



LauraLynn

IRELAND'S CHILDREN'S HOSPICE

PERSON SPECIFICATION

&

JOB DESCRIPTION

- **Clinical Nurse Specialist -**
- **Infection Prevention & Control –**

LAURALYNN

LauraLynn, Ireland's Children's Hospice was formed in 2011 following the merging of the long-standing Children's Sunshine Home and the LauraLynn Foundation, and now comprises LauraLynn Hospice Service and The Children's Sunshine Home Disability Services. Our Disability Services are based on our campus in Leopardstown, Dublin 18 and our Hospice Services operate from our campus in Dublin and our community teams in Dublin, Mallow Cork, and Ballinasloe Galway.

and regional hub in Mallow, Cork which opened in 2022.

LauraLynn Hospice provides specialist palliative and supportive care services to meet the needs of children with life limiting conditions and their families. Our Model of Care is centred around five pillars - direct care, family support, symptom management, end of life care and bereavement support.

Our Disability Services comprises Willow View – a residential care service that is home to six adults with intellectual disabilities and Hazel House - a respite service for children with complex intellectual and physical disabilities.

While our disability services are funded by the Health Services Executive (HSE) our hospice service is mainly funded through fundraised income and private donations, supplemented with some statutory funding.

VISION

Children and their families have the care and support they need at all stages of their journey.

MISSION

To take a leading role in improving the quality of life of those in our care, by delivering specialist care and support that is accessible and equitable.

Our mission will be underpinned by Advocacy, Research and Education and will be achieved through collaboration with our healthcare colleagues, statutory bodies, donors and funders, and the children and families in our care.

VALUES

- Compassion
- Collaboration
- Excellence

Benefits

- Strong sense of purpose and meaning
- Flexible working options
- Learning & development opportunities
- Pension Scheme
- Comprehensive induction programme
- Extensive in-house person-centred training programme for nursing, clinical and care staff
- Generous annual leave
- Active wellbeing supports including an inhouse occupational health service and a free 24/7/365 employee assistance programme (EAP) for staff and their immediate family members
- Subsidised canteen
- Free car parking
- VHI group scheme
- Membership to HSSU Credit Union
- Bike to work scheme

PERSON SPECIFICATION

JOB TITLE:	CLINICAL NURSE SPECIALIST (CNS) IN INFECTION PREVENTION & CONTROL (IPC)
GRADE:	CLINICAL NURSE SPECIALIST (CNS)
DEPARTMENT:	LAURALYNN SERVICES
REPORT TO:	DIRECTOR OF NURSING

FACTOR	ESSENTIAL	DESIRABLE
EDUCATION & EXPERIENCE	<ul style="list-style-type: none"> • Registered nurse/midwife on the active Register of Nurses and Midwives held by the Nursing and Midwifery Board of Ireland (NMBI) or be eligible to be so registered. <p style="text-align: center;">And</p> <ul style="list-style-type: none"> • 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 8 award, or higher relevant to the specialist area of IPC prior to application. <p style="text-align: center;">Or</p> <ul style="list-style-type: none"> • Can provide written evidence from higher education institute that they have achieved the number of ECTS credits equivalent to a Level 8 award or higher standard, relevant to the specialist area of IPC. <p style="text-align: center;">And</p> <ul style="list-style-type: none"> • Have a minimum of 5 years post registration full time experience (or an aggregate of 5 years full time experience) in the General Division of the register <p style="text-align: center;">And</p> <ul style="list-style-type: none"> • Have a minimum of 1 years' full-time experience (or an aggregate of 1 years full time experience) in specialist area of Infection Prevention and Control. 	

	And	
	<ul style="list-style-type: none"> • Demonstrate evidence of continuing professional development. 	
SKILLS/ABILITIES	<ul style="list-style-type: none"> • Ability to practice safely and effectively fulfilling his/her professional responsibility within his/her scope of practice • Clinical, managerial and administrative capacity to undertake the functions of the role. • Leadership Skills • Ability to work autonomously using initiative and generating own work. • Excellent communication & interpersonal skills • Ability to undertake a comprehensive assessment of the service user with an infectious disease, including taking an accurate history of their condition and presenting problem. • Ability to employ appropriate diagnostic interventions to support clinical decision. • Ability to formulate a plan of care based on findings and evidence-based standards of care and practice guidelines. • Ability to follow up and evaluate a plan of care. • Evidence of teaching in the clinical area. • A working knowledge of audit and research processes. • Evidence of computer skills 	<ul style="list-style-type: none"> • Evidence of initiating or managing a change process • Resource Management skills
KNOWLEDGE & UNDERSTANDING	<ul style="list-style-type: none"> • Knowledge of the role of CNS (IPC). • Knowledge of the pathophysiology of IPC. • Understanding of the principles of clinical governance and risk management as they apply directly to CNS (IPC) role. • GDPR / information Management • Relevant Health & Safety Regulations. • Clinical Risk Management/Assessments • Clinical Audit • Knowledge of Infection Prevention & Control in healthcare setting and National Quality Standards Knowledge of Children First National Guidelines for the Protection and Welfare of Children 2017 	
VALUES & BEHAVIOUR	<ul style="list-style-type: none"> • Possess the LauraLynn values of compassion, collaboration and excellence and demonstrate these in the course of their employment. • Be a LauraLynn ambassador at all times, in and out of work by representing the organisation in a positive and professional manner. • Support and collaborate with marketing, communication and fundraising teams to raise awareness of the services that LauraLynn provide. 	

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SUMMARY

The CNS Infection Prevention and Control has a pivotal role in service planning, co-ordinating and managing activities and resources for infection prevention and control within the clinical areas. The main responsibilities in relation to infection prevention and control are quality assurance, resource management, staffing and staff development, practice development, facilitating communication and professional/clinical leadership.

The CNS (IPC) will provide support and specialist advice to all disciplines of staff and service users regarding the prevention of infection. She/he will help to contain and reduce the incidence of infection across LauraLynn Services through risk assessment, surveillance, audit, intervention and education.

The postholder will provide and maintain comprehensive, efficient and effective infection prevention and control service across LauraLynn services, she/he will promote patient safety and ensure a high quality of nursing practice through the prevention, surveillance, investigation and control of infection, incorporating policy development, audit, research and staff education.

The post holder will contribute to patient's nursing care through prevention, surveillance, investigation, liaison, education, research and control of health care acquired infection (HCAI)

DUTIES AND RESPONSIBILITIES

The CNS (IPC) specialty is a defined area of nursing practice that requires application of specially focused knowledge and skills, which are both in demand and required to improve the quality-of-service provision.

The CNS will be guided by the following core competencies;

1. Clinical focus (Direct care and Indirect care)
2. Advocacy
3. Education and training
4. Audit and research
5. Consultant

1. Clinical Focus

CNS (IPC) will have a strong patient focus whereby the specialty defines itself as Nursing and subscribes to the overall purpose, functions and ethical standards of Nursing. The clinical practice role may be divided into direct and indirect care. Direct care comprises the assessment, planning, delivery and evaluation of care to the service user, family and/or carer. Indirect care relates to activities that influence and support the provision of direct care.

Direct Care

- Provide a specialist Nursing service for services users with a diagnosis of a transmissible infection who require support and treatment through the continuum of care.
- Undertake comprehensive clinical assessment to include physical, psychological, social and spiritual elements of care using best evidence-based practice in infection prevention and control care.
- Use the outcomes of clinical assessments to develop and implement plans of care/case management in conjunction with the Quality, Risk & Safety (QRS) department, multi-disciplinary team (MDT) and the service user as appropriate.
- Make alterations in the management of services users care in collaboration with the MDT and the patient in line with agreed pathways and policies, procedures, protocols and guidelines (PPPG's).
- Accept appropriate referrals from MDT colleagues.
- Co-ordinate investigations as appropriate.
- Communicate with service users and MDT as appropriate, to assess service users' needs and provide relevant support, information, education, and advice as required.
- Where appropriate work collaboratively with MDT colleagues across Primary and Secondary Care to provide a seamless service delivery to the service user as appropriate.
- Identify and promote specific symptom management strategies as well as the identification of triggers which may cause exacerbation of symptoms.
- Manage nurse led Infection Control Seminars for healthcare personnel with MDT input.
- Identify health promotion priorities for service users in line with best evidence. This will include the provision of educational and health promotion material, which is comprehensive, easy to understand and meets service user's needs.

Indirect care

- Provide a high level of professional and clinical leadership.
- Identify and communicate to all staff procedures/practices, which will ensure the implementation of Infection Prevention/Control Policies
- Take a lead role in ensuring that Infection Prevention and Control is in line with best practice guidelines and the Safer Better Healthcare Standards (HIQA, 2017)
- Participate in relevant infection prevention/ control committees
- *Support the implementation of the National Standards for infection prevention and control in community services (HIQA 2018)*
- Have responsibility for the monitoring, surveillance, the investigation, prevention and control of Hospital Acquired Infections.
- Investigate outbreaks of infection and report outbreaks to relevant department/authorities.
- Advise Medical/Nursing personnel regarding service user placement to minimise the spread of infection and the implementation of agreed guidelines in their specific areas.
- Advise on isolation techniques and supporting line managers in supervising the implementation of such techniques in specific situations.
- Identify and agree appropriate referral pathways for service users with transmissible infections.
- Participate in case review with MDT colleagues.
- Use a case management approach to service users with complex needs in collaboration with wider team.
- Take a proactive role in the formulation and provision of evidence based PPPGs relating to infection prevention and control care ensuring that all infection prevention and control policies, procedures, protocols and guidelines are research/evidence based and that they are updated as required.

2. Advocacy

- Articulate and represent service users' interest in collaboration with the MDT.
- Actively promote best practice through infection prevention and control committees, health promotion resources, and public awareness.
- Implement changes in healthcare service in response to patient/resident need and service demand.
- Maintain a safe environment for children, families, visitors and staff according to the Health, Safety and Welfare at Work legislation.
- Establish, maintain and improve procedures for collaboration and cooperation between Acute Services, Primary Care and Voluntary Organisations as appropriate.
- Proactively address any interaction which fails to deliver a quality service

3. Education & Training

- Maintain clinical competence in patient management within infection prevention and control, keeping up to date with relevant research to ensure the implementation of evidence-based practice.
- Provide the service users / family / staff with appropriate information and other supportive interventions to increase their knowledge, skill and confidence in managing conditions.
- Contribute to the design, development and implementation of education programmes and resources for the staff in relation to infection prevention and control.
- Provide mentorship and preceptorship for Nursing colleagues as appropriate.
- Participate in training programmes for Nursing, MDT colleagues and key stakeholders as appropriate.
- Create exchange of learning opportunities within the MDT in relation to evidence-based infection prevention and control care delivery through journal clubs, conferences, etc.
- Develop and maintain links with Regional Centres for Nursing & Midwifery Education (RCNMEs), the Nursing and Midwifery Planning and Development Units (NMPDUs) and relevant third level Higher Education Institutes (HEIs) in the design, development and delivery of educational programmes in infection prevention and control care.
- Engage in continuing professional development by keeping up to date with nursing literature, recent nursing research and new developments in nursing management, education and practice and to attend staff study days as considered appropriate.
- Participate in the identification, development and delivery of induction, education, training and development programmes for nursing and non-nursing staff to meet current standards.
- Implement and evaluate programmes of Infection Prevention Control education which meets the needs of all healthcare staff.
- Provide support and supportive supervision to Clinical Nurse Managers and front-line staff where appropriate.
- Supervise and assess student nurses and foster a clinical learning environment.
- Engage in performance achievement review (PAR) processes including personal development planning as appropriate.
- Function as a role model for clinical healthcare staff.
- Display IPC expertise by contributing to conferences, seminars and research/educational activities.
- Educating staff / service users regarding infection control precautions and the importance of hand hygiene.

4. Audit and Research

- Establish and maintain a register of service users with transmissible infections within CNS caseload.
- Maintain a record of clinically relevant data as directed and advised by the DoN.
- Conduct regular IPC & Hand Hygiene Audits for the service and develop reports for internal & external committees
- Identify, critically analyse, disseminate and integrate best evidence relating to IPC care.

- Contribute to nursing research on all aspects of IPC care.
- Use the outcomes of audit to improve service provision.
- Contribute to service planning and budgetary processes through use of audit data and specialist knowledge.
- Monitor, access, utilise and disseminate current relevant research to advise and ensure the provision of informed evidence-based practice.

5. Consultant

- Provide leadership in clinical practice and act as a resource and role model for IPC practice.
- Generate and contribute to the development of clinical standards and guidelines and support implementation.
- Use specialist knowledge to support and enhance generalist nursing practice.
- Develop collaborative working relationships as appropriate, developing person centred care pathways to promote the integrated model of care delivery.
- Where appropriate develop and maintain relationships with specialist services in the acutes and community.
- Network with other Clinical Nurse Specialist (*Infection Control*)'s within the region, Community Healthcare Organisations nationally and in related professional associations.

FLEXIBLE WORKING

LauraLynn offers flexible working options to staff depending on the role and needs of the service and in line with the Flexible Working policy. Staff wishing to apply for flexible working should discuss their request with their manager in the first instance. Our policy can be accessed at the following link: [Flexible Working Policy.pdf \(lauralynn.ie\)](https://www.lauralynn.ie/DocumentLibrary/Policy%20Documents/Flexible%20Working%20Policy.pdf).

PROFESSIONAL DEVELOPMENT AND MANDATORY TRAINING

Maintaining the necessary skills and knowledge is important in this role. This being the case the postholder must ensure their continuous development including abiding by any professional code of practice or ethical code applicable to the role. It is also incumbent on the postholder to ensure all mandatory training deemed necessary is up to date.

HEALTH AND SAFETY

In respect of Health and Safety these duties must be performed in accordance with LauraLynn's 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 LauraLynn policy as set out in the safety statement, which must be read and complied with.

QUALITY, RISK AND SAFETY RESPONSIBILITIES

It is the responsibility of all staff to:

- Participate and cooperate with legislative and regulatory requirements with regard to Quality, Risk and Safety.
- Participate and cooperate with LauraLynn quality, risk and safety initiatives as required.
- 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 authorities.
- To initiate, support and implement quality improvement initiatives in their area which are in keeping with LauraLynn quality, risk and safety requirements.
- Maintain a clean and healthy environment for our service users, families, visitors and staff.
- Maintain a high standard of hygiene including personal hygiene as part of their role within the organisation.
- Attend infection control training yearly.

FLEXIBILITY:

This post requires a high level of flexibility to ensure the delivery of an effective and efficient service. Therefore the post holder will be required to demonstrate flexibility on occasion as and when required by their manager.

DIGNITY AND WELFARE OF SERVICE USERS:

As a health care provider all staff are expected to behave towards service users and their families in a caring, professional and responsible manner. In line with Children's First legislation and the Trust in Care policy it is the duty and responsibility of all employees of LauraLynn, including this post holder, to report any concerns for the safety and welfare of service users to their line manager or head of department or to the Designated Liaison Person, which applicable.

DIGNITY AT WORK:

All members of staff at LauraLynn have a right to be treated with dignity and respect and to work in a safe environment which is free from all forms of bullying, sexual harassment and harassment. Thus, all staff, including this post holder, have a responsibility to help maintain such a working environment. All employees must comply with the national/LauraLynn Dignity at Work policy and ensure that their behaviour does not cause offence to fellow workers or any person with whom they come into contact during the course of their work.

CONFIDENTIALITY:

In the course of his/her employment, the person appointed may have access to or hear information concerning the medical or personal affairs of service users or staff or other health service business. Such records or

information are strictly confidential and unless acting on instructions of an authorised officer on no account must information be divulged or discussed except in the performance of normal duty. In addition records must never be left in such a manner that unauthorised persons can obtain access to them and must be kept in safe custody/destroyed in accordance with policy when no longer required.

DRESS CODE / UNIFORM:

Attire and personal appearance must, at all times, conform to a standard LauraLynn considers appropriate. Staff attached to certain departments may be required to wear a uniform or other protective clothing. Where applicable any such requirements as detailed by the immediate supervisor must be adhered to at all times.

QUALITY:

To ensure the provision of the highest possible quality of service to our service users, all employees at LauraLynn have a responsibility to ensure adherence to and participation in internal and external quality control and assurance programmes on an ongoing basis.

Note: This job description is an outline of current broad areas of responsibility and accountability and should not be regarded as a comprehensive listing. As the role develops in the organisation this job description may be reviewed in light of possible new structures and/or changing needs of the organisation.

TERMS AND CONDITIONS

TENURE:

This is a permanent contract of employment.

REMUNERATION:

Clinical Nurse Specialist full time gross salary scale €59,070 - €69,834 as of 01st June 2024. Pro rata 0.5WTE: €29,535 - €34,917

Please note that whilst this position is not HSE/public funded the salary is aligned to the national HSE paycales
Payment is made on a monthly basis (last Thursday) by credit transfer.

HOURS:

18.75 hours per week, exclusive of unpaid rest breaks. Hybrid working arrangements are available at LauraLynn. This being the case consideration will be given to applying suitable working arrangements where appropriate.

ANNUAL LEAVE:

93.75 – 105 (12.5 – 14 days) working hours per annum.

PENSION SCHEME:

Membership of superannuation (pension) scheme is compulsory. Superannuation contributions at the appropriate rate will be payable in accordance with the provisions of the determined pension scheme. Further information will be issued upon appointment to the role.

RETIREMENT AGE:

Retirement age will be determined by the superannuation scheme a new employee is aligned to. Further information will be issued upon appointment to the role.

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.

GARDA VETTING:

Arrangements have been introduced, on a national level, for the provision of Garda Clearance in respect of candidates for employment in areas of the Health Services, where it is envisaged that potential employees would have substantial access to children or vulnerable individuals. The successful candidate will be required to complete a Garda Vetting form prior to starting with LauraLynn.