrangements or any defects in work equipment.
* It is the post holder’s responsibility to be aware of and comply with the HSE Health Care Records Management/Integrated Discharge Planning (HCRM / IDP) Code of Practice.

**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 on the closing date:1. **Statutory Registration, Professional Qualifications, Experience, etc.**

(a) Eligible applicants will be those who on the closing date for the competition:1. Be a registered nurse/midwife on the active Register of Nurses and Midwives held by An Bord Altranais and Cnáimhseachais na hÉireann (Nursing and Midwifery Board of Ireland) or be eligible to be so registered.

**AND**1. Be registered in the division(s) of the Nursing and Midwifery Board of Ireland (Bord Altranais agus Cnáimhseachais na hÉireann) Register for which the application is being made or be entitled to be so registered.

**OR**1. In exceptional circumstances, which will be assessed on a case by case basis be registered in another Division of the register of Nurses and Midwives.

**AND**1. Have a minimum of 1 years’ post registration full time experience or an aggregate of 1 years’ full time experience in the division of the register in which the application is being made (taking into account (ii) (iii) if relevant)

**AND**1. Have a minimum of 1 years’ experience or an aggregate of 1 years’ full time experience in specialist area of Chest Pain Care.

**AND**1. Have successfully completed a post registration programme of study, as certified by the education provider which verifies that the applicant has achieved a Quality and Qualifications Ireland (QQI), National Framework of Qualifications (NFQ) major academic Level 9 or higher award that is relevant to the specialist area of care (equivalent to 60 ECTS or above), and in line with the requirements for specialist practice as set out by the National Council for Nursing and Midwifery 4th ed (2008).

Alternatively provide written evidence from the Higher Education Institute that they have achieved the number of ECTS credits equivalent to a Level 9 or higher standard, relevant to the specialist area of care (equivalent to 60 ECTS or above), and in line with the requirements for specialist practice as set out by the National Council for Nursing and Midwifery 4th ed (2008). Chest Pain of care prior to application\* (See \*\*Note 1 below). **AND**1. Be required to demonstrate that they have continuing professional development (CPD) relevant to the specialist area.

**AND**1. Have the ability to practice safely and effectively fulfilling his/her professional responsibility within his/her scope of practice

**\*\*Note 1:** For Nurses/Midwives who express an interest in CNS/CMS roles and who currently hold a level 8 educational qualification in the specialist area (equivalent to 60 ECTS or above), this qualification will be recognised up to September 2026. **AND**(b) Candidates must possess the requisite knowledge and ability, including a high standard of suitability and clinical, leadership, managerial and administrative capacity for the proper discharge of the duties of the office.**2. Annual registration**(i) Practitioners must maintain live annual registration on the appropriate/relevant Division of the register of Nurses and Midwives maintained by the Nursing and Midwifery Board of Ireland (Bord Altranais agus Cnáimhseachais na hÉireann) for the role. **AND**(ii) Practitioners must confirm annual registration with NMBI to the HSE by way of the annual Service user Safety Assurance Certificate (PSAC).**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** | The organisation will consider the post specific requirements or experience required in developing the specific CNS for Cardiac Chest Pain. Demonstrate depth and breadth of Nursing experience in the specialist area of Cardiac Chest Pain/Acute Cardiology* 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 database (until the database is transferred to its permanent location) |
| **Other requirements specific to the post** | * A flexible approach to working hours is required.
* Other requirements specific to the post will be included at expression of interest stage, if applicable.
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| **Skills, competencies and/or knowledge** | **Professional Knowledge and Experience** The CNS Chest Pain will:* Practice in accordance with relevant legislation and with regard to The Scope of Nursing & 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 & 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
* 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 for Cardiac Chest Pain
* In-depth knowledge of the pathophysiology of Cardiac Chest Pain & related cardiac conditions
* 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 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 & 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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| **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 progressing 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. Read more about the HSE’s commitment to [Diversity, Equality and Inclusion](https://www.hse.ie/eng/staff/resources/diversity/diversity.html)  |
| **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 to be followed when making an appointment. These are set out in the CPSA Code of Practice. The Code outlines the standards to 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.Read the [CPSA Code of Practice](https://www.cpsa.ie/pdf/?file=https://assets.cpsa.ie/media/275828/b88e3648-c663-4293-9471-d2d75bd1d685.pdf).  |
| 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. |

**Clinical Nurse Specialist – Chest Pain / Sain-Altra Cliniciúil**

**Terms and Conditions of Employment**

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| **Tenure**  | The current vacancy available is permanent and 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. |
| **Working Week** | The standard weekly working hours of attendance for your grade are **37.5** hours per week. Your normal weekly working hours are **18.75** hours. Contracted hours that are less than the standard weekly working hours for your grade will be paid pro rata to the full time equivalent.You are required to work agreed roster/on-call arrangements advised by your Reporting Manager. Your contracted hours are liable to change between the hours of 8.00am and 8.00pm over seven days to meet the requirements for extended day services in accordance with the terms of collective agreements and HSE Circulars. |
| **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.Visit [HSE Children First](https://www.hse.ie/eng/services/list/2/primarycare/childrenfirst/resources/) for further information, guidance and 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-2), 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-3).
* 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.  |

1. A template SSSS and guidelines are available on [writing your site or service safety statement](https://healthservice.hse.ie/staff/health-and-safety/safety-statement/).

2 Structures and processes for effective [incident management](https://www2.healthservice.hse.ie/organisation/qps-incident-management/incident-management/) and review of incidents. [↑](#footnote-ref-2)
2. [↑](#footnote-ref-3)