

**Clinical Midwife Specialist (CMS)**

**Job Specification & Terms and Conditions**

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| **Job Title, Grade** | **Clinical Midwife Specialist (CMS) (Ultrasonography)** **(Obstetrics/Gynaecology)**  **Grade Code 2313** |
| **Remuneration** | The Salary scale for the post as at 01/08/25 is  €61,463 €62,481 - €63,342 - €64,747- €66,300 - €67,826 - €69,351 - €71,068 - €72,662- €75,405- **€77,666 LSI**  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> |
| **Competition Reference** | **Ref L8564** |
| **Closing Date** | ***4pm on Thursday 25th September 2025*** |
| **Proposed Interview date(s)** | Interviews will be held as soon as possible after closing date. Please note interview dates are subject to change dependent on availability of interview board members and volume of campaign. |
| **Taking up Appointment** | A start date will be indicated at the job offer stage. |
| **Duration of Post** | There is currently 1 Specified Purpose whole-time post available in Letterkenny University Hospital. A panel may be created from this campaign from which future permanent and specified purpose vacancies of full or part time duration may be filled. |
| **Location of Post/ Organisational Area** | Initial assignment will be to Letterkenny University Hospital.  The current vacancy available is specified purpose and wholetime in the Obstetric Department, Letterkenny University Hospital. The successful candidate may be required to work in any service area within the vicinity as the need arises.  A panel may be created for **Clinical Midwife Specialist (CMS) (Ultrasonography) (Obstetric/Gynaecology)** from which current and future permanent and specified purpose vacancies of full time or part time duration may be filled |
| **Informal Enquiries** | Ms Evelyn Smith, Director of Midwifery, Letterkenny University Hospital.  E-mail: [evelyn.smith@hse.ie](mailto:evelyn.smith@hse.ie) Mobile Number: 087 7579091 |
| **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)](https://saolta.ie/hospital/letterkenny-university-hospital) * [Mayo University Hospital (MUH)](https://saolta.ie/hospital/mayo-university-hospital) * [Portiuncula University Hospital (PUH)](https://saolta.ie/hospital/portiuncula-university-hospital) * [Roscommon University Hospital (RUH)](https://saolta.ie/hospital/Roscommon%20University%20Hospital) * [Sligo University Hospital (SUH)](https://saolta.ie/hospital/sligo-university-hospital) incorporating Our Lady’s Hospital Manorhamilton (OLHM) * Galway University Hospitals (GUH) incorporating [University Hospital Galway (UHG)](https://saolta.ie/hospital/university-hospital-galway) 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 – Learning  Our 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 VISION STATEMENT**  Our Vision is to build on excellent foundations already laid, further developing and integrating our Group, fulfilling our role as an exemplar, and becoming the first Trust in Ireland.  **OUR GUIDING VALUES**  **Respect** - We aim to be 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 will 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 will nurture and encourage lifelong learning and continuous improvement, attracting, developing and retaining high quality staff, enabling them to fulfill 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.  **Teamworking** – we will engage and empower our staff, sharing best practice and strengthening relationships with our partners and patients to achieve our Mission.  **Communication** - we aim to 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** | **The professional reporting relationship is to**:  The Director of Midwifery Women’s and Children’s MCAN Letterkenny University Hospital/Assistant Director of Midwifery/Service Manager.    **The clinical reporting relationship is to:**  The Consultant is responsible for the service /service user. |
| **Key Working Relationships**  **to include but not limited to** | The CMS (Ultrasonography) **(Obstetrics/Gynaecology)** will work collaboratively with a range of internal and external stakeholders including:  Director/Assistant Director of Midwifery/Line Manager  CNS/CMS’s, RANP/RAMP’s and other nursing grades  Multidisciplinary Team colleagues and other key stakeholders within services, including National Clinical and Integrated Care Programmes  Service users/families and carers  Nursing and Midwifery Board of Ireland  Educational Bodies  Nursing and Midwifery Planning and Development Units  Centres of Nursing and Midwifery Education  National Clinical Leadership Centre  Other relevant statutory and non-statutory organisations |
| **Purpose of the Post** | **The CMS (Ultrasonography) (Obstetrics/Gynaecology) 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.**  **The Clinical Midwife Specialist (Ultrasonography) Obstetrics/Gynaecology will provide clinical expertise and support to staff working in Maternity Services. The post holder will provide leadership in the delivery of specialised services. This will ensure the ultrasound service is part of a dynamic and growing healthcare facility responding to the health needs of women at all stages during pregnancy and the postnatal period, in addition to gynaecological assessment.**  **Caseload**  **The CMS (Ultrasonography) (Obstetrics/Gynaecology) will focus initially on:**   * **service users who require USS investigations in all trimesters of pregnancy as per referral pathway.** * **All CMS Ultrasonographers will work within their scope f practice.**   **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)** |
| **Principle 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 throughout the Group’s 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 Group’s performance management programme**  Clinical Focus **The CMS will support the principle that the care of the service user comes first at all times and will approach the responsibilities of their role with the flexibility and enthusiasm necessary to make this principle a reality for every patient to the most significant possible degree. Performance management systems are part of the CMS role, and the post holder will be required to participate in the agreed processes.**  **The CMS will:**  **Develop a strong service user focus whereby the speciality 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 assessing, planning, delivering and evaluating 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 CMS will:**   * **Have the ability to work independently and report on all ultrasound examinations performed** * **Provide a specialist service for women who require ultrasound investigation in all trimesters of pregnancy as per referral pathways** * **Be responsible for providing direct clinical involvement and specialist advice on foetal assessment.** * **Undertake comprehensive patient assessment to include physical, psychological, social and spiritual elements of care using best evidence-based practice in Obstetric Ultrasound care** * **Work as a multidisciplinary team member providing specialist foetal ultrasound assessment.** * **Diagnose foetal abnormalities with subsequent counselling and management of the patient care during pregnancy involving all the relevant multidisciplinary teams.** * **Monitor high-risk pregnancies** * **Use the outcomes of patient assessment to plan and initiate care and treatment modalities within agreed interdisciplinary protocols to achieve patient/client-centred outcomes; evaluate their effectiveness.** * **Make alterations in managing the patient’s condition in collaboration with the MDT and the patient in line with agreed pathways and policies, procedures, protocols and guidelines (PPPGs).** * **Accept appropriate referrals from MDT colleagues** * **Co-ordinate investigations, treatment therapies and patient follow-up** * **Communicate with patients, family and /or carer as appropriate to assess patient’s 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 seamless service delivery to the patient, family and/or carer as appropriate** * **Where appropriate participate in medication reconciliation 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 worsening of symptoms. Provide patients with appropriate self-management strategies and escalation pathways.** * **Manage *Obstetric Ultrasound* clinics with MDT input** * **Identify health promotion priorities for the patient, family and/or carer and support patient 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 women’s needs** * **Support the principle that the patient's care 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 most significant possible degree.**   **Indirect Care**  **The CMS will:**   * **Identify and agree on appropriate referral pathways for all pregnant women – identifying their specific needs and initiating a plan of care applicable to the clinical picture** * **Participate in case review with MDT colleagues** * **Use a case management approach to patients with 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 optimal care and the use of ultrasound as an aid to diagnosis** * **Take a lead role in ensuring the service for patients with any high-risk condition is in line with best practice guidelines and the Safer Better Healthcare Standards (HIQA, 2012)**   **Service user/Client Advocate**  **The CMS will:**   * **Communicate, negotiate and represent service user, family and carer values and decisions about their condition to MDT colleagues in both Primary and Secondary Care as appropriate** * **Develop and support the concept of advocacy, particularly about 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 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 quality service to service users.**  Education & Training **The CMS will:**   * **Maintain clinical competence in service user management within the specialist area of midwifery practice. Keep 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 confidence and autonomy in care delivery at the CMS level.** * **Contribute to the design, development and implementation of education programmes and resources for the service user, family and/or carer to enable them to manage their condition.** * **Provide mentorship and preceptorship for midwifery/nursing colleagues as appropriate.** * **Participate in training programmes for nursing/midwifery, MDT colleagues and key stakeholders as appropriate.** * **Create an exchange of learning opportunities within the MDT in relation to evidence-based midwifery delivery of care 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 the specialist area of midwifery practice.** * **In tandem with the line management structure, be responsible for addressing your own continuing professional development (CPD) needs to maintain the 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 CMS will:**   * **Establish and maintain a register of all service user care within the CMS Caseload.** * **Identify, initiate and conduct audit and research projects/quality improvement plans relevant to the area of practice.** * **Identify, critically analyse, disseminate and integrate the best evidence relating to standards of Ultrasound examinations into practice** * **Contribute to research on all aspects of the use of obstetric ultrasound.** * **Use the audit outcomes to improve service provision and advocate where appropriate for service improvement.** * **Contribute to service planning and budgetary processes through the 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 practice** * **Maintain a record of local and nationally agreed clinically relevant data aligned to National Key Performance Indicators (KPIs)/clinical targets as directed and advised by the DoM/Services in conjunction with the senior clinical decision maker.**  Consultant (including leadership in clinical practice) **The CMS will:**   * **Provide leadership in clinical practice and act as a resource and role model for the optimal practice of Obstetric Ultrasound.** * **Generate and contribute to the development of clinical standards and guidelines and support implementation** * **Use specialist knowledge to support and enhance generalist midwifery practice** * **The CMS will develop collaborative working relationships with local Clinical Midwife Specialists/Registered Advanced Midwife Practitioner/MDT colleagues as appropriate, developing person centred care pathways to promote the integrated care delivery model.** * **With the support of the DOM/ADOM, attend integrated care planning meetings as required.** * **Where appropriate, develop and maintain relationships with specialist services in organisations that support community patients.** * **Liaise with other health service providers in developing and delivering the National Maternity Strategy.** * **Network with other CMSs roles through the Maternity Strategy 2016-2026 and in related professional associations.** |
| **Health and Safety** | These duties must be performed by local organisational and the HSE health and safety polices. In carrying out these duties, the employee must ensure that adequate safety procedures are in place to comply with the Health, Safety and Welfare at Work Act (2005). Staff must carry out their duties safely and responsibly in line with the local policy documents and as set out in the regional 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 concerning 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 the 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 about the care and safety of any equipment supplied and used to carry out the responsibilities of the CMS.   **Specific Responsibility for Best Practice in Hygiene**  Hygiene is defined as: “The practice that keeps people and environments clean and prevents 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)  All staff are responsible for ensuring 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 caseloadto 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 about 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 about 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. 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:**   1. **Professional Qualifications, Experience, etc** 2. Be a registered midwife on the active Register 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**  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**  (iii) 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**  (iv) Have a minimum of 1 year experience or an aggregate of 1 year full time experience in specialist area of Care **(Ultrasonography**) **(Obstetrics/Gynaecology)**  **And**  (v) 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). In **(Ultrasonography)** **(Obstetrics/Gynaecology)** of care prior to application\* (See \*\*Note below).  **And**  (vi) Be required to demonstrate that they have continuing professional development (CPD) relevant to the specialist area.  **\*\***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.  Have the ability to practice safely and effectively fulfilling his/her professional responsibility within his/her scope of practice.  **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) Confirm annual registration with NMBI to the HSE by way of the annual Service user Safety Assurance Certificate (PSAC).  **3. Health**  Candidates 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 that would indicate a reasonable prospect of ability to render regular and efficient service.  **4. Character**  Candidates for and any person holding the office must be of good character.  *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 of Ireland) by way of the Service user Safety Assurance Certificate (PSAC)* | |
| **Post Specific Requirements, additional qualifications and or experience required** | The post-specific requirements or experience required to develop the specific CMS includes:  Demonstrate depth and breadth of Nursing/Midwifery experience in the specialist area of **(Ultrasonography)** **(Obstetrics/Gynaecology).**  Where appropriate have undertaken or agree to undertake, within an agreed timeframe, the Nurse Prescribing of Medicinal Products Certificate.  Formally apply for entry into the Interim ONMSD CNS/CMS database (until the database is transferred to its permanent location) |
| **Essential Skills, competencies and/or knowledge** | **Professional Knowledge and Experience**  The CMS 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 CMS practice. * Demonstrate an awareness of current and emerging nursing strategies and policies 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 CMS **(Ultrasonography)** **(Obstetrics/Gynaecology)** * In-depth knowledge of the pathophysiology of **(Ultrasonography)** **(Obstetrics/Gynaecology)** * The ability to undertake a comprehensive service user assessment, including taking an accurate history of their condition and presenting problem. * The ability to employ appropriate diagnostic interventions, including (name some) 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 users/clients to take greater control over decisions and actions that affect their health and well-being. * An understanding of the principles of clinical governance and risk management as they apply directly to the CMS role and the more comprehensive 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, and 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 practical 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:   * Ability to work on one's own initiative as well as 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 coordinating care/interventions and interdisciplinary team working.   **Commitment to providing a quality service:**  Demonstrate:   * Awareness and respect for service users and family/carers’ views about their care * A solid 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; 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 evidence-based decision making skills * Uses various information sources and knows how to access relevant information to address issues. |
| **Other requirements specific to the post** | Please outline the specific criteria that are specific to the post, e.g. access to transport, as post will involve frequent travel. |
| **Competition Specific Selection Process**  **Shortlisting / Interview** | A ranking and/or shortlisting exercise may be carried out based on 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 essential 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 called to interview in ‘bands’ depending on the organisation's service needs.  *Candidates who are successful at interview and subsequently meet the necessary registration requirements with NMBI will automatically be upgraded into the prepared Clinical Nurse/Clinical Midwife Specialist post.* |
| **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 description may be reviewed.  This job description 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 Midwife Specialist (CMS)**

**Terms and Conditions of Employment**

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| **Tenure** | The current vacancy(s) available is Specified Purpose and whole time.  The post is pensionable. A panel may be created from which permanent and specified purpose vacancies of full 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 as at 01/08/25 is  €61,463 €62,481 - €63,342 - €64,747- €66,300 - €67,826 - €69,351 - €71,068 - €72,662- €75,405- **€77,666 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 |
| **Working Week** | The standard working week applying to the post is to be confirmed at Job Offer stage.  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 and is in accordance with HSE Policy. |
| **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 the protection of children are 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 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** | Line managers must 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 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 the National Health and Safety Function/H&S web-pages [↑](#footnote-ref-1)
2. See link on health and safety web-pages to latest Incident Management Policy [↑](#footnote-ref-2)