

Job Description and Person Specification

Clinical Nurse Manager 2 Occupational Health

Permanent Vacancy

Reference: HR25E321

**Closing Date for Applications: Monday 6th October 2025
Interview Date: TBC**

HR Director's Office Human
Resources,
St Vincent's University Hospital, Elm
Park,
Dublin 4.

Contact: +353 (1) 221 6014 or klaudiachudzia@svhg.ie

Section 1: Accountability and Working Relationships

Job title:	Clinical Nurse Manager 2 in Occupational Health
Grade:	CNM 2
Reports to:	CNM 3, Occupational Health
Professionally Accountable to:	Director of Nursing
Clinically Accountable to:	Occupational Health Physician
Key working relationships:	Occupational Health Physician Department Heads HR Directorate
Overview:	The post holder will be involved in the day to day running of the Occupational Health Department under the guidance of the Occupational Health Clinical Nurse Specialists and Candidate Advanced Nurse Practitioner.
Working Hours:	37.5 hours per week.

Section 2: Job Summary

Principal Duties and Key Responsibilities

- Provide a comprehensive health assessment service, including pre-employment / pre-placement assessments, return to work assessments in accordance with relevant legislation and guidelines.
- Provide a comprehensive immune status evaluation and vaccination programme, based on risk assessment and in accordance with relevant legislation and guidelines.
- Provide a comprehensive health surveillance programme based on risk assessment and in accordance with relevant legislation and guidelines.
- Participate in the risk management of occupational injuries and diseases, including risk assessment and management of occupational injuries and occupational blood exposures.
- Risk assess, manage, and contact trace exposures to infectious diseases.
- Participate in the promotion and risk management of workplace health and wellbeing.
- Participate in the development of programmes for the improvement of working practices, as well as testing and evaluation of health aspects of new equipment.

Section 3: Competencies

1. Promotion of evidence-based decision-making

Makes decisions in a well-judged and timely manner bringing all relevant information to bear when addressing problems and issues. Uses logical analysis to break complex problems into their component parts. Applies research findings to improve nursing practice and processes.

- Evaluation of service needs and new service proposals
- Allocation of scarce resources across multiple demand areas
- Making judgements in complex disputes

- Evaluation of adequacy of service provisions
- Evaluating trends from service data
- Integrating research findings into nursing practice
- Problem solving in crisis situations
- Finding solutions to complex client service issues
- Makes unpopular decisions on the best evidence available
- Day to day gathering of information in the clinical setting, accessing, probing and observing

2. Building and maintaining relationships

Forms strong positive working relationships across all areas of the service, builds on a common understanding. Demonstrates a supportive and reciprocating work style including strong empathy with service users.

- Building reciprocal working relationships at all levels and across service areas
- Providing support to staff and service users in distress
- Being accessible to others with sensitive issues
- Handling employee relations issues and conflict diplomatically
- Provision of support in service setting to nursing staff, other healthcare professionals, management and service users

3. Communication and influencing skills

Gets a message across fluently and persuasively in a variety of different media (oral, written and electronic). Makes a compelling case to positively influence the thinking of others. Is strategic in how he/she goes about influencing others; shows strong listening and sensing skills,

- Ensuring all reasonable steps are taken to protect employee health information from improper or inadvertent disclosure
- Working in close conjunction with all members of the multi-disciplinary team (MDT) to ensure a cohesive and effective service is provided.
- Making a proposal for resource allocation or new services
- Presenting at national or local fora on professional topics
- Arguing the case on a complex service issue
- Making motivational presentations and selling new ideas to staff
- Briefing of staff and other professions
- Explanation of complex and sensitive information to service user
- Writing formal correspondence and reports
- Will be a member of influential committee/task group

4. Service initiation and innovation

Drives to achieve positive results at all levels of the service. Takes initiatives to move the service forward and shows a willingness to try out new ideas.

- At the forefront of clinical practice leading the team in new areas of innovative treatment and care
- Developing a new project team to address a specialist need within the service
- Creating new expanded roles to develop team members
- Organising multidisciplinary 'think tank' to address service problems and uses problem solving techniques with the team
- Getting employees ideas/suggestions as to ways the service might be improved
- Providing statistical reports and annual report in relation to the Occupational Health Department's activities.
- Working on projects with administration in progressing paper light systems within the Occupational Health Department. Become familiar with any OH electronic packages in use.

- Setting up and maintaining clinical records of staff, electronic & paper based which are strictly confidential.
- Participating in the development of systems for the efficient administration of the department, including record keeping, analysis and evaluation of hazards and incidents, and the provision of reports and feedback to individuals and departments.

5. Resilience and composure

Maintains a disciplined and professional level of performance under sustained or situational pressure, Can bounce back from adversity or setbacks. Shows persistence and flexibility in achieving goals.

- Maintaining calm and providing leadership in a crisis
- Handling a wide variety of demands in a time-limited environment
- Maintains composure in pressurised negotiations for resources when confronting service accountability issues
- Dealing with negative emotions when confronting poor performance or other contentious issues
- Dealing with irate clients or other stakeholders in highly charged situations

6. Integrity and ethical stance

Holds an appropriate and effective set of professional values and beliefs and behaves in line with these. Promotes and consistently supports other members of the team in their ethical and value-based practices.

- Ensuring that professional ethics and values are disseminated through all levels of the nursing service
- Articulating an ethical and values-driven stance at corporate level
- Contributing to the formation of organisational ethics and values
- Dealing with complex ethical client and service dilemmas
- Acting as a role model for other staff in the handling of complex or sensitive issues
- Developing and supporting the concept of advocacy, particularly in relation to employee participation in decision making.
- Respecting and maintaining the privacy, dignity and confidentiality of employees.
- Proactively challenging any interaction which fails to deliver a quality service to employees.

7. Sustained personal commitment

Is personally committed to achieving end goals and the continuous improvement of the service. Shows enthusiasm and a high level of motivation in their practices. Highly committed to the nursing profession and keeps abreast of current issues.

- Continuous improvement focusses on personal role and that of the service
- Champions and promotes nurse education throughout the service
- Initiating systems to capture learning and debrief staff
- Attending conferences, meetings and undertaking continued professional development to keep abreast of new developments in Occupational Health.

8. Practitioner competence and professional credibility

Has the functional and technical knowledge and skills to make a credible contribution to nursing practice.

- Applicable as an underpinning foundation for most core activities at all levels of nursing management
- Operating within the NMBI Scope of Nursing and Midwifery Practice for all professional responsibilities in the Occupational Health Department.
- Complies with the Nursing and Midwifery Board of Ireland, Code of Professional Conduct and Ethics.

- Providing leadership in clinical practice and acting as a resource and role model for Occupational Health practice.
- Generating and contributing to the development of clinical standards and guidelines and supporting implementation.
- Networking and developing collaborative working relationships with national Occupational Health teams.
- Managing own caseload in accordance with the needs of the post.
- Collaborating with service users and other staff in treatment / care planning and in the provision of support and advice.
- Communicating verbally and / or in writing results of assessments, treatment / care programmes and recommendations to the team and relevant others in accordance with service policy.
- Using a case management approach for employee's on long term absenteeism.
- Undertaking comprehensive bio psychosocial employee assessment using best evidence-based practice in Occupational Health care and communicating with employees as appropriate.
- Uses the outcomes of employee assessment to develop and implement plans of care/case management in conjunction with the MDT and the employee as appropriate.
- Monitoring and evaluating the employee's progress and making alterations in the management of the employee's case in collaboration with the MDT and the employee, in line with agreed policies, procedures, and guidelines (PPG's).
- Accepting appropriate referrals from employees, managers and human resources.
- Attending appropriate workshops, seminars and training to ensure professional development and enhance awareness of current issues in the field of Occupational Health.
- Developing and maintaining adequate and confidential records and reporting on all services rendered including those relating to training programmes in keeping with General Data Protection Regulations, Freedom of Information.

9. Planning and Organisation

Plans and organises resources efficiently and effectively within a specified time frame. Co-ordinates and schedules activities. Manages unexpected scenarios.

- Allocation and co-ordination of resources to achieve tasks, scheduling of rosters
- Procuring and evaluating material resources
- Prioritisation and meeting demand under pressure or in emergencies
- Record keeping and reports for operational activities
- Planning of meetings, case conferences or other events
- Maintaining Occupational Health Department supplies and equipment.
- Co-ordinating, assessment, planning, delivery and review of service user care by all staff in Occupational Health
- Formulating, implementing and evaluating service plans in co-operation with the wider healthcare team.
- Managing all resources efficiently and effectively within agreed budget.

10. Building and leading a team

Acts as a role model in terms of capability and professionalism. Leads a team confidently, motivating, empowering and communicating with staff to promote provision of a quality service. Blends diverse styles into a cohesive unit, coaches and encourages improved performance.

- Promoting high standards in the daily running of the Occupational Health Department
- Leading and managing interdisciplinary care for service users
- Empowering staff through team meetings, coaching, education and promotion of staff initiatives
- Managing communication and facilitating team building.

- Providing staff leadership and motivation which is conducive to good working relations and work performance.
- Promoting a culture that values diversity and respect in the workplace.

11. Leading Clinical Practice and Service Quality

Sets and monitors standards and quality of service, leads on proactive improvement.

- Take a proactive role in the formulation and provision of evidence-based PPGs relating to Occupational Health.
- Take a lead role in ensuring the Occupational Health service for employees is in line with best practice guidelines e. g. the Quality Improvement Guide (HSE) and HIQA National Standards for Safer Better Healthcare 2024. Also ensure standards are in line with the National Centre for Clinical Audit (NCCA) and their Clinical Audit Toolkit
- Ensuring that service users receive a good standard of clinical care and client service
- Implementing and monitoring standards of clinical care for the service
- Interdisciplinary networking to ensure high quality effective systems for service delivery
- Maintaining nursing records in accordance with local service and professional standards.
- Initiating and participating in clinical audit and research as required.
- Adhering to confidential and safe systems of work for the retrieval and storage of occupational health medical records both in paper & electronic format. Become familiar with guidelines/legislation around data protection.

Section 4 TRAINING/EDUCATION:

- Organize and ensure the provision of continuing nursing education of all staff and participation in teaching, guidance and assessment of staff and students.
- Ensure staff are aware and in compliance with current Hospital policies, procedures and guidelines.
- In association with staff members, develop and implement an orientation programme for new Occupational Health staff.
- Develop learning contracts, which link to organizational and speciality specific objectives.
- Be responsible for people management and lead the introduction and promotion of management tools and initiatives such as Team Based Performance Management, Key Performance Indicators. Continuous Professional Development, Legal Framework and Learning Needs analysis.
- Attend regular study days and conferences to maintain current knowledge.
- Participate in programmes designed to inform, educate, train and advise employees about workplace health and wellbeing and Occupational Health.
- To promote health education programmes and provide guidance in workplace health and wellbeing and Occupational Health.
- To educate employees in the maintenance of workplace health and wellbeing, Occupational Health and in safe work practices.
- Maintain clinical competence in Occupational Health nursing, keeping up to date with relevant research to ensure the implementation of evidence-based practice.
- Provide the employee with appropriate information and other supportive interventions to increase their knowledge, skill and confidence in managing their workplace health and wellbeing and Occupational Health.
- 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 Occupational Health 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 Occupational Health.

- Be responsible for addressing own continuing professional development needs.
- Maintain up to date mandatory training.

The above Job Description 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. This document must be regarded as an outline of the major areas of accountability at the present time, which will be reviewed and assessed on an on-going basis. The Hospital Structure is currently under review and therefore, reporting relationships may change.

Informal Enquiries or Role Specific Enquiries: Ms Tina Healy, Occupational Health, **E-mail:** Tina.Healy@st-vincent.s.ie

Factors	Essential	Desirable
Qualifications	<p>Are registered in the relevant division of the Register of Nurses & Midwives maintained by the Nursing and Midwifery Board of Ireland [NMBI] (Bord Altranais agus Cnáimhseachais na hÉireann) or entitled to be so registered.</p> <p>AND</p> <p>Candidates must demonstrate evidence of continuous professional development.</p>	<ul style="list-style-type: none"> • Teaching and assessing course • Competence in the use of information technology • Management Qualification
Experience (length and type)	<p>Have at least 5 years post registration experience (or an aggregate of 5 years fulltime post registration experience) of which 2 years must be in the speciality or related area.</p> <p>AND</p> <p>Have the clinical, managerial, and administrative capacity to properly discharge the functions of the role.</p> <p>AND</p> <p>Candidates must possess the requisite knowledge and ability including a high standard of suitability and clinical, managerial and administrative capacity to properly discharge the functions of the role.</p>	<ul style="list-style-type: none"> • Previous management experience

Knowledge	<ul style="list-style-type: none"> • Knowledge of nursing guidelines, policies, procedures and protocols, applicable to Occupational Health • Detailed understanding of the application of Scope of Nursing Practice Framework • Broad based knowledge of current nursing research issues pertinent to the clinical area / speciality • Experience of clinical audit and standard setting. 	<ul style="list-style-type: none"> • Evidence of own career development and personal development plan • Understanding of acute hospital Accreditation process • Broad understanding of current developments in the nursing profession
Management Competencies	<ul style="list-style-type: none"> • Awareness of the role and scope of the CNM2. Possess the following Generic nursing management competencies: <ul style="list-style-type: none"> • Promoting evidence-based decision making • Building and Maintaining Relationships • Communicating and Influencing Relationships • Service innovation and initiation • Reliance and composure • Integrity and Ethical Stance • Sustained personal commitment • Competence and professional creditability • Possess the following front line nursing management competencies: <ul style="list-style-type: none"> • Planning and organisation of activities and resources • Building and leading the team • Leading on clinical practice and service quality 	
Health	Candidates for and any person holding the office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service	
Character	Candidates for and any person holding the office must be of good character.	

Particulars of Office:

The appointment is: Wholetime, Permanent and Pensionable

Panel: A panel may be formed to fill upcoming permanent, temporary, whole and part-time vacancies over the next 6 months.

Annual Salary: (01/08/2025) pro rata, dependent on previous Public Health Sector experience.

1	2	3	4	5	6	7	8	9	10	11
61,463	62,481	63,342	64,747	66,300	67,826	69,351	71,068	72,662	75,405	77,666 LSI

These particulars are subject to change in line with overall public pay policy.

Candidates should expect to be appointed on the minimum of the salary range and in accordance with the Department of Finance guidelines.

Probationary Period: The appointee shall hold office for a probationary period of six months – The Hospital’s Probation and Induction policy will apply.

Pension Scheme: The candidate will be entered into one of the Hospital Superannuation Schemes.

Working Hours: The person appointed will work a basic 37.5 hour week. You will be required to work the agreed roster / on call arrangements advised to you by your line manager. Your contracted hours of work are liable to change between the hours of 8am – 8pm over seven days to meet the requirements for the extended day services in accordance with the terms of the Framework Agreement. (Reference HSE HR Circular 003/2009). Flexibility on hours of attendance in response to service needs will be a requirement.

Annual leave entitlement: 25 days per annum pro rata (26 after 5 years and 28 after 10 years qualified excluding breaks and service). Annual leave accrued must be taken within the duration of the contract or calendar year and as agreed between the candidate and the Head of Department.

Additional Information

Confidentiality:

During the course of employment staff may have access to, or hear information concerning the medical or personal affairs of patients, students, staff and / or other health service business. Such records and information are strictly confidential and unless acting on the instruction of an authorised officer, such information must not 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 when no longer required.

Hygiene:

During the course of employment staff are required to ensure that the hospital’s hygiene and infection control policies are adhered to at all times. All employees have responsibility to prevent transmission of infection by adhering to and implementing optimal hand hygiene and adhering to the Hospital’s Hygiene processes. Hygiene is a fundamental component of St Vincent’s University Hospital’s quality system to ensure the safety and well-being of its patients and staff and plays a role in the prevention and control of healthcare associated infection.

Policies / Legislation:

All Hospital policies and procedures form an integral part an employment contract and may be subject to update and revision, from time to time, in consultation with union representatives as appropriate. Employees are required to comply with all hospital policies, procedures (e.g. Dignity at Work, Trust in Care, Computer Usage Policy) and the Hospital's ethical codes of practice.

Employees are required to abide by the hospital's code of behaviour and the code of practice as defined by their relevant professional body.

Please note the following:

- The Hospital Board is not responsible for loss or theft of personal belongings
- Fire orders must be observed and staff must attend the fire lectures periodically
- All accidents within the department must be reported immediately.
- In line with the Safety, Health and Welfare at Work Act (2005), smoking within the Hospital Building is not permitted.
- All staff are advised to avail of Hepatitis B Vaccination with Occupational health
- The use of personal mobile phones is prohibited.
- St. Vincent's University Hospital buildings and grounds are **smoke-free**.

Protected Disclosure Policy:

- See link below for more information on our Protected Disclosure Policy as per the Protected Disclosure (Amendment) Act 2022;
- [Protected Disclosures - St. Vincent's University Hospital \(stvincents.ie\)](http://www.stvincents.ie)

Application Process: St. Vincent's University Hospital is an equal opportunities employer and is committed to promoting an environment free from discrimination in accordance with the Employment Equality Acts 1998 and 2004. The Hospital values diversity and recognises the benefits of having a workforce that reflects the community we serve. We are committed to equality of access to positions within the Hospital. All recruitment activity and documentation will encourage applications from all potential candidates without discrimination.

Interested candidates should apply for vacancies of interest by visiting the Hospital Careers pages: <http://www.stvincents.ie/Home/Careers.html>

- Note the closing date(s) for the submission of on-line applications are specified on the list of vacancies. St. Vincent's University Hospital are not able to accept late applications.
- It is the applicant's responsibility to ensure that they apply well in advance of the closing date.
- Any applications which are still in progress but have not been submitted after the closing date will not be registered by our Web Recruitment System.
- Applications for St. Vincent's University Hospital job vacancies will only be accepted through our Web Recruitment System.
- St. Vincent's University Hospital may only take into account technical issues raised by an applicant if advised to our Human Resources Department prior to the advertised closing date.

Non-European Economic Area Applicants: While St. Vincent's University Hospital is an equal opportunities employer, in line with current Department of Jobs, Enterprise and Innovation Employment Permit requirements, applications from non European Economic Area (EEA) will only be considered in the event that an EEA citizen cannot be found to fill the vacancy. Please note that if you are a NON-EEA applicant and are unable to supply documents (listed on www.djei.ie), you are not entitled to participate in this recruitment competition. This is in accordance with the EU Community Preference Rule. Further information is available at www.djei.ie.

Former Public Service employees: Eligibility to compete may be affected where applicants were formerly employed by the Irish Public Service and previously availed of an Irish Public Service Scheme including:

- Incentivised Scheme for Early Retirement (ISER)
- Department of Health and Children Circular (7/2010)
- Collective Agreement: Redundancy Payments to Public Servants

Applicants should ensure that they are not precluded from re-engagement in the Irish Public Service under the terms of such Schemes. This is a non-exhaustive list and any queries should be directed to an applicant's former Irish Public Service Employer in the first instance.

Persons in receipt of a pension from specified Superannuation Schemes: Former Health Service and Public Sector Employees must adhere to the relevant prohibition of re-employment provisions where they have previously availed of a Public Service Voluntary Early Retirement or Ill Health Retirement Pension from any of the following Pension schemes:

- Local Government Superannuation Scheme (LGSS)
- Health Service Executive Employee Superannuation Scheme
- Voluntary Hospitals Superannuation Scheme (VHSS Officers/Non Officers)
- Nominated Health Agencies Superannuation Scheme (NHASS)
- Other Public Service Superannuation Scheme

Among the Voluntary Early Retirement Schemes referred to above are the following:

- Incentivised Scheme of Early Retirement (ISER)
- Voluntary Early Retirement Scheme 2010 (VER)

Prospective candidates must satisfy themselves as to their eligibility to be employed applying / competing for posts to be filled through this recruitment campaign.

Abatement of Pension (Section 52 of Public Service Pensions Act 2012): Where a person who is in receipt of a Public Service Pension (e.g. retired on voluntary age grounds) is subsequently appointed to another Public Service post, the Abatement of Pension Regulations apply. This means that in a situation where the total of a person's pension combined with their salary from their new post, exceeds the uprated (current) salary of the position from which they retired, his/her pension is reduced by any such excess amount. This provision applies irrespective of whether the relevant pension was accrued in the same Pension Scheme which applies to the new appointment, or in another Public Service Pension Scheme.

Shortlisting: Shortlisting will be carried out on the basis of information supplied on your curriculum vitae. The criteria for shortlisting are based on the requirements of the post as outlined in the Person Specification. Failure to include information regarding these requirements on your CV may result in you not being called forward to the next state of the recruitment process.

All overseas qualifications must be validated. No candidate can work in the Hospital without validated qualifications. If professional registration is also a requirement, candidates must provide documentation of same.

Canvassing will automatically disqualify.

Please note that you will be contacted mainly by mobile phone and email. It is important that your mobile phone number, postal address, and email address are correct. It is your responsibility to ensure that you have access to your mobile voice mails and emails. We recommend that you use an email address that you have regular access to.

Competency based interviews follow the shortlisting stage of the recruitment process. Credit is awarded by the interview panel to candidates who demonstrate at interview that they possess the experience, competencies and skills listed in the person specification. Candidates will normally be given at least one week's notice of interview. Interviews are held in person only, no subsequent or alternative dates to dates given will be offered to candidates. All interviews are held in the HR Department of St. Vincent's University Hospital, Elm Park, Dublin 4 unless it is specifically noted otherwise in the Job Description. All posts are located in St. Vincent's University Hospital, Elm Park, Dublin 4 unless it is specifically noted otherwise in the Job Description.

Disability: Please let us know if you need any special assistance at interview, e.g. if you have difficulty in moving up or down stairs or have hearing or speech difficulties.

Candidates are notified of the result of their interview at the earliest possible date after the interview. The recommendation of the interview panel does not constitute a job offer. The process continues after the interview and includes clearance checks such as references, Garda clearance, overseas police clearance (if applicable) *, occupational health clearance, validation of qualifications and experience. A job offer is made pending satisfactory clearances. SVUH reserves the right to remove candidates from specific recruitment panels and retract job offers if satisfactory clearances cannot be obtained or are deemed unsatisfactory.

** If you lived in any country for 6 months or more from the date of your 16th birthday other than the Republic of Ireland or Northern Ireland you will be required to provide security clearance for each jurisdiction in which you have resided. Your security clearance must be dated AFTER you left that country and cover the entire period of your residence. Seeking security clearances from other countries are the responsibility of the candidate. It is a process which can take an amount of time. Therefore, we would strongly advise that you commence seeking international security clearances now.*

For some recruitment competitions a panel of successful candidates may be formed as a result of the interviews. Candidates who obtain a place on the panel may, (within the life of the panel), be considered for subsequent approved vacancies. Candidates are placed on a panel in order of merit. A panel is typically live for 6 months.

It is normal procedure that candidates be placed on the first point of the relevant salary scale in accordance with the Department of Finance guidelines.

Declaration: Please read your application carefully and check for any errors or omissions. False declaration or omission in support of your application will disqualify you from appointment.

This document must be regarded as an outline of the major areas of accountability at the present time, which will be reviewed and assessed on an on-going basis.

St Vincent's University Hospital buildings and grounds are **smoke-free.**

September 2025