

## **Job Description and Person Specification**

### **Clinical Nurse Specialist / Candidate Clinical Nurse Specialist – Infection Prevention and Control**

**Permanent Vacancy**

**Reference: HR26E047**

**Closing Date for Applications: Tuesday, 24<sup>th</sup> February 2026**

**Interview Date: Friday, 20<sup>th</sup> March 2026**

HR Business Services,  
St Vincent's University Hospital,  
Elm Park,  
Dublin 4.

Contact: +353 (1) 221 6062 or [recruitment@svuh.ie](mailto:recruitment@svuh.ie)

## **Section 1: Accountability and Working Relationships**

Job title:	Clinical Nurse Specialist (CNS) / Candidate Clinical Nurse Specialist (cCNS) – Infection Prevention and Control
Grade:	Clinical Nurse Specialist / Candidate Clinical Nurse Specialist
Professionally accountable to:	Director of Nursing
Key reporting relationships:	Assistant Director of Nursing (ADON), Clinical Nurse Manager 3 (CNM3)
Key working relationships:	Consultant Microbiologists, Microbiology team, Laboratory staff, Consultant Physicians and Surgeons, Members of the Multidisciplinary team, Ward Staff, Advanced Nurse Practitioners, Clinical Nurse Specialists, clinical and non-clinical personnel, GPs and community PHNs.
Working Hours:	37.5hrs per week working as required while maintaining a flexible schedule to be available to staff in out of hours as deemed necessary.

## **Section 2: Job Summary**

### **Purpose of the post**

- Work in close conjunction with all members of the infection prevention and control team (IPCT) to ensure a cohesive and effective service is provided.
- Optimise patient care through the prevention and control of health care acquired infection (HCAI)
- Provide professional support and advice.
- Ensure patient confidentiality is respected and the dignity of the patient is assured and maintained at all times.
- Be aware of own needs regarding supervision and professional development and work actively towards meeting these.

### **Principal Duties and Key Responsibilities**

- Professional/clinical leadership and management that promotes efficiency, innovation, teamwork and continuous quality improvements.
- Adhere to, and ensure staff's compliance with policies, protocols, standards, legislation, codes of practice and professional conduct set out by the relevant authorities and professional bodies.
- Provide a service, which optimises quality and continuity of patient care.
- Provide patient focused care recognising the valuable contribution of a well-managed and innovative service.
- Provide specialist infection prevention and control advice/support for patients and their relatives while undergoing treatment.
- Work in collaboration with other colleagues as a member of the Infection prevention and control team to provide specialist advice on infection prevention and control issues in the clinical setting.
- Maintain confidentiality and complete accurate records.
- Monitor established infection prevention and control measures.

- Assist in the investigation and control of outbreaks of hospital acquired infection with particular reference to their source and mode of spread.
- Act as a liaison between the laboratories and ward areas explaining results relevant to infection control in these areas.
- Advise in consultation with other members of the infection control team on isolation requirements for specific patients.
- Provide specialist advice/support for patients and their relatives while undergoing treatment.
- Liaise with the occupational health department and health and safety officer.
- Function as a member of the Infection prevention and control committee.
- Produce regular infection prevention and control reports on behalf of the infection prevention and control team for the infection prevention and control committee and hospital management.
- Participate in the formulation and implementation of infection prevention and control policies/procedures in liaison with other members of the infection control team and other relevant staff.
- Advise and support nursing personnel and other hospital staff in their implementation of agreed policies in their specific areas.
- Liaise with public health nurses and other affiliated health care community organisations seeking information and guidance on infection control related issues.
- Participate in the development of the infection control service.
- Liaise with the project development/technical services team on issues pertinent to the hospital building and maintenance.
- Ensure hospital policies, procedures and national guidelines pertaining to infection control are adhered to.
- Communicate, negotiate and represent patient's family and/or carer 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.
- Respect and maintain the privacy, dignity and confidentiality of the patient, family and/or carer.
- Establish, maintain and improve procedures for collaboration and cooperation between Acute Services, Primary Care and Voluntary Organisations as appropriate.
- Proactively challenge any interaction which fails to deliver a quality service to patients.
- Maintain clinical competence in patient management within infection prevention and control nursing, keeping up to date with relevant research to ensure the implementation of evidence-based practice.
- Develop and implement education and training programs in infection prevention and control for all staff. Provide educational information at departmental level.
- Be responsible for addressing own continuing professional development needs.
- Participate in critical appraisal and evaluation of control of infection measures by means of inspection, audit and surveillance with a view to recommending improvement where required.
- Assist in monitoring hospital hygiene standards with the use of a recognised audit tool and report findings to the infection control team.
- Plan and implement a program of infection surveillance as agreed by the infection prevention and control committee.
- Assist in the production of an annual report.
- Contribute to the acute hospital accreditation process and evaluate the effectiveness of quality initiatives undertaken and where necessary make recommendations to improve infection prevention and control standards.
- Consult closely with microbiology.
- Effectively manage time and caseload in order to meet changing and developing service needs.
- Continually monitor the service to ensure it reflects current needs.
- Contribute to the service planning process as appropriate and as directed by the Director of Nursing

- Have a working knowledge of the Health Information and Quality Authority (HIQA) Standards as they apply to the role and of the NCEC guidance and comply with associated HSE protocols for implementing and maintaining these standards and guidelines as appropriate to the role.
- Have a working knowledge of Joint Commission International (JCI) standards as they apply to the role in the organization.

### **Section 3: Competencies**

#### **Clinical Focus**

- Articulates and demonstrates the concept of infection prevention and control nursing specialist practice within the framework of relevant legislation, Code of Professional Conduct and Ethics for Registered Nurses and Registered Midwives Incorporating the Scope of Practice and Professional Guidance (2025)
- Possesses specially focused knowledge and skills in the infection prevention and control specialty area of nursing practice
- Performs a nursing assessment, plans and initiates care and treatment modalities within agreed interdisciplinary protocols to achieve patient/client-centered outcomes and evaluates their effectiveness.
- Identifies health promotion priorities in the area of specialist practice.
- Implements health promotion strategies for patient/client groups in accordance with public health agenda.

#### **Patient Client/Advocacy**

- Enables patients/clients, families and communities to participate in decisions about their health needs.
- Articulates and represents patient/client interests in collaboration with the interdisciplinary team.
- Implements changes in healthcare service in response to patient/client need and service demand.

#### **Education and Training**

- Liaise with senior nurse managers and department heads in all areas to identify staff training needs.
- Develop and implement education and training programs in Infection prevention and control for all staff.
- Provide an ongoing educational resource to meet the identified needs of staff.
- Provide a programme of education and training for multi-disciplinary staff that benefits patients and family.
- Liaise with training and academic departments to deliver educational programmes within the hospital.
- Provide educational information at departmental level.
- Partake in 'liaison nurse' meetings and 'journal club' on infection prevention and control.
- Prepare, update and develop patient information resources where applicable.
- Identifies own Continuing Professional Development (CPD) needs and engages accordingly.

#### **Audit and Research**

- Identifies, critically analyses, disseminates and integrates nursing/midwifery and other evidence into the area of specialist practice.
- Promote nursing research and clinical audit to improve infection prevention and control standards.
- Participate in critical appraisal and evaluation of control of infection measures by means of inspection, audit and surveillance with a view to recommending improvement where required.
- Assist in monitoring hospital hygiene standards with the use of a recognised audit tool and report findings to the infection control team.
- Participate and conduct research in the interest of improving infection control outcomes.

- Plan and implement a program of infection surveillance as agreed by the infection prevention and control committee.
- Liaise with staff of the microbiology department on conducting microbiological and epidemiological surveys.
- Participate in the evaluation and trials of new techniques, equipment and materials.
- Assist in the production of an annual report
- Contribute to the acute hospital accreditation process and evaluate the effectiveness of quality initiatives undertaken and where necessary make recommendations to improve infection control standards

### **Consultancy**

- Maintain a network of contacts and links within the specialist field of infection prevention and control, together with other relevant professional groups e.g. Infection Prevention and Control Ireland.
- Provides leadership in clinical practice and acts as a resource and role model for specialist practice.
- Generates and contributes to the development of clinical standards and guidelines.
- Uses specialist knowledge to support and enhance generalist nursing practice.

### **Section 4: Training and Education**

- Organise 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.
- Ensure that patient care is based on the latest research findings and constitutes best practice and act as an expert clinical resource for nursing, medical and AHP staff particularly in the specialist area of nursing.
- Keep abreast of research and developments in nursing and facilitate and contribute to nursing research.
- In association with staff members, develop and implement an orientation programme for new nursing and ancillary staff.
- Ensure all staff have met and signed off on their annual continuous professional development plans. 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.
- Work closely with Practice Development Co-ordinator, Clinical Placement Co-ordinators, and the staff in the Nurse Education Centre in leading and supporting relevant education and training programmes.

### **Section 5: Person Specification, Candidate Clinical Nurse Specialist**

<b>Factors</b>	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications</b>	Be a registered nurse/midwife on the active Register of Nurses or Midwives held by An Bord Altranais agus Cnáimhseachais na hÉireann (Nursing and Midwifery Board of Ireland) or be eligible to be so registered.  <b>AND</b>	<ul style="list-style-type: none"> <li>• Teaching and assessing course</li> <li>• Competence in the use of information technology</li> <li>• Have a minimum of 1 years' experience or an aggregate of 1 years' full time experience in specialist area of infection prevention and control</li> </ul>

Be registered in the division(s) of the Nursing and Midwifery Board of Ireland (Bord Altranais agus Cnáimhseachais na hÉireann) Register for which the application is being made or be entitled to be so registered.

**OR**

In exceptional circumstances, which will be assessed on a case by case basis be registered in another Division of the register of Nurses and Midwives.

**AND**

Have successfully completed a post registration programme of study, as certified by the education provider which verifies that the applicant has achieved a Quality and Qualifications Ireland (QQI), National Framework of Qualifications (NFQ) major academic Level 9 or higher award (equivalent to 60 ECTS or above) that is relevant to the specialist area of care and in line with the requirements for specialist practice as set out by the National Council for Nursing and Midwifery 4th ed (2008). Alternatively provide written evidence from the Higher Education Institute that they have achieved the number of ECTS credits equivalent to a Level 9 or higher standard (60 ECTS or above), relevant to the specialist area of care and in line with the requirements for specialist practice as set out by the National Council for Nursing and Midwifery 4th ed (2008). \* (See \*\*Note below).

**OR**

If the applicant does not possess the relevant QQI NFQ Level 9 qualification, the applicant will be supported to undertake the required postgraduate education, at QQI NFQ level 9 qualification (equivalent to 60 ECTS or above) relevant to the specialist area.

**\*\*Note:**

	<p>For Nurses/Midwives who express an interest in CNS/CMS roles and who currently hold a level 8 educational qualification in the specialist area (equivalent to 60 ECTS or above), this qualification will be recognised up to September 2026. The clinical experience requirements for this cohort of nurses/midwives remain consistent with the DoH (2019) policy, i.e. a minimum of 1 years' experience in practice and a minimum of 1 years' experience in the specialist area and they could be supported to progress on a candidate CNS/CMS Pathway.</p> <p>All of the above must be achieved within 2 years for this pathway.</p> <p><b>AND</b></p> <p>Be required to demonstrate that they have continuing professional development (CPD) relevant to the specialist area or will be supported to obtain the required CPD.</p> <p><b>AND</b></p> <p>Have the ability to practice safely and effectively fulfilling his/her professional responsibility within his/her scope of practice</p> <p><b>OR</b></p> <p>Meet the requirements in Appendix 1 (see below)</p>	
<p><b>Experience (length and type)</b></p>	<p>Have a minimum of 1 years' post registration full time experience or an aggregate of 1 years' full-time experience in the division of the register in which the application is being made</p> <p><b>AND</b></p> <p>Have a minimum of 1 years' experience or an aggregate of 1 years' full time experience in specialist area</p> <p><b>OR</b></p>	<ul style="list-style-type: none"> <li>• Previous management experience</li> <li>• A minimum of two years nursing experience in the related area</li> </ul>

	<p>If the applicant does not possess the relevant specialist experience, they will be supported to attain one year's clinical specialist experience</p> <p><b>AND</b></p> <p>Candidates must possess the requisite knowledge and ability, including a high standard of suitability and clinical, professional and administrative capacity for the proper discharge of the duties of the office.</p> <p><b>OR</b></p> <p>Meet the requirements in Appendix 1 (see below)</p>	
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Knowledge of nursing guidelines, policies, procedures and protocols, applicable to speciality</li> <li>• Understanding of the requirements of the pre-registration nursing degree education programme</li> <li>• Knowledge of clinical learning objectives for pre-registration and post-registration nursing students.</li> <li>• Detailed understanding of the application of <i>Scope of Nursing Practice Framework</i></li> <li>• Broad based knowledge of current nursing research issues pertinent to the speciality</li> <li>• Understanding of clinical audit and standard setting</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of own career development and personal development plan</li> <li>• Understanding of acute hospital Accreditation process</li> <li>• Broad understanding of current developments in the nursing profession</li> </ul>
<b>Management Competencies</b>	<p>Awareness of the role and scope of the CNS</p> <p>Possess the following generic nurse specialist competencies:</p> <ul style="list-style-type: none"> <li>• Clinical focus</li> <li>• Patient/client advocacy</li> <li>• Education and training</li> <li>• Audit and research</li> <li>• Consultancy</li> </ul>	
<b>Health</b>	<p>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</p>	

	of health such as would indicate a reasonable prospect of ability to render regular and efficient service.	
<b>Character</b>	Candidates for and any person holding the office must be of good character.	

**Informal Enquiries or Role Specific Enquiries:** Ms. Olivia Doyle, Assistant Director of Nursing - Infection Prevention and Control, Email: [odoyle@svhg.ie](mailto:odoyle@svhg.ie)

### Particulars of Office:

**The appointment is:** Whole-time, Permanent and Pensionable

A panel may be formed to fill future positions in the next 6 months.

### Annual Salary:

Candidate Clinical Nurse Specialist – General (2697) as at **(01/02/2026)** per annum pro rata.

1	2	3	4	5	6	7	8
€57,208	€58,246	€59,709	€61,198	€62,678	€64,167	€65,826	€67,372

Clinical Nurse Specialist – General (2632) as at **(01/06/2026)** per annum pro rata

1	2	3	4	5	6	7	8	9	10	LSI 1
€62,078	€63,106	€63,975	€65,394	€66,963	€68,504	€70,045	€71,779	€73,389	€76,159	<b>€78,443</b>

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 37.5 hours week.

**Annual leave entitlement:** 25 days per annum pro rata (26 after 5 years and 28 after 10 years qualified excluding breaks in service).

### 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.

### **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)

### **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**.

**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](http://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](http://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
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Among the Voluntary Early Retirement Schemes referred to above are the following:

- Incentivised Scheme of Early Retirement (ISER)
- Voluntary Early Retirement Scheme 2010 (VER)
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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. All interviews are held remotely unless it is specifically noted otherwise in the Job Description. No subsequent or alternative dates to dates given will be offered to candidates. 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 16<sup>th</sup> 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.**

**Date: February 2026**

## **Appendix 1:**

### **Guidance on Eligibility where a post-registration programme in Nursing/Midwifery clinical practice relevant to the specialist area, at level 8 or higher, has not been developed.**

Where the applicant has achieved a formal recognised post-registration major award in Nursing/Midwifery clinical practice at level 8 or above, not in the area of specialist practice, the applicant must additionally demonstrate the following:

(i) The applicant must have successfully undertaken formal recognised post-registration clinical education and have acquired a relevant QQI award at Higher Certificate or higher or (ii) provide written evidence from the Higher Education Institute that they have achieved the number of ECTS credits equivalent to a Level 8 or above, relevant to the area of specialist practice – name the area prior to application.

**Or**

(ii) In circumstances where a QQI award or modules relevant to the area of specialist practice is not available, the applicant must demonstrate that he/she has successfully undertaken a substantial course/programme relevant to the specialist practice prior to application\*, which should be either academically accredited or endorsed by a relevant professional association.

**And**

(iii) The candidate must demonstrate relevant and ongoing continuous professional development (CPD).

**\*Note:** Services can refer to their local NMPDU for guidance in relation to assessing individual cases.