<table>
<thead>
<tr>
<th><strong>Job Title and Grade</strong></th>
<th>Clinical Nurse Specialist – Children’s Pain</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Campaign Reference</strong></td>
<td>CNSp- Pain 001</td>
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<tr>
<td><strong>Closing Date</strong></td>
<td>Monday 10th of June 2019</td>
</tr>
<tr>
<td><strong>Duration of Post</strong></td>
<td>Specified Purpose Contract x 6 months</td>
</tr>
<tr>
<td><strong>Location of Post</strong></td>
<td>The post holder will be based at Children Hospital Ireland at Crumlin</td>
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**Context/ Background**

Children’s Health Ireland (CHI) is leading on the clinical and operational transformation of acute paediatric healthcare and consists of hospitals at Crumlin, Temple Street and Tallaght. The three children’s hospitals and CHI’s office transitioned from four separate, independently governed entities into one new single organisation effective on 1st January 2019 to govern and operate paediatric services in Dublin.

This new organisation will operate as a single service across the existing locations of Crumlin, Temple Street, Tallaght and the CHI office before transitioning to the new facilities at the two paediatric outpatient and urgent care centres at Connolly and Tallaght Hospitals and the new children’s hospital on the campus shared with St James’s Hospital.

The Minister for Health appointed a new Board in September 2017, initially on an administrative basis to support CHI’s Chief Executive and management team in the planning and implementation of the Children’s Hospital Programme and to prepare for the transition of services from the existing three children’s hospitals under the governance of the legally established Board, which commenced on 1st January 2019.

Children’s Health Ireland Programme is a major programme of work led by CHI, focused on transformative service change to enhance services for children and young people, to integrate the three existing hospitals, while maintaining existing and new services, ensuring patient safety and quality until transition is complete. It will:

- Operationalise an integrated acute paediatric healthcare network
Act as client for the government funded capital project to build the new children’s hospital and the two paediatric outpatient and urgent care centres at Connolly and Tallaght Hospitals, and a separately funded research and innovation centre

Act as client to a major ICT programme to digitize paediatric healthcare

Commission, transition to and operate the new children’s hospitals and the two paediatric outpatient and urgent care centres.

The new children’s hospital will be at the centre of a new model of care with two new Paediatric Outpatients and Urgent Care Centres (OPD & UCCs) central to the delivery of this new model of care. The POPD & UCCs will be based at Connolly Hospital on the North side of Dublin (due to open Summer 2019) and one at Tallaght Hospital on the South side of Dublin (due to open 2020). The addition of the new OPD & UCC, together with the opening of the new hospital in time, will transform how healthcare is delivered to children in Ireland.

**Reporting Arrangements**

Accountable to the Director of Nursing.

Reports to the Divisional nurse manager

**Key Working Relationships**

The post holder will work closely with:

- Director of Nursing
- Divisional Nurse Manager
- Anaesthetic Consultants and team
- Medical Teams
- CNMs
- CNFs
- CNS colleagues

*Please note that this list is not exhaustive and key working relationships will change as the project moves from service development, construction completion, commissioning & transitioning to steady state.*

**Purpose of the Role**

Pain management nursing Clinical Nurse Specialist role is pivotal within the multi-disciplinary approach to the management of acute and complex pain. The CNSp children’s Pain will advise and direct clinical practice in pain management; act as a resource for pain management issues supported by the other Paediatric Pain Service members. Assist with developing and evaluating seamless effective Paediatric Pain Service, to promote excellence in patient care, and facilitate multidisciplinary teamwork.

There is a strong emphasis on regular patient contact for the purpose of assessment, monitoring and evaluation to ensure safety and efficacy of pain management therapies and techniques. This post is crucial in raising awareness and promoting a wider understanding of pain management strategies requiring an evidence-based approach.

The CNSp will be expected to provide expert clinical knowledge in the management of pain to individual children and young people and their families, which will require collaboration
with Consultant Anaesthetists/ Consultant in Pain, RANP Children’s Pain, Ward managers and nursing staff, Specialist Nurses and other members of the multidisciplinary.

The successful candidate is required to work within the professional frameworks of Nursing and Midwifery Practise as per NMBI and within agreed hospital guidelines and protocols, use professional judgment in managing complex and unpredictable situations and seek guidance from other relevant experts in a timely and appropriate way.

Vision, innovation, flexibility, good communication, managerial and teaching skills are essential attributes. An appreciation of research is also necessary in order to carry out this role effectively.

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<th>Principal Duties and Responsibilities</th>
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<tr>
<td>The CNSp in children’s Pain is a defined area of nursing practice that requires the application of speciality focused knowledge and skills, which are both in demand and required to improve the quality of patient care and meet service needs.</td>
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**PROFESSIONAL**

- Exercise professional accountability as guided by the Nursing and Midwifery Board of Ireland for his / her own professional practice, maintaining and improving professional knowledge, competence and scope of professional practise.
- Adhere to and ensure all nursing staff implement NMBI Professional Frameworks for nursing practise.
- Maintain professional discipline.
- Create an environment that enables nursing staff to work to their full potential as accountable professionals who can rationalise patient care
- Demonstrate creativity, energy and inspiration to motivate other members of the nursing team.

**MANAGEMENT**

- Responsible for the day to day management of the Pain Service in collaboration with RANP, Consultant Anaesthetists and Consultant in Pain Medicine.
- Maintain continuity in the provision of the CNSp service.
- Support the maintenance of a safe clinical environment at all times.
- Coordinate and participate in the orientation of new staff to the hospital and pain service where appropriate.
- Participate in hospital process for staff appraisal and development
- Resolve local issues / conflicts, keeping managers informed and maintain positive team dynamics within the service at all times.
- Manage risk through reporting, investigation and follow up of incidents developing action plans to prevent reoccurrence. Attend and support Risky Huddle,
- Ensure all adverse incidents reports are fully investigated and followed through to completion
- Contribute to the strategic planning of the pain service.
- Lead and collaborate with Clinical Procurement regarding trial and evaluation of new equipment, stock and resources.

**Clinical Focus: Direct Care**
• Work with the multi-disciplinary team to provide a specialist nursing service that facilitates optimum pain relief and symptom management for children with acute and complex pain, ensuring safe, effective, seamless continuity of care and delivery of service is maintained.

• Accept patient referrals from multi-disciplinary teams.

• To attend in-patient consultations and ward rounds, assist with patient education and liaise with theatre, psychology, occupational therapy and physiotherapy to provide optimal patient services.

• Assist in the management of patient caseload, providing assessment, planning and evaluation of clinical practice in accordance with local policies, procedures and guidelines (PPPG’s) using best evidence-based practice in children’s pain management.

• Supervise provision of patient controlled analgesia (PCA), Nurse controlled Analgesia (NCA) epidural and regional anaesthetic techniques, where appropriate.

• Will be expected to assess and interpret a range of complex clinical information and take appropriate action to ensure that individual patients’ needs are met. This may involve: dealing with patients in severe pain or with suboptimal pain management, managing side effects and administering or recommending the appropriate treatment. Finally, recognising the unwell patient who requires referral or urgent medical attention and escalating as appropriate

• Make alterations in the management of the child’s pain in consultation with the RANP, Anaesthetist and MDT in line with agreed PPPGs to improve symptom control and psychological wellbeing, this should be reviewed on a regular and planned basis.

• Acknowledge own limitations in knowledge and expertise and know when to request support or refer to senior nursing/medical staff of the pain management team, when your scope of practice is exceeded.

• Maintain clear and effective dissemination of information between all members of the multidisciplinary team.

• 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

• Identify self-management priorities for the patient, family and/or carer and support the patient in self-management of their pain in line with best evidence.

Clinical Focus: Indirect Care

• Provide quality professional and clinical leadership built on evidence-based practice to ensure the service and multidisciplinary team strives to achieve quality standards for Better Safer Healthcare

• Provide nursing support and liaison service for children and their families in the specialist area of acute and complex paediatric pain and related symptom control, using current evidence based research to underpin clinical practice.
• To liaise effectively with all members of the pain and multi-disciplinary team to ensure a coordinated pain management service.
• To provide appropriate telephone follow up to relevant patients when at home with regard to their pain management and liaise with RANP. Consultant in Pain Medicine and community services as required.
• Maintain accurate and complete nursing records and ensure confidentiality at all times.
• Work in collaboration with the multidisciplinary team in assessing and implementing changes, to promote effective delivery of quality care and improved patient outcome.
• Maintain and ensure accurate documentation and communicate information on nursing activity and related matters to senior nurse management.
• Support best practice in relation to safe custody of controlled drugs under the Misuse of Drugs Act Ireland 2015 and in accordance with hospital policy and NMBI guidelines.
• Create a safe work environment for patients, staff and visitors by identifying and reporting and correcting any hazards or faulty equipment to the appropriate personnel.
• To implement new initiatives where possible to run a cost effective, timely service demonstrating specialist knowledge and high standards of nursing care whilst working with available resources.

Patient/Client Advocate

• Communicate, negotiate and represent the patient’s values and decisions in relation to their condition in collaboration with MDT colleagues.
• Develop and support the concept of advocacy, particularly in relation to patient participation in decision making, thereby enabling informed choice of treatment options.
• The CNSp will be present during important clinic consultations to represent the child and family and to follow through with explanations and counselling as required.
• To seek the views of patients, families and colleagues, using this to develop and improve practice and the patient experience within the specialty.
• Respect and maintain the privacy, dignity and confidentiality of the patient.
• Discuss ethical issues with the team and support parents when they are faced with ethical decisions.

Education & Training

• Act as a resource to support the professional development of other staff. By example and leadership, foster the growth of other nurses in the context of pain management practices.
• Advise encourage and facilitate nursing staff to achieve optimal clinical skills to participate in educational opportunities, which will enhance practice, personal and professional development.
<table>
<thead>
<tr>
<th></th>
<th>Facilitate in the induction, education and continuing professional development of graduate and undergraduate nursing staff, allied health care staff and the multidisciplinary team</th>
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<td></td>
<td>Contribute to the development of nursing policies and protocols relevant to area of clinical expertise in children’s pain management.</td>
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<td></td>
<td>Work in partnership with the Centre of Children’s Nurse Education, Clinical Nurse Manager and facilitators and Colleagues with regard to organisation and facilitation of Post Graduate Programmes and Foundation programmes related to pain management</td>
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<td></td>
<td>Participating in and providing various educational programmes (formal and informal) for parents, staff, community care teams and local /national hospitals as required.</td>
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<td></td>
<td>Contribute to the formulation of up to date evidence based documentation to support best pain management practice, such as policies, procedures, guidelines and SOPS in conjunction with Nurse Practice Development.</td>
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<td></td>
<td>Develop and update education material e.g., information leaflets and booklets for staff, parents and children in order to promote patient autonomy and informed decision-making of their pain management plan.</td>
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<td></td>
<td>Foster a culture of lifelong learning and continuous professional development both personally and within the organisation.</td>
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<td></td>
<td>Attend and participate in conferences, seminars and other research/educational activities relevant to role.</td>
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<td></td>
<td>Facilitate feedback from conferences/seminars/meetings.</td>
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**Audit & Research**

- Aid in facilitating measurable and sustainable improvements in pain management throughout the hospital through audit, projects, quality assurance and teaching initiatives.
- Initiate and participate in the collection/collation of statistical information to monitor and evaluate the pain service in collaboration with Nurse Practice Development including formulation of quality improvement plans to improve standards of nursing care.
- Seek to gain and expand knowledge of current research in designated field by reading professional journals, attending updating sessions and disseminating information to other staff/colleagues.
- Carry out literature searches for new information and disseminate to relevant staff.
- Participate in approved data collection, clinical studies and trials.
- Identify, critically analyse, disseminate and integrate best evidence relating to pain management into practice.
- Publish work related research and personal projects.
- Contribute to annual report of the service and service plans.
- Continuously monitor and evaluate the role of the CNSp Children’s Pain.
### Consultant
- Establish clear, positive and credible leadership in the area of children’s pain management and act as a resource and role model for children’s pain management practice.
- Attend managerial and clinical meetings as required representing the CNSp role and the pain service.
- Represent the specialty at meetings and conferences national and international and sub committees as appropriate.
- Contributes to the corporate development of nursing/midwifery through a contribution to the wider organisation agenda.
- Actively participate in relevant committees.

The above 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 him/her from time to time and to contribute to the development of the post while in office.

### Eligibility criteria, qualifications and experience

#### Essential Criteria:
- Be registered on the Children’s Division and/or the General Division of the Register of Nurses & Midwives maintained by the Nursing and Midwifery Board of Ireland
- Have at least 5 years post registration experience of which 2 must be within an acute hospital setting
- Higher Diploma (Level 8) or Masters with specialist modules specific to pain or commitment to obtain a Diploma or Master’s in Pain management within 2 years
- Have the clinical, managerial and administrative capacity to properly discharge the functions of the role
- Demonstrate evidence of continuing professional development at the appropriate level

### Desirable Criteria:
- Registered Nurse Prescriber or commitment to obtain same within 5 years.
- Experience in managing organizational and professional change.

### Knowledge, Skills & Competencies

#### Leadership & Direction
- Develops networks and communications systems to ensure that they are fully informed in a dynamic and challenging environment.
- Is an effective leader and a positive driver for change; transforms the vision into a framework and structures for moving forward.
| Understanding the challenges of leading a complex systems change. |
| Balances change with continuity – continually strives to improve service delivery, to create a work environment that encourages creative thinking and to maintain focus, intensity and persistence even under increasingly complex and demanding conditions. |

**Working With & Through Others - Influencing to Achieve**

- Has significant experience in engaging with healthcare organisations.
- Demonstrates the ability to work independently as well as work with a wider multidisciplinary / multi-agency team in a complex and changing environment.
- Is persuasive and effectively sells the vision; commands attention and inspires confidence.
- Sets high standards for the team and puts their work and the work of the organisation into meaningful context.
- Has excellent influencing and negotiation skills.

**Managing & Delivering Results**

- Places strong emphasis on achieving high standards of excellence.
- Commits a high degree of energy to well directed activities and looks for and seizes opportunities that is beneficial to achieving organisation goals.
- Perseveres and sees tasks through.
- Champions measurement on delivery of results and is willing to take personal responsibility to initiate activities and drive objectives through to a conclusion.

**Critical Analysis & Decision Making**

- Has the ability to rapidly assimilate and analyse complex information; considers the impact of decisions before taking action; anticipates problems.
- Recognises when to involve other parties at the appropriate time and level.
- Is willing to take calculated risks in the interests of furthering the reform agenda.
- Makes timely decisions and stands by those decisions as required.

**Building Relationships / Communication**

- Possesses the ability to explain, advocate and express facts and ideas in a convincing manner, and actively liaise with individuals and groups internally and externally.
- Is committed to building a professional network to remain up-to-date with and influence internal and external politics.
- Is committed to working co-operatively with and influencing senior management colleagues to drive forward the reform agenda.
- Has a strong results focus and ability to achieve results through collaborative working.
# Personal Commitment and Motivation

- Is personally committed and motivated for this complex role.
- Demonstrates a strong willingness and ability to operate in the flexible manner that is essential for the effective delivery of the role.
- Demonstrates a commitment to further education in health services management.

## Health & Safety

These duties must be performed in accordance with the hospital health and safety policy. In carrying out these duties the employee must ensure that effective safety procedures are in place to comply with the Health, Safety and Welfare at Work Act. Staff must carry out their duties in a safe and responsible manner in line with the Hospital Policy as set out in the appropriate department’s safety statement, which must be read and understood.

## Quality, Risk & 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 Children’s Health Ireland Quality and Risk and Safety initiatives as required.
- Participate and cooperate with internal and external evaluations of hospital structures, services and processes as required, including but not limited to:
  - National Standards for Safer Better Healthcare
  - National Standards for the Prevention and Control of Healthcare Associated Infections
  - HSE Standards and Recommended Practices for Healthcare Records Management
  - HSE Standards and Recommended practices for Decontamination of Reusable Invasive Medical Devices (RIMD)
  - Safety audits and other audits specified by the HSE or other regulatory authorities.
- To initiate, support and implement quality improvement initiatives in their area which are in keeping with the hospitals continuous quality improvement programme.

*It is the responsibility of all managers to ensure compliance with regulatory requirements for Quality, Safety and Risk within their area/department*

## Specific Responsibility for Best Practice in Hygiene

Hygiene in healthcare is defined as “*the practice that serves to keep people and the environment clean and prevent infection. It involves preserving one’s health, preventing the spread of disease and recognizing, evaluating and controlling health hazards.*”
It is the responsibility of all staff to ensure compliance with hospital hygiene standards, guidelines and practices.

Department heads/managers have overall responsibility for best practice in hygiene in their area.

It is mandatory to complete hand hygiene training yearly and sharps awareness workshops 2 yearly.

**Competition Specific Selection Process**

Applicants will be shortlisted based on information supplied in the CV and covering letter submitted. Applications for this post **must** be accompanied by a covering letter, setting out relevant experience that illustrates how the essential criteria listed above is met. The criteria for short listing are based on the requirements of the post as outlined in the eligibility criteria and/or the knowledge, skills and competencies section of this job specification.

The closing date for submissions of CV’s and letter of application is Monday 10th of June by 5pm. Applications must be completed through HR Talent Recruiter. **Applications will not be accepted through any other method.**

For informal enquiries, please contact
Ms. Monica Griffin, Divisional Nurse Manager, 01 4096100, Bleep 8646 or
Ms. Gill O’Callaghan, Advanced Nurse Practitioner, Children’s Pain 01 4096100, Bleep 8300

**Information on “Non-European Economic Area Applicants”** is available from our website www.chi.jobs or directly from the recruitment team at recruitment@nchg.ie

The programme outlined for Children’s Health Ireland may impact on this role and as structures change the job description may be reviewed.

Children’s Health Ireland is an equal opportunities employer.
| **Terms and Conditions of Employment**  
| **Clinical Nurse Specialist — Children’s Pain**  
| **Children’s Health Ireland** |

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<tr>
<th><strong>Duration of post</strong></th>
<th>Specified Purpose Contract x 6months</th>
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<tr>
<td><strong>Remuneration</strong></td>
<td>Remuneration is in accordance with the salary scale approved by the Department of Health: Current salary scale with effect from 1st January 2019: [Grade, Code 2626]. Rising in increments annually from point 1: €49,056 to €57,995 incl. LSIs).</td>
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<tr>
<td><strong>Annual Leave</strong></td>
<td>Annual Leave entitlement is dependent on service years, and ranges from 195 hours or 25 days pro rata per annum to 218.40 hours or 28 days pro rata per annum.</td>
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</table>
| **Working Week**     | The hours allocated to this post are 19.5 with 7.8 hours as a standard working day. The allocation of these hours will be at the discretion of the Department Head and in accordance with the needs of the service.  
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). |
| **Probation**        | All employees will be subject to a probationary period as per the probation policy. This policy applies to all employees irrespective of the type of contract under which they have been employed. A period of 6 months’ probation will be served:  
- On commencement of employment  
- Fixed term to permanent contract  
- Permanent employees commencing in promotional posts will also undertake a probationary period relating to their new post. |
### Pension

Employees of Children’s Health Ireland are required to be members of the Hospitals Superannuation Scheme. Deductions at the appropriate rate will be made from your salary payment. If you are being rehired after drawing down a public service pension your attention is drawn to Section 52 of the Public Services Pension (Single and Other Provisions) Act 2012. The 2012 Act extends the principle of abatement to retired public servants in receipt of a public service pension who secure another public service appointment in any public service body.

### Place of work/location

Children’s Health Ireland at Crumlin

### Age

Age restrictions shall only apply to a candidate where he/she is not classified as a new entrant (within the meaning of the Public Service Superannuation Act, 2004). A candidate who is not classified as a new entrant must be under 65 years of age.

### Maternity Leave

Maternity leave is granted in accordance with the terms of the Maternity Protection Acts 1994 and 2001.

### Payment of sick leave

Children’s Health Ireland operates a Sickness Absence Management policy in line with the new Public Service Sick Leave Scheme as introduced in 31st March 2014. An employee cannot avail of paid sick leave during their first six months of employment with the hospital.

### Pre-Employment Health Assessment

Prior to commencing in this role a person will be required to complete a form declaring their health status which is reviewed by the hospital’s Occupational Health Service and if required undergo a medical assessment with this department. Any person employed by Children’s Health Ireland 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.

### Validation of Qualifications & Experience

Any credit given to a candidate at interview, in respect of claims to qualifications, training and experience is provisional and is subject to verification. The recommendation of the interview board is liable to revision if the claimed qualification, training or experience is not proven.
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<tr>
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<tr>
<td>Children’s Health Ireland will seek up to three written references from current and previous employers, educational institutions or any other organisations with which the candidate has been associated. The hospital also reserves the right to determine the merit, appropriateness and relevance of such references and referees.</td>
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<tr>
<th>Garda Vetting</th>
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<tr>
<td>Children’s Health Ireland will carry out Garda vetting on all new employees. An employee will not take up employment with the hospital until the Garda Vetting process has been completed and the hospital is satisfied that such an appointment does not pose a risk to clients, service users and employees.</td>
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<th>Ethics in Public Office 1995 and 2001</th>
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<tr>
<td>Positions remunerated at or above the minimum point of the Grade VIII salary scale (€67,135 as of 01.01.2019) are designated positions under Section 18 of the Ethics in Public Office Act 1995. Any person appointed to a designated position must comply with the requirements of the Ethics in Public Office Acts 1995 and 2001 as outlined below;</td>
</tr>
<tr>
<td>A) In accordance with Section 18 of the Ethics in Public Office Act 1995, a person holding such a post is required to prepare and furnish an annual statement of any interests which could materially influence the performance of the official functions of the post. This annual statement of interest should be submitted to the Chief Executive Officer not later than 31st January in the following year.</td>
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<tr>
<td>B) In addition to the annual statement, a person holding such a post is required, whenever they are performing a function as an employee of the HSE and have actual knowledge, or a connected person, has a material interest in a matter to which the function relates, provide at the time a statement of the facts of that interest. A person holding such a post should provide such statement to the Chief Executive Officer. The function in question cannot be performed unless there are compelling reasons to do so and, if this is the case, those compelling reasons must be stated in writing and must be provided to the Chief Executive Officer.</td>
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