



**St. John's Hospital, Limerick
Clinical Nurse Manager II – General Wards
Temporary (6 Months) Post**

Job Specification, Terms and Conditions:

Job Title and Grade Code	Clinical Nurse Manager II (CNMII) - Urgent Care Centre Grade Code: 2119
Competition Reference	SJL/11/2022/5
Whole Time Equivalent	1 WTE
Closing Date	Friday, 9 th December @ 12 Noon
Proposed Interview date(s)	To be confirmed
Taking up Appointment	A start date will be indicated at job offer stage
Duration of Post	Temporary (6 months) Wholetime Post
Location of Post	St. John's Hospital, John's Square, Limerick V94H272
Informal Enquiries	Email Assistant Director of Nursing on duty: adons@stjohnshospital.ie
Organisational Area	St. John's Hospital Limerick, UL Hospitals Group, HSE Mid-West
Post Specific Information	Details on this campaign can be found at http://www.stjohnshospital.ie/management-and-administration/recruitment/
Details of Service/ Background to the post	<p>St John's Hospital, Limerick is a Voluntary Hospital founded in 1780 by the Little Company of Mary Sisters. It is a Model 2S, acute general hospital funded by the HSE and member of University of Limerick Hospitals Group (ULHG). It is a longstanding teaching hospital for medical, nursing and allied healthcare professional staff and is an academic partner of the University of Limerick. The hospital provides a wide range of inpatient and outpatient services, including general medicine, general surgery, urology, gynaecology and endoscopy services. The hospital also has an Urgent Care Centre incorporating a Local Injuries Unit and Medical Assessment Unit. The Injury Unit is the busiest in the Midwest region and second busiest Unit nationally after the Mercy Hospital (Source: HSE BIU data October 2022).</p> <p>We are committed to providing the highest quality service to all our patients in a professional, safe and caring environment. We endeavour to provide an effective, efficient service in a timely manner at all times with equal access for all our patients. We aim to provide individual patient centred care to each patient and their families and to promote patient participation in their care. We encourage good interpersonal relationships and we collaborate extensively with key external stakeholders including the HSE, Voluntary Healthcare Forum and other local healthcare providers. We promote staff and service development through education, motivation and encouragement. We are committed to providing an effective learning environment for both present and future health service staff.</p> <p>The Hospital has a total of 99 beds – 89 In-Patient beds and 10 Day Care beds. The In-Patient specialties are General Medicine, General Surgery and Gynaecology. We also have an Urgent Care Centre incorporating a Local Injuries Unit and Medical Assessment Unit. We are a Teaching Hospital affiliated to the University of Limerick.</p>

	<p>Our 5-year Strategy (2022-2027) includes a key business plan for a new in-patient bed block to be built on site, bringing the total number of beds on site to 200. We are working with the HSE to support our business plan by approving funding for the development and resources needed for the additional bed capacity.</p> <p>Other clinical services provided on site include:</p> <ul style="list-style-type: none"> • Consultant Out-Patient Clinics • Diagnostic Radiological and Laboratory services • Day Surgery • Clinical Nurse Specialists in the areas of Diabetes, Continence Management, Respiratory Care, Tissue Viability, Infection Control, Palliative Care and Pain Management • A Dietetic service providing nutritional assessment, dietary advice, education and evaluation • Occupational Therapy • Speech and Language Therapy • Social worker support • Physiotherapy services • Chaplaincy Service <p>Clinical Research and Innovation:</p> <p>We have an active Audit, Research and Innovation Committee and an on-site Rapid Innovation Unit which collaborates with clinical staff across UL Hospitals to enhance patient experience, producing many pioneering quality improvement initiatives. This “Science Foundation” sponsored unit uses 3D printing and other engineering pathways to find live patient-centric digital manufacturing solutions to bedside care issues.</p>
<p>Service mission, vision and values</p>	<p><u>Our Purpose</u> Together we work to enhance the health and wellbeing of all those in our care and inspire those who deliver it every day.</p> <p><u>Our Vision</u> To be a leading provider of healthcare services where innovation and excellence are at the heart of the patient experience.</p> <p><u>Mission statement</u> Faithful to our tradition, we provide the highest possible standard of care and treatment in a professional and compassionate manner to every person who avails of our services.</p> <p><u>Our Values</u> To listen to each other and seek opportunities to help and support one another</p> <p>To deliver high quality, safe and reliable healthcare in accordance with evidence based best practice in an effectively managed and maintained environment.</p> <p>To provide healthcare based on the assessed needs and preferences of our service users which ensures mutual respect, holistic care and continuous learning and training.</p>

	<p>1. To deliver excellence in care through monitoring, evaluating and continually improving our services.</p>
Reporting Arrangements	<p>The post holder will: Report directly to the Assistant Director of Nursing Is accountable to the Director of Nursing/ Assistant Director of Nursing</p>
Role Summary	<p>The Clinical Nurse Manager II (CNMII) will be accountable for the management of the ward. The CNM II will ensure that services are provided in a patient centred manner and will have a pivotal role in the service planning, coordination and management of activity and resources within the clinical area. The main responsibilities are: professional / clinical leadership, quality assurance, resource management, staffing and staff development, facilitating communication and ensuring safe, efficient and effective service.</p>
Purpose of the Post	<p>This role makes an important contribution to the service development aspects of nursing provision. Five critical role competencies required at this level include :</p> <ol style="list-style-type: none"> 1. Empowering and enabling leadership style 2. Proactive approach to planning. 3. Effective co-ordination of resources. 4. Setting and monitoring performance standards. 5. Negotiation skills. <p>The key qualities and behaviours required for effective performance in this role include core-competency domains that are critical to effective management. These are :</p> <ul style="list-style-type: none"> • Promoting evidence-based decision making • Building and maintaining relationships • Communicating and influencing relationships • Service initiation and innovation • Resilience and composure • Integrity and ethical stance • Sustained personal commitment • Practitioner competence and professional credibility <p>The challenges inherent in this role are:</p> <ul style="list-style-type: none"> • To make a proactive contribution to development of new services and new service delivery models • To link audit research and best practice into service delivery • To facilitate protocol development for quality assurance and performance development • To facilitate a positive experience, incorporating the principles of high quality, safe and effective care as outlined in HIQA's guide to the <i>National Standards for Safer Better Healthcare (2012)</i>
Accountable for	<p>Ensuring the provision of a high standard of patient care</p> <p>Professional and Clinical Leadership</p> <p>Ensuring that the service provided is efficient and effective. Auditing same, and acting on the results.</p> <p>Infection Prevention and Control and maintaining a high standard of hygiene and cleanliness in the workplace</p>

	<p>Development of nursing staff and maintenance of accurate staff records Managing resources effectively</p> <p>Collecting and analysing data as required</p> <p>Supervision of student nurses and all course participants</p>
<p>Principle Responsibilities and Duties</p>	<p>Planning and organising of activities and resources: Plan and organise resources effectively and efficiently within a specified time frame. Co-ordinate and schedule activities. Manage unexpected scenarios. To ensure the Ward /area is clean, tidy, well-organised and ergonomically safe for staff to work in.</p> <p>Leading on Clinical Practice and Service Quality: Set and monitor standards and quality of service, and lead on pro-active service improvement, focusing in particular on patient safety, patient experience and clinical effectiveness. Ensure all staff are familiar with, and participate in the audit cycle and quality improvement planning. Ensure that all clinical incidents which occur in the ward are reported in accordance with hospital standards and that actions are put in place to address same.</p> <p>Promotion of Evidence-based Decision – making: Make decisions in a well-judged and timely manner, bringing all relevant information to bear, when addressing problems or issues. Use logical analysis to break complex problems into their component parts. Apply research findings to improve nursing practices and processes.</p> <p>Service Initiative and Innovation: Drive to achieve positive results at all levels of the service. Take initiatives to move the service forward, and show a willingness to try out new ideas. Undertake practice related projects as instructed by the Asst Director / Director of Nursing, which may include the management of other operational areas, as required.</p> <p>Practitioner competence and professional credibility: Have the functional and technical knowledge and skills to make a credible contribution to nursing practice.</p> <p>Leading and building the Team: Act as a role model, in terms of capability and professionalism. Lead a team confidently, motivating, empowering and communicating with staff, to promote provision of a quality service. Blend diverse styles into a cohesive unit, coach and encourage improved performance. Delegate to the CNM1 and senior staff members, to enhance their contribution to the service and their personal and professional development.</p> <p>Building and maintaining working relationships: Form strong positive working relationships across all areas of the service, build on a common understanding. Demonstrate a supportive and reciprocating work style including strong empathy with service users.</p> <p>Negotiation, Communication and Influencing Skills:</p>

Get a message across fluently and persuasively in a variety of different media (oral, written and electronic). Make a compelling case to positively influence the thinking of others. Be strategic in how to go about influencing others – show strong listening and sensing skills. Encourage a solution-focused approach when addressing problems/issues.

Resilience and Composure:

Maintain a disciplined and professional level of performance under sustained or situational pressure. Be able to bounce back from adversity or setbacks. Show persistence and flexibility in achieving goals.

Integrity and Ethical Stance:

Hold an appropriate and effective set of professional and managerial values and beliefs, and behave in line with these. Promote and consistently support ethical and value – based staff practices.

Sustained Personal Commitment:

Be personally committed to achieving end goals and the continuous improvement of the service. Show enthusiasm and a high level of motivation in leading and completing projects. Be highly committed to the nursing profession, and keep abreast of current issues.

Patient Care:

Manage patient care, to ensure the highest professional standards using an evidence – based care planning approach, with particular emphasis on Care Pathways

Report and advise supervisors of trends, problems etc., in relation to the management of admissions, transfers and discharges in your designated area.

Develop staff to their full potential, delegating appropriately to your deputy, and ensuring staff become competent in relevant skills and demonstrate clinical expertise, thereby enhancing patient care, and bearing the Scope of Practice in mind.

Ensure that patients, their relatives and members of the public who visit the hospital are treated with kindness and courtesy at all times and that a user-friendly atmosphere is evident to all disciplines and visitors.

Perform other duties appropriate to the post, as may be assigned by the Director of Nursing or Deputy, or other authorised officer as the Chief Executive may designate.

Health & Safety:

Ensure that effective safety procedures are developed and managed to comply with statutory obligations, in conjunction with relevant staff.

Be aware of, and familiar with Health & Safety regulations.

Ensure mandatory training is up to date for all your staff

Be personally committed to the maintenance of a high standard of Hospital hygiene and constantly monitor practices

Be pro-active in Infection Prevention and Control, and ensure all staff comply with best practice

Actively participate in fire drill as required and observe fire instructions within the Hospital. Ensure a knowledge of fire policy among staff.

Be knowledgeable regarding the Major Accident Policy and actively participate as required.

Maintain a safe environment for patients, staff and members of the public in consultation with appropriate personnel and to direct staff on procedures to be followed in emergency situations.

Investigate relevant incidents/accidents, mishaps, and complaints, and report in line with Hospital policy.

Ensure that Hospital premises and property is rendered safe. Report any hazards which may give rise to accidents.

Human Resource Management:

Arrange rostering of staff, taking cognisance of skill mix/case mix requirements.

Ensure all staff records are maintained accurately, including all training and leave.

Supervise and support nursing and allied staff in performing their duties, in compliance with agreed policies and protocols.

Advise Nurse Management where staffing complement either requires to be augmented or depleted, as dictated by specialist activity at a specific period of time.

Ensure that all staff receive encouragement and counselling in developing nursing skills and job satisfaction.

Ensure that all enquiries from outside agencies e.g. Press, Gardai etc., are referred to senior Hospital management.

Hospital Uniform:

Ensure all your staff comply with hospital policy

Personal Development:

Keep up to date with nursing literature, recent nursing research findings and new developments in nursing management, education and practice and advise staff on necessary changes. It is the responsibility of each professional to update his/her own human development.

Attend staff meetings/study-days/seminars as considered appropriate and feedback appropriate information.

Ancillary Staff:

Ensure that the work of all ancillary/support staff assigned to the Ward is performed to the required standard through direct supervision where appropriate (Health Care Assistants), or the appropriate Supervisor (Catering, Contract Cleaning, Porters, etc.) Special attention should be given to control of infection.

Budget Management:

Formulate, implement and evaluate budgets and service plans for the clinical area in co-operation with multi-disciplinary team.

Manage all resources efficiently and effectively within agreed budget.

Work within the Hospital policy for acute hospital services and within allocated pay and non-pay resources, through rigorous planning, monitoring and evaluation of all available resources.

Co-operate in managing all resources – including nursing and non-nursing staff within an agreed budget.

In consultation with the Director of Nursing and other disciplines, implement and assess quality management programmes.

Policies and Procedures

Comply with and adhere to all Hospital policies and procedures and ensure all nursing staff and health care assistants do likewise.

Be actively involved in the development of relevant policies, procedures, protocols and guidelines and for reviewing and updating same in a timely manner, ensuring consultation with all relevant stakeholders.

To implement national policies/procedures/protocols/guidelines as directed by the Director of Nursing or Hospital Management as may be required.

Confidentiality

In the course of your employment you may have access to, or hear information concerning, the medical or personal affairs of patients and/or staff, or other health service business. Such records and information are strictly confidential and, unless acting on the instructions of an authorised officer, on no account must information concerning staff, patients or other health service business 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 left in safe custody when no longer required.

It would be expected in the normal course of events at Hospital level that the role will evolve as professional and service demands change. Management structures, budgetary processes and training/education initiatives are the subject of on-going development to facilitate the exercise of the devolved functions set out above.

This job description indicates the main responsibilities and duties of the post and is subject to review and amendment to reflect the changing

	<p>needs of the hospital service. The extent and speed of change in the delivery of health care is such that adaptability is essential. The incumbent will be required to establish, maintain, enhance and develop their professional knowledge, skills and aptitudes in order to respond to a developing service situation.</p>
<p>Eligibility Criteria</p> <p>Qualifications and/or experience</p>	<p>1. Professional Qualifications & Experience</p> <p>Each candidate must, at the latest date for receipt of completed applications for the post:</p> <p>(a) Be registered or be eligible to be registered in the General Division of the Register of Nurses & Midwives maintained by the Nursing and Midwifery Board of Ireland (NMBI) An Bord Altranais agus Cnáimhseachais na hÉireann</p> <p style="text-align: center;">And</p> <p>Have a minimum of 5 years post registration nursing experience of which 2 years nursing experience must be in an acute hospital environment</p> <p style="text-align: center;">And</p> <p>(b) Have 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> <p style="text-align: center;">And</p> <p>(c) Demonstrate evidence of continuing professional development at the appropriate level</p> <p>Proof of current registration will be required before employment is confirmed</p> <p>2. Annual registration</p> <p>(i) Practitioners must maintain live annual registration on the relevant division of the Register of Nurses and Midwives maintained by the Nursing and Midwifery Board of Ireland (Bord Altranais agus Cnáimhseachais na hÉireann).</p> <p style="text-align: center;">And</p> <p>(ii) Confirm annual registration with NMBI to the HSE by way of the annual Patient Safety Assurance Certificate (PSAC).</p> <p>3. Age</p> <p>The Public Service Superannuation (Age of Retirement) Act, 2018* set 70 years as the compulsory retirement age for public servants. In accordance with HR Circular 029/2018 all other appointees' who have not already reached their retirement age before 26th December 2018 will have the choice to work beyond the age of 65 to age 70 if they so choose.</p> <p>* <u>Public Servants not affected by this legislation:</u></p> <p>Public servants recruited since 1 January 2013 are members of the Single Pension Scheme and have a compulsory retirement age of 70.</p>

	<p>4. 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.</p> <p>5. Character Candidates for and any person holding the office must be of good character.</p>
Post Specific Requirements/Desirable	<p>Possess a minimum 5 years post registration nursing experience Possess 2 years nursing experience in an acute hospital environment</p>
Essential Skills, competencies and/or knowledge	<p><u>Experience</u></p> <ul style="list-style-type: none"> • Demonstrates knowledge of speciality • Demonstrates clinical & professional ability particularly in relation to patient care. • Demonstrates the ability to manage people, including performance and capability issues • Experience of leading a service • Experience of managing risk associated with service delivery • Incident Management • Handling complaints at ward/department level • Leading on audit and QIP <p><u>Knowledge</u></p> <ul style="list-style-type: none"> • Demonstrates knowledge of caring for patients. • Demonstrates knowledge of current and future trends in health care. • Shows knowledge of caring for a wide range of medical/surgical conditions • Demonstrates knowledge of speciality • Demonstrates knowledge of Hospital Policies e.g. Major Incident, Fire etc • Demonstrates understanding of strategic planning • Demonstrates understanding of resource/budget management • Demonstrates knowledge of National initiatives in promoting quality care • Demonstrates knowledge on the management of clinical incidents • Demonstrates integrity and ethical stance <p><u>Professional Knowledge</u></p> <ul style="list-style-type: none"> • Knowledge of Research based practice and its application to own area of work including current HSE policies, National clinical frameworks and the National Service Improvement agenda. • Demonstrate continuing professional development <p><u>Core Aptitudes</u></p> <ul style="list-style-type: none"> • Deputises for senior nurse/ADON on duty • Cover meal-breaks for senior nurse/ADON on duty as required. • Organisational and management skills • Ability to prioritise own work and that of others • Demonstrates understanding of bed management • Acts as a role model and credible clinical practitioner

	<ul style="list-style-type: none"> • Good communication skills. • Ability to listen without prejudice. • Ensures regular teaching and professional development in department/ areas of responsibility • Negotiation skills. • Ability to remain calm in stressful situations <p><u>Special Aptitudes</u></p> <ul style="list-style-type: none"> • Proven Leadership skills • Analytical approach and problem solving skills • Experience of leading the implementation of service improvements in own area including change management principles • Experience of measuring and evaluating outcomes to secure improvements in standards of care • Shows willingness to share own knowledge with others. • Adapt pro-active approach to difficult situations. • Demonstrates openness to change <p><u>Other Requirements Disposition/ Circumstances</u></p> <ul style="list-style-type: none"> • Shows innovation and creativity. • Ability to motivate self and others. • Demonstrates flexibility. • Ability to proactively work with other members of the team. • Supportive role towards staff and relatives. • Solution focused approach to problem solving • Demonstrates an awareness of HR policies and procedures including disciplinary procedures, managing attendance etc. • Demonstrates an ability in IT skills relevant to the role <p><u>Desirable</u></p> <p>Teaching and assessing in clinical practice Management course Evidence of service-based projects at Dept. level</p>
Other requirements specific to the post	The successful applicant will be required to work flexibly in response to changing local/organisational/network requirements.
Competition Specific Selection Process Short listing / Interview	<p>Applications should be submitted by completing the hospital’s standard job application form. Application forms and full particulars relating to the post are available on St. John’s Hospital website, Details on this campaign can be found at http://www.stjohnshospital.ie/management-and-administration/recruitment/ or contact the HR department St. John’s Hospital.</p> <p>Applications to Human Resources Department, St. John’s Hospital. recruitment@stjohnshospital.ie</p> <p>Closing date: 9th December @ 12 Noon</p> <p>Ranking/Shortlisting/Interview</p> <p>A ranking and or shortlisting exercise may be carried out on the basis of information supplied in your application form. The criteria for ranking and or shortlisting are based on the requirements of the post as outlined in the eligibility criteria and skills, competencies and/or knowledge section of</p>

	<p>this job specification. Therefore it is very important that you think about your experience in light of those requirements.</p> <p>Failure to include information regarding these requirements may result in you not being called forward to the next stage of the selection process.</p> <p>Those successful at the ranking stage of this process (where applied) will be placed on an order of merit and will be called to interview in ‘bands’ depending on the service needs of the organisation.</p>
<p>Code of Practice</p>	<p>St. John’s Hospital will run this campaign in compliance with the Code of Practice prepared by the Commission for Public Service Appointments (CPSA). The Code of Practice sets out how the core principles of probity, merit, equity and fairness might be applied on a principle basis. The Code also specifies the responsibilities placed on candidates, feedback facilities for candidates on matters relating to their application, when requested, and outlines procedures in relation to requests for a review of the recruitment and selection process, and review in relation to allegations of a breach of the Code of Practice.</p> <p>Codes of Practice are published by the CPSA and are available on www.hse.ie in the document posted with each vacancy entitled “Code of Practice, Information For Candidates” or on www.cpsa-online.ie.</p>
<p>The reform programme outlined for the health services may impact on this role and as structures change the job description may be reviewed.</p> <p>This job description is a guide to the general range of duties assigned to the post holder. It is intended to be neither definitive nor restrictive and is subject to periodic review with the employee concerned. It 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.</p>	



St. John's Hospital, Limerick
Clinical Nurse Manager II – General Wards
Temporary (6 Months) Post
Job Specification, Terms and Conditions:

Tenure	<p>The appointment is whole-time, temporary (6 months) and pensionable.</p> <p>A panel may be created from which temporary vacancies of whole-time duration may be filled during the life of the panel.</p> <p>Appointment as an employee of the Health Service Executive is governed by the Health Act 2004 and the Public Service Management (Recruitment and Appointment) Act 2004.</p>
Remuneration	<p>The salary scale for this post is in accordance with HSE approved salary scales.</p> <p>01/10/2022: €55,248; €56,164; €56,937; €58,201; €59,597; €60,968; €62,338; €63,882; €65,316</p>
Working Week	<p>The standard working week applying to the post is: 37.5 hours delivered on a 5- or 7-day roster including weekends. The nature of the post may involve/require attendance at the Hospital outside of scheduled hours.</p> <p>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).</p>
Annual Leave	<p>The annual leave entitlement is in accordance with St. John's Hospital/HSE approved leave entitlements.</p>
Superannuation	<p>All pensionable staff become members of the pension scheme.</p>
Probation	<p>Employment will be probationary for the first six months, during which time the Department Head will carry out periodic probation assessment reviews. The appointee will cease to hold office at the end of or during the probationary period unless during such period the Hospital has certified that their service is satisfactory</p>
Mandatory Training and Health and Safety at Work Act	<p>The post holder is obliged to fulfil mandatory training requirements in line with this post. All staff must comply with all Hospital Health & Safety Policies and Procedures. Staff must be aware of the responsibilities placed on them under the Health and Safety at Work Act (2005), and to ensure that agreed safety procedures are carried out to maintain a safe environment for employees, patients and visitors.</p>
Children First Act	<p>Schedule 2 of the Children First Act 2015 specifies that this post falls under the classes of persons as “Mandated Persons” for the purpose of the Act. As a mandated person, under the legislation you are required to report any knowledge, belief or reasonable suspicion that a child has been harmed, is being harmed, or is at risk of being harmed. It is a requirement of this post that you complete the HSE Land training in relation to Children First and any other training the Hospital deems appropriate in this regard</p>
GDPR	<p>The post holder is obliged to adhere to General Data Protection Regulations 2018. All staff who have access to patients' care records have a responsibility to ensure that these are maintained efficiently and that confidentiality is protected in line with the Hospital's Confidentiality Policy. Staff are also subject to this obligation both on an implied basis and also on the basis that, on accepting their job description, they agree to maintain both patient/client and staff confidentiality. In addition, all health professionals are</p>

	advised to compile records on the assumption that they are accessible to patients in line with FOI and GDPR 2018. Hospital policies and procedures at all times. Details of the Hospital's policies are available on the intranet.
Infection Prevention and Control	The post holder is obliged to adhere to Hospital policies and procedures relating to Hand Hygiene and Infection Prevention and Control and to assist in undertaking hand hygiene audits as required.
Professional Registration	If you are employed in an area of work which requires membership of a professional body in order to practice (e.g. Nursing & Midwifery Board of Ireland), it is a condition precedent of your employment to maintain membership of such professional body. It is also your responsibility to comply with the relevant body's code of practice. You are required to advise the Hospital if your professional body in any way limits or changes the terms of your registration. Failure to remain registered or to comply with the relevant code of practice may result in temporary downgrading, suspension from duty and/or disciplinary action, which may result in the termination of your employment.
Termination of Employment	Two months' notice in writing, on either side, except in circumstances where the Hospital authority is of the opinion that the holder of the office has failed to perform satisfactorily the duties of his/her office or has misconducted himself/herself in relation to such office or is otherwise unfit to hold office. The mandatory retirement age for new entrant staff in employment in the public service after 1 st January 2013 is 70 years. All other appointees in accordance with HR Circular 029/2018 who have not already reached their retirement age before 26 th December 2018 will have the choice to work beyond the age of 65 to age 70 if they so choose
Protection of Persons Reporting Child Abuse Act 1998	This post is one of those designated in accordance with Section 2 of the Protection of Persons Reporting Child Abuse Act, 1998. You will remain a designated officer for the duration of your appointment in this post or for the duration of your appointment to such other post as is included in the categories specified in the Ministerial Direction. Such officers will, on receiving a report of child abuse, formally notify the Senior Social Worker in the community care area in which the child is living.