**Candidate Advanced Nurse Practitioner (cANP) or Advanced Nurse Practitioner (ANP) Acute Assessment Unit) Virtual Ward**

**Job Specification & Terms and Conditions**

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| **Job Title, Grade Code** | Candidate Advanced Nurse Practitioner (cANP) Acute Assessment Unit or Advanced Nurse Practitioner (ANP) Acute Assessment Unit (Virtual Ward)  **Ard-Altra Liachleachta (Ginearálta)**    Grade Code 2272/2267 |
| **Remuneration** | The salary scale for the post (cANP) is (01/08/2025):  €70,725, €72,124 €75,662, €77,054, €78,054, €79,872  The salary scale for the post (ANP) is (01/08/2025):  €71,408, €72,792, €74,125 €78,221, €79,511, €81,009, €82,410, €83,801, €88,123  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** | SLIGO 0602 <https://www.rezoomo.com/job/85262/> |
| **Closing Date** | 12:00 noon on Tuesday 23rd September 2025 |
| **Proposed Interview Date (s)** | Candidates will normally be given at least two weeks' 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** | Sligo University Hospital HSE West North West  Assignment will be to Acute Assessment Unit, SUH outreaching to the community setting  There is currently one permanent whole-time vacancy available for the post of cANP to progress to ANP within 3 years or one permanent whole-time vacancy available for the post of rANP or who are eligible to register with NMBI  The successful candidate may be required to work in any service area within the vicinity as the service need arises.  A panel may be formed for ANP/cANP Acute Assessment Unit (Virtual Ward) from which current and future Canp/Ranp roles permanent and specified purpose vacancies may be filled. |
| **Informal Enquiries** | **Name:** Martina Fraser, Assistant Director of Nursing Unscheduled and Critical Care  **Tel**: 087 1800156  **Email:** [martina.fraser@hse.ie](mailto:martina.fraser@hse.ie) or  Maura Heffernan , Director of Nursing [maurae.heffernan@hse.ie](mailto:maurae.heffernan@hse.ie)  Amanda Devins, HR Department, Sligo University Hospital  [Amanda.devins@hse.ie](mailto:Amanda.devins@hse.ie) or [nurserecruit.suh@hse.ie](mailto:nurserecruit.suh@hse.ie) |
| **Details of Service** | The HSE 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.  Sligo University Hospital (SUH) provides high-quality healthcare to the people of Sligo, Leitrim, South Donegal and West Cavan.  SUH provides Acute Inpatient, Outpatient, and Day Services as well as Regional Specialty Services in Ophthalmology and Ear, Nose and Throat Services.  **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 HSE West and Northwest Hospitals, 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.   The formation of the hospitals regions, which will transition to independent hospital trusts, will change how hospitals relate to each other and integrate with the academic sector. Over time, the region will deliver:   * Higher quality service * More consistent standards of care * More consistent access to care * Stronger leadership   Greater integration between the healthcare agenda and the teaching, training, research and innovation agenda.  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 region, 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 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 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 cANP/ANP is professionally accountable to:**   * The Director of Nursing and Assistant Director of Nursing (Unscheduled Care), SUH |
| **Key Working Relationships** | Director of Nursing  Assistant Director of Nursing for Unscheduled Care  Medical consultants Colleagues  NCHDs  Operational ADON  RANPs, CNS’s and other nursing grades within the hospital and community and nationally  Nurse Practice Development Unit Co-ordinator  Prescribing site co-ordinator(s)  Medical and Surgical Directorates  Interprofessional and MDT colleagues  Patients/service users/families and/or carers  Nursing and Midwifery Board of Ireland  West and Northwest Area’s Academic Partner, NUIG and St. Angela’s (ATU)  Centres of Nursing and Midwifery Education  National Clinical and Integrated Care Programmes  National Leadership and Innovation Centre  Other relevant statutory and non-statutory organisations  Local Advanced Nursing Practice Committees/Organisations |
| **Clinical Supervision** | The cANP Acute Assessment Unit (Virtual Ward) engages in on-going clinical supervision as per a Memorandum of Understanding. The structure, process and outcome of clinical supervision must be explicit (formal and informal). It will be discussed and agreed with DON/ADON and the Consultant Supervisor  The cANP Acute Assessment Unit (Virtual Ward) maintains a record of clinical supervision in his/her professional practice portfolio. |
| **Purpose of the Post** | The overall purpose of the post is to provide safe, timely, evidence based nurse-led care to patients at an advanced nursing level. This involves undertaking and documenting complete episodes of patient care (assess, diagnose, plan, treat and discharge patients) according to collaboratively agreed protocols and scope of practice in the clinical setting; demonstrating advanced clinical and theoretical knowledge, advanced critical thinking skills, clinical leadership and decision making skills. The post will be based in the acute hospital outreaching into the community setting.  The main purpose of the cANP post is for the individual to develop their competencies and person specification documentation for the ANP post such that it enables the individual nurse to meet the NMBI Criteria for Registration as an Advanced Nurse Practitioner as set out in Advanced Practice (Nursing) Standards and Requirements (NMBI, 2017) within a specified time frame. The individual will undertake the academic preparation and develop the clinical and leadership skills, competencies and knowledge required to meet the criteria to be registered as a RANP with NMBI.  The scope of the cANP role must reflect the incremental development of expertise and as such, the cANP cannot deliver care as an autonomous practitioner. The individual will complete and submit the necessary documentation for registration as an RANP with NMBI.  The value of the nursing contribution as a distinct profession must be safeguarded and articulated in the development of new services led by advanced nurse practitioners, complementing rather than replacing current services delivered by doctors (NMBI 2017 p.9).  The advanced practice role demonstrates a high degree of knowledge, skill and experience that is applied within the nurse-patient/client relationship to achieve optimal outcomes through critical analysis, problem solving and accurate decision making (NMBI, 2017). Central to this is the provision of quality care, a safe environment and processes for patients by the use of evidence based clinical guidelines that address patient expectations, promote wellness and evaluate care given.  The role will provide clinical leadership and professional scholarship in order to develop nursing practice and health policy at local, regional and national level. The role will contribute to nursing research to shape and advance nursing practice, education and health care policy at local, national and international levels. |
| **Principal Duties and Responsibilities** | The introduction of a cANP based in the acute setting will provide a role in the management of a community virtual ward and will result in positive outcomes in relation to preventing inappropriate admissions to the acute hospital, supporting early discharge and patient flow through the acute hospital and importantly caring for the individual in their home or close to it. This is a new service in SUH in collaboration with integrated care of the Older Person and the post holder will be required to play a lead role in establishing the service including policy development and pathways   * The overarching aim of the ANP roles in Sligo Leitrim is to provide safe, timely, evidenced based nurse-led care * The cANP Virtual Ward caseload will care for individual who have complex social and medical needs. This will involve the individual cANP undertaking and documenting a complete episode of care to include person physical, psychosocial and environmental assessment, diagnosing, planning their care, providing interventions and discharging plans. * Patients will initially be identified through presentations to the acute setting ( AAU/ ED / OPD, Nursing homes ) and be cared for in in the community setting either within their own home or in community care settings. The case load will be managed through a virtual ward concept. The model of care will incorporate a mixed model of face to face and digital consultations using a virtual ward platform. * The cANP Virtual Ward will work with existing Enhanced Community care teams, community geriatricians and medical consultants, nursing and HSCP colleagues. The cANP Acute Assessment Unit (Virtual Ward) practices to a higher level of capability across six domains of competence as defined by Advanced Practice (Nursing) Standards and Requirements (NMBI 2017). * Establish agreed referral pathways to and from the cANP and related policies * Management platforms to triage, assess, case manage and discharge from a Community Virtual ward (CVW). * Undertake gerontology assessment for older clients at risk of hospital admission this can be a mixed model of telehealth, domiciliary assessment and digitally assisted remote monitoring depending on identified patient needs * Provide an alternative to hospital admission for patients presenting with syncope or falls. * Have a special interest in the management of a syncope * Undertake regular medication review and management of chronic conditions * Facilitate earlier discharge from the acute hospital by having established advanced nursing support in the community. * Provide an alternative to hospital admission for patients presenting with syncope or falls. * Facilitate safe sustainable early discharge in collaboration with both the Integrated Care Team and Primary Care Team and CIT , ICPOP * Provide access to advance nurse practitioner and HSCP for rehabilitation and nursing support following an acute illness. * Assist with advance care planning for palliative care measures * Advise on the management of dementia and behavioural concerns in consultation with Psychiatry of Old Age team.   The six domains of competence are as follows:   * Professional Values and Conduct * Clinical-Decision Making * Knowledge and Cognitive Competences * Communication and Interpersonal Competences * Management and Team Competences * Leadership and Professional Scholarship Competences   Each of the six domains specifies the standard which the cANP (Critical Care Outreach) has a duty and responsibility to demonstrate and practise.  **Domain 1: Professional Values and Conduct**  Standard 1  The cANP Acute Assessment Unit (Virtual Ward) will be required to apply ethically sound solutions to complex issues related to individuals and populations by:   * Demonstrating accountability and responsibility for professional practice as a lead healthcare professional in the care of patients. * Collaborating with his/her supervisor and local stakeholder group to scope the caseload and scope of practice for the cANP * Collaborating with his/her supervisor and local stakeholder group to determine the inclusion criteria for the cANP * Collaborating with his/her supervisor and local stakeholder group to determine the exclusion criteria for the cANP * Articulating safe boundaries and engaging in timely referral and collaboration for those areas outside his/her scope of practice, experience, and competence by establishing, in collaboration with key stakeholders, referral pathways and locally agreed policies, procedures, protocols and guidelines to support and guide the cANP Acute Assessment Unit (Virtual Ward) service * Demonstrating leadership by practising compassionately to facilitate, optimise, promote and support the health, comfort, quality of life and wellbeing of persons whose lives are affected by altered health, chronic disorders, disability, distress or life-limiting conditions * Selecting a professional practice model that provides him/her latitude to control his/her own practice, focusing on person centred care, interpersonal interactions and the promotion of healing environments. The chosen professional practice model for nursing will emphasise a caring therapeutic relationship between the cANP/RANP in Critical Care Outreach and his/her patients, recognising that cANPs/RANPs work in partnership with their multidisciplinary colleagues (Slatyer et. Al (2016)). * Articulating and promoting the advanced practice nursing service in clinical, political and professional contexts. This may include presenting key performance outcomes locally and nationally; contributing to the service’s annual report; participating in local and national committees including DPIP to ensure best practice as per the relevant national clinical and integrated care programme.   **Domain 2: Clinical-Decision Making Competences**    Standard 2  The cANP Acute Assessment Unit (Virtual Ward) will enhance his/her advanced knowledge, skills, and abilities to engage in senior clinical decision-making by:   * Conducting a comprehensive holistic health assessment using evidenced based frameworks, policies, procedures, protocols and guidelines to determine diagnoses and inform autonomous advanced nursing care * Synthesising and interpreting clinical information including medical history, physical findings and diagnostic data to identify normal, at risk and subnormal states of health * Demonstrating timely use of diagnostic investigations to inform clinical-decision making * Exhibiting comprehensive knowledge of therapeutic interventions including pharmacological and non-pharmacological advanced nursing interventions, supported by evidence-based policies, procedures, protocols, and guidelines, relevant legislation, and relevant professional regulatory standards and requirements * Each practitioner must be able to perform a comprehensive physical examination and demonstrate the ability to recognise normal and deviations from normal in relation to the following systems: Airway, Respiratory, Cardiovascular, Gastrointestinal, Renal, Neurological and Endocrine. * Recognise situations where consideration for withdrawal of treatment should be given and initiate review by appropriate medical staff, palliative care or end of life teams. * Support safe transfer and transport of the acutely ill patient. Understand clinical limitations, and enable direct referral to other members of the multidisciplinary specialist team. * On the basis of the assessment, initiate the level of support required, including airway management, oxygen therapy. * Act as an excellent clinical nursing role model in the management of patients requiring acute care. * Carry out nursing care that is based on the latest research findings, that constitutes best practice. * Refer the patient where necessary to the physiotherapist for treatment * Discharge patients from the service as per an agreed supporting policy, procedure, protocols, guidelines and referral pathways   **Domain 3: Knowledge and Cognitive Competences**    Standard 3  The cANP Acute Assessment Unit (Virtual Ward) will actively contribute to the professional body of knowledge related to his/her area of advanced practice by enhancing his/her capability to:   * Provide leadership in the translation of new knowledge to clinical practice (for example teaching sessions; Scenario based training; journal clubs; case reviews; facilitating clinical supervision to other members of the team) * Educate others using an advanced expert knowledge base derived from clinical experience, on-going reflection, clinical supervision and engagement in continuous professional development * Demonstrate a vision for advanced practice nursing based on service need and a competent expert knowledge base that is developed through research, critical thinking, and experiential learning * Demonstrate accountability in considering access, cost and clinical effectiveness when planning, delivering and evaluating care   **Domain 4: Communication and Interpersonal Competences**  Standard 4  The cANP Acute Assessment Unit (Virtual Ward) will negotiate and advocate with other health professionals to ensure the beliefs, rights and wishes of the person are respected by gaining increased competence and capability to:   * Communicate effectively with the healthcare team through sharing of information in accordance with legal, professional and regulatory requirements * Demonstrate leadership in professional practice by using professional language (verbally and in writing) that represents the plan of care, which is shared with the person and members of the inter-professional team as per the organisation’s policies, procedures, protocols and guidelines * Facilitate clinical supervision and mentorship through utilising one’s expert knowledge and clinical competences * Utilise information technology, in accordance with legislation and organisational policies, procedures, protocols and guidelines to record all aspects of advanced nursing care.   **Domain 5: Management and Team Competences**  Standard 5  The cANP Acute Assessment Unit (Virtual Ward) will manage risk to those who access the service through collaborative risk assessments and promotion of a safe environment by:   * Promoting a culture of quality care * Proactively seeking feedback from persons receiving care, families and staff on their experiences and suggestions for improvement * Implementing practice changes using negotiation and consensus building, in collaboration with the multidisciplinary team and persons receiving care   **Domain 6: Leadership and Professional Scholarship Competences**  Standard 6  The cANP Acute Assessment Unit (Virtual Ward) will lead in multidisciplinary team planning for transitions across the continuum of care by enhancing his/her competence and capability to:   * Demonstrate clinical leadership in the design and evaluation of services * Engage in health policy development, implementation, and evaluation (for example key performance indicators from national clinical and integrated care programme/HSE national service plan/ local service need to influence and shape the future development and direction of advanced practice in Acute Care      * Identify gaps in the provision of care and services pertaining to his/her area of advanced practice and expand the service to enhance the quality, effectiveness and safety of the service in response to emerging healthcare needs * Lead in managing and implementing change.   **Advanced Practice Performance Management and Evaluation**  Performance Indicators (PI’s) are required to evaluate nursing interventions and implement initiatives to improve quality and quantity of the nursing care provided. They should have a clinical nursing focus as well as a breakdown of activity, including patients seen and treated. In addition, they identify areas of good practice that must be recognised and celebrated (HSE 2015).  The Department of Health (2017) Framework for National Performance Indicators for Nursing and Midwifery provides a guiding framework for the development of Nursing and Midwifery PI’s. In collaboration with the Director of Nursing and the Assistant Director of Nursing, the cANP will identify and develop Nursing PI’s for their area of practice, collect and collate data that will provide evidence of the impact and effectiveness of the interventions undertaken.  The R/cANP Acute Assessment Unit (Virtual Ward) will:  Critically evaluate research and audit findings and incorporates evidenced based practice into care of patients. Contribute to supporting and maintaining the quality of the information within an outreach database.  The R/cANP Acute Assessment Unit (Virtual Ward) will:  Provide information as requested on outreach activity, interventions and patient outcomes. Responsible for policy/protocol development and implementation within Acute Assessment team. To initiate and undertake audit as appropriate either individually or as part of the multidisciplinary team. To generate questions for research arising out of practice and to collaborate with the multidisciplinary team in order to investigate these questions. To attend relevant departmental and Directorate meetings relating to clinical practice and clinical governance.  The R/cANP will evaluate audit results and research findings to identify areas for quality improvement in collaboration with nursing management and multidisciplinary team colleagues (primary and secondary care). The cANP will be required to undertake data collection, internal audit and service development, and education and training throughout the hospital.  **Education and Training**  The R/cANP Acute Assessment Unit (Virtual Ward) will:  1. Contribute to service development through appropriate continuous education, research initiatives, keeping up to date with nursing literature, recent nursing research and new developments in nursing practice, education and management.  2. Provide support and advice to those engaging in continuous professional development in his/her area of advanced nursing.  3. Develop guidelines, care pathways and standards in the care of patients requiring critical care outreach.  4. Maintain own professional, personal development and maintain expertise including intensive care of all types of patients.  5. Carry out informal teaching at the bedside on care of the deteriorating critically ill patient.  6. Assist with teaching for under-graduate and post-graduate nursing students and other disciplines as required.  7. Use relevant educational opportunities to maintain the highest standards of care offered to patients. |
| **Legislation, regulations, policies and guidelines** | The R/cANP Acute Assessment Unit (Virtual Ward) will practice nursing according to:  1. The Code of Professional Conduct and Ethics for Registered Nurses and Registered Midwives (NMBI  2025);  2. Scope of Nursing and Midwifery Practice Framework (NMBI 2015);  3. Values for Nurses and Midwives in Ireland – Care, Compassion and Commitment (Department of  Health 2016);  4. Advanced Practice Nursing Standards and Requirements (NMBI 2017);  5. National Health Policies and Procedures (latest versions) {list as relevant to the service for example:  6. HSE (2013, revised 2016) National Consent Policy;  7. Local policies, procedures, protocols and guidelines (available on HCI Documents).  8. Government of Ireland (2015) Assisted Decision-Making Capacity Act |
| **Professional Practice Portfolio** | The R/cANP Acute Assessment Unit (Virtual Ward) must maintain a professional practice portfolio, incorporating evidence of learning from continuing professional development, clinical supervision, reflective practice and review of his/her own scope of practice in accordance with regulatory requirements and service need. |
| **Eligibility Criteria**  **Qualifications and/ or experience** | 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 with the Nursing and Midwifery Board of Ireland   [NMBI] (Bord Altranais agus Cnáimhseachais na hÉireann) or entitled 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 entitled to be so registered.  **Or**  In recognition of services that span several patient/client groups and/or  division(s) of the register, provide evidence of validated competences  relevant to the context of practice.  **And**   1. Have a broad base of clinical experience relevant to the advanced field of practice     **And**  (iv) Be eligible to undertake a Master’s Degree (or higher) in Nursing or a  Master’s Degree, which is relevant, or applicable**, to the advanced field**  **of practice**. The Master’s programme must be at Level 9 on the National  Framework of Qualifications (Quality & Qualifications Ireland), or  equivalent. Educational preparation must include at least three modular  components pertaining to the relevant area of advanced practice, in  addition to clinical practicum.  **OR**  (v) Be currently undertaking a Master’s Degree in Nursing (Advanced  Practice Pathway) or be eligible to register to undertake additional Level  9 National Framework of Qualifications (Quality and Qualifications  Ireland) specific modules of a Master’s Degree in Nursing (Advanced  Practice Pathway) within an agreed timeframe. Educational preparation  must include at least three modular components pertaining to the relevant  area of advanced practice, in addition to clinical practicum.  **OR**  (vi) Possess a Master’s Degree (or higher) in Nursing or a Master’s Degree  which is relevant, or applicable, to the advanced field of practice. The  Master’s programme must be at Level 9 on the National Framework of  Qualifications (Quality & Qualifications Ireland), or equivalent.  Educational preparation must include at least three modular components  pertaining to the relevant area of advanced practice, in addition to clinical  practicum.  **AND**  (b) Candidates must possess the requisite knowledge and ability including a high standard of suitability and clinical, professional and administrative capacity to properly discharge the  functions of the role.  **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 [NMBI] (Bord Altranais agus Cnáimhseachais na  hÉireann) for the role  **AND**  (ii) Confirm annual registration with NMBI to the HSE by way of the annual Patient  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** | Demonstrate the depth and breadth of experience in the area of Acute Assessment care |
| **Other requirements specific to the post** | Demonstrate a commitment to continuous professional development.  Be a registered nurse prescriber or agree to undertake Nurse Medicinal Product Prescribing, within an agreed timeframe.  Be a registered ionising radiation prescriber or agree to undertake Nurse Prescribing Ionising Radiation within an agreed timeframe.  Contribution in the collection of data, internal auditing and an involvement in education and training throughout the hospital.  The R/cANP Acute Assessment Unit (Virtual Ward) will have to demonstrate flexibility with rosters as the service develops there will be a requirement to work evenings and weekends in line with the service needs.  The post holder may be required to perform other duties not outlined in the job description to contribute to the development of the post while in office.  Possess valid and current certification for basic and Advanced life support (BLS & ACLS)) and manual handling.  Demonstrate competence of Microsoft Office: word, excel, power-point, outlook and familiar with the use of Critical Care IT systems.  Access to appropriate transport to fulfil the requirements of the role. |
| **Additional eligibility requirements:** | **Citizenship Requirements**  Eligible candidates must be:   1. EEA, Swiss, or British citizens   **OR**   1. Non-European Economic Area citizens with permission to reside and work in the State   Read Appendix 2 of the Additional Campaign Information for further information on accepted Stamps for Non-EEA citizens resident in the State, including those with refugee status.  To qualify candidates must be eligible by the closing date of the campaign.  **OR**   1. Suitably qualified, non-resident non-EEA citizens.   The HSE welcomes applications from suitably qualified, non-resident, non-EEA citizens and will support successful candidates in their application for a Work Permit, as applicable.  Read more about [Department of Enterprise, Trade & Employment Work Permits](https://enterprise.gov.ie/en/what-we-do/workplace-and-skills/employment-permits/). |
| **Skills, competencies and/or knowledge** | The R/cANP Acute Assessment Unit (Virtual Ward) will be required to continue to demonstrate the ability to practice at a higher level of capability across six domains of competence as defined by Bord Altranais agus Cnáimhseachais na hÉireann Advanced Practice (Nursing) Standards and Requirements (NMBI 2017), along with the specialist knowledge and clinical skills in the area of practice Critical Care Outreach.  The cANP (Critical Care Outreach) must continue to:  **Professional/Clinical Knowledge**   * Demonstrate a high degree of commitment, professionalism and dedication to the philosophy of quality health care provision. * Demonstrate relevant knowledge, expertise and experience in order to discharge the duties of R/cANP nursing service. * Demonstrate evidence of Policy, Procedure, Protocol, Guideline (PPPG) development and the translation of PPPG into action as relevant to the CANP nursing service. * Demonstrate knowledge and experience of quality audit/assurance systems in relation to the R/cANP nursing service. * Demonstrate experience in developing, implementing and evaluating quality improvement initiatives. * Demonstrate awareness of relevant legislation and policy developments. * Demonstrate commitment to continuing professional development.   **Planning and Organising Resources**   * Demonstrate ability to proactively plan, organise, deliver and evaluate the cANP nursing service in an efficient, effective and resourceful manner, within a model of person-centred care and value for money. * Demonstrate ability to manage deadlines and effectively handle multiple tasks.   **Building and Maintaining Relationships: Leadership, Staff Management and Team Work**   * Demonstrate the ability to provide professional support and advice on R/cANP nursing service developments to Directors of Nursing and relevant service managers. * Demonstrate flexibility and openness to change and ability to lead and support others in a changing environment. * Demonstrate the ability to communicate a change vision and engage stakeholders in a sustainable change process in relation to the R/cANP nursing service. * Demonstrate the ability to foster a learning culture among staff and colleagues to drive continuous improvement. * Demonstrate ability to work effectively within multi-disciplinary teams.   **Evaluation Information and Judging Situations**   * Demonstrate the ability to evaluate information and solve problems.   **Commitment to Providing Quality Services**   * Demonstrate understanding of and commitment to the underpinning requirements and key processes in providing quality, person-centred care in relation to the cANP service. * Demonstrate an ability to monitor and evaluate service performance.   **Communication and Interpersonal Skills**   * Demonstrate effective communication and interpersonal skills including: the ability to present information in a clear and concise manner; the ability to engage collaboratively with all stakeholders; the ability to give constructive feedback. * Demonstrate competency in the general use of information technology – computers, office functions, internet for research purposes, email, preparation of presentation materials etc. * Demonstrate evidence of skills in data management and report writing. |
| **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. | |

**Candidate Advanced Nurse Practitioner (cANP) or Advanced Nurse Practitioner (ANP) Acute Assessment Unit (Virtual Ward)**

**Terms and Conditions of Employment**

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| **Tenure** | The current vacancies available is permanent and whole 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 **37.5** 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.  \*\*Please note the hours of work include working: days, nights, week-ends, unsocial hours as required to meet service needs |
| **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.  All Mandated Persons under the Children First Act 2015, within the HSE, are appointed as Designated Officers under the Protections for Persons Reporting Child Abuse Act, 1998.  Mandated Persons such as line managers, doctors, nurses, physiotherapists, occupational therapists, speech and language therapists, social workers, social care workers, and emergency technicians have additional responsibilities.  You should check if you are a [Mandated Person](hhttps://www.hse.ie/eng/services/list/2/primarycare/childrenfirst/) 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)