

National Council for the Professional  
Development of Nursing and Midwifery

# Framework for the Establishment of Clinical Nurse/Midwife Specialist Posts Intermediate Pathway

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*National Council for the  
Professional Development  
of Nursing and Midwifery*

*An Chomhairle Náisiúnta d'Fhorbairt  
Ghairmiúil an Altranaís agus  
an Chnáimhseachais*



# Introduction

The National Council for the Professional Development of Nursing and Midwifery was established in 1999. Its functions include monitoring the on-going development of nursing and midwifery specialities, taking into account changes in practice and service need and determining the appropriate level of qualifications and experience for entry into specialist nursing and midwifery practice. In January 2004 the National Council published the findings from an extensive national research study titled *An Evaluation of the Effectiveness of the Role of the Clinical Nurse/Midwife Specialist* (National Council 2004). It is timely therefore that the National Council is publishing this revised edition of the Intermediate Pathway document which was originally published in 2001 (National Council 2001).

This pathway is part of the entire clinical career pathway from staff nurse/midwife to advanced nurse/midwife practitioner; - the educational and managerial pathways offer alternative choices. However, for those nurses or midwives wishing to choose the clinical route, the development and establishment of the clinical nurse/midwife specialist (CNS/CMS) and advanced nurse/midwife practitioner roles offer real career choices in terms of delivering quality patient/client care and increasing job satisfaction.

The *Evaluation of Effectiveness* study outlined the critical areas for development and also described a process for the future development of CNS/CMS roles at local, regional and national level. There is great potential for the role of the clinical nurse/midwife specialist to develop in response to service need. Given the early stage of this role development, there is now a need to reflect and review the development of existing specialist posts and to examine ways of identifying posts that will be required in the future.

This document, building on the 2001 edition, outlines the process for establishment of CNS/CMS posts and the criteria that nurses and midwives must meet in order to become CNSs/CMSs.



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# Framework for the Establishment of Clinical Nurse/Midwife Specialist Posts Intermediate Pathway

PART 1 ASSESSING THE NEED FOR SPECIALIST POSTS							
1. Assessing the need for specialist posts	2. Definition of the role of clinical nurse/midwife specialist	3. Criteria for posts	4. Criteria for individual clinical nurse/midwife specialist	5. Core concepts for the clinical nurse/midwife specialist role	6. Core competencies	7. Process for approval of specialist posts	8. Process for approval of individual nurses and midwives into CNS/CMS posts

The scope of practice of the CNS/CMS evolves and develops in tandem with health and social care developments. Continual re-evaluation of the progress and appropriateness of specialist nurse/midwife roles should be part of every health care provider's service plan. It is critical in these early years of the introduction of the specialist pathway, that a formal local, regional and national annual review of current CNS/CMS posts takes place and that posts needed for the future are identified. This will ensure that a critical and sustainable mass of CNSs/CMSs develops in response to service need. In order to ensure that this is sustainable, a needs assessment of skills and competencies is necessary at service, regional and national levels. In order to ensure that the appropriate competencies and skills will be available third-level institutions and the centres of nurse education should be included in this needs assessment process. When a new post is identified but the caseload is too small to warrant one whole time equivalent, consideration should be given to developing the post across services/sites/care settings or in other innovative ways. As part of its statutory monitoring function, the National Council audits and analyses the development of new posts, taking into account national and international developments. The National Council issues briefing papers outlining priority areas for development for CNS/CMS roles.

PART 2 DEFINITION OF THE ROLE OF CLINICAL NURSE/MIDWIFE SPECIALIST							
1. Assessing the need for specialist posts	2. Definition of the role of clinical nurse/midwife specialist	3. Criteria for posts	4. Criteria for individual clinical nurse/midwife specialist	5. Core concepts for the clinical nurse/midwife specialist role	6. Core competencies	7. Process for approval of specialist posts	8. Process for approval of individual nurses and midwives into CNS/CMS posts

The area of speciality is a defined area of nursing or midwifery practice that requires application of specially focused knowledge and skills, which are both in demand and required to improve the quality of patient/client care.

This specialist practice will encompass a major clinical focus, which comprises assessment, planning, delivery and evaluation of care given to patients/clients and their families in hospital, community and out-patient settings. The specialist nurse or midwife will work closely with medical and para-medical colleagues and may make alterations in prescribed clinical options along agreed protocol driven guidelines.

The specialist nurse or midwife will participate in and disseminate nursing/midwifery research and audit and provide consultancy in education and clinical practice to nursing/midwife colleagues and the wider interdisciplinary team.

A nurse or midwife specialist in clinical practice has undertaken formal recognised post-registration education relevant to his/her area of specialist practice at higher diploma level or equivalent<sup>1</sup>. Such formal education is underpinned by extensive experience and clinical expertise in the relevant specialist area. The level of practice of a CNS/CMS is higher than that expected of a staff nurse or midwife.

<sup>1</sup>Higher diploma level equates to level 8 or above on the National Qualifications Authority of Ireland's National Framework of Qualifications.

PART 3 CRITERIA FOR POSTS							
1. Assessing the need for specialist posts	2. Definition of the role of clinical nurse/midwife specialist	3. Criteria for posts	4. Criteria for individual clinical nurse/midwife specialist	5. Core concepts for the clinical nurse/midwife specialist role	6. Core competencies	7. Process for approval of specialist posts	8. Process for approval of individual nurses and midwives into CNS/CMS posts

The National Council’s criteria for CNS/CMS posts must be met when devising the job description. The development of the post must be based on service need and should reflect epidemiological and demographic trends within the region.

1. The post must arise from an identified health service need.
2. The area of specialty is a defined area of nursing or midwifery practice requiring the application of specially focused knowledge and skills, which are necessary to improve the quality of patient/client care.
3. The post must have a major clinical focus, incorporating assessment, planning, delivery and evaluation of care given to patients/clients and their families in hospital, community and outpatient settings.
4. The post will allow for its holder, in consultation where necessary with the interdisciplinary team, to make clinical decisions based on agreed protocols.
5. The post will involve working closely with medical, paramedical and other colleagues.
6. The post requires that practice should be research- and evidence-based and dissemination of research be paramount.
7. The post involves participation in nursing/midwifery research and audit.
8. The post involves being an advocate for the patient/client.
9. The post involves being a consultant both to nursing/midwifery colleagues and the wider interdisciplinary team, both across sites and across conventional boundaries of care.
10. The reporting relationship on professional nursing and midwifery matters must be to a nurse/midwife manager<sup>2</sup>.

PART 4 CRITERIA FOR THE INDIVIDUAL CLINICAL NURSE/MIDWIFE SPECIALIST							
1. Assessing the need for specialist posts	2. Definition of the role of clinical nurse/midwife specialist	3. Criteria for posts	4. Criteria for individual clinical nurse/midwife specialist	5. Core concepts for the clinical nurse/midwife specialist role	6. Core competencies	7. Process for approval of specialist posts	8. Process for approval of individual nurses and midwives into CNS/CMS posts

A nurse or midwife who wishes to pursue the career pathway of clinical nurse/midwife specialist must fulfill certain criteria in order to achieve this career goal. If a nurse or midwife has two years experience in the specialist area and has been qualified as a nurse/midwife for a minimum of five years, then they are eligible to apply for a CNS/CMS post. If the candidate does not meet the educational criteria of having a higher diploma or equivalent, then the candidate will be still be eligible to apply but they must sign a contract with their employer stating that they will undertake a relevant higher diploma or equivalent within a mutually agreed timeframe as appropriate.

1. The person must be a registered nurse or midwife.
2. The person must be registered in the division in which the application is being made. In exceptional circumstances which must be individually appraised, this criterion may not apply.
3. The person must have extensive experience and clinical expertise, i.e. a minimum of five years post-registration experience (following registration either in midwifery or in the division of nursing in which the application is being made) including a minimum of two years experience in the specialist area.
4. The person must have the ability to practise safely and effectively, fulfilling his/her professional responsibility within his/her scope of practice (An Bord Altranais 2000).
5. The person must provide evidence that they engage in continuing professional development.
6. The person must be educated to higher diploma level or equivalent. If the appointed candidate is not educated to higher diploma level or equivalent, he/she must undertake a contractual agreement to obtain a relevant higher diploma or equivalent. Credit must be given to prior education, learning and experience<sup>3</sup>.

<sup>2</sup>In the absence of a nursing/midwifery management structure formal links must be established with an agreed nurse/midwife manager with regard to professional matters. This may be organised on a local basis as appropriate and could be through the NMPDUs.

<sup>3</sup>It is envisaged that in the ‘Future Pathway’ all applicants to CNS/CMS posts will already be educated to higher diploma level or equivalent.

PART 5 CORE CONCEPTS FOR THE CLINICAL NURSE/MIDWIFE SPECIALIST ROLE							
1. Assessing the need for specialist posts	2. Definition of the role of clinical nurse/midwife specialist	3. Criteria for posts	4. Criteria for individual clinical nurse/midwife specialist	5. Core concepts for the clinical nurse/midwife specialist role	6. Core competencies	7. Process for approval of specialist posts	8. Process for approval of individual nurses and midwives into CNS/CMS posts

### Clinical Focus

The CNS/CMS work must have a strong patient focus whereby the speciality defines itself as nursing or midwifery and subscribes to the overall purpose, functions and ethical standards of nursing. The clinical practice role may be divided into *direct* and *indirect* care. *Direct* care comprises the assessment, planning, delivery and evaluation of care to patients/clients and their families. *Indirect* care relates to activities that influence others in their provision of direct care.

### Patient/Client Advocate

The CNS/CMS role involves communication, negotiation and representation of the patient/clients value and decisions in collaboration with other health care workers and community resource providers.

### Education and Training

The CNS/CMS remit for education and training consists of structured and impromptu educational opportunities to facilitate staff development and patient/client education. Each CNS/CMS in tandem with his/her line manager is responsible for his/her continuing professional development, including participation in formal and informal educational activities, thereby ensuring sustained clinical credibility among nursing/midwifery, medical and paramedical colleagues.

### Audit and Research

Audit of current nursing/midwifery practice and evaluation of improvements in the quality of patient/client care are essential requirements of the CNS/CMS role. The CNS/CMS must keep up to date with relevant current research to ensure evidence-based practice and research utilisation. The CNS/CMS must contribute to nursing research which is relevant to his/her particular area of practice. Any outcomes of audit and/or research should contribute to the service plan.

### Consultant

Inter- and intra-disciplinary consultations, across sites and services are recognised as key functions of the clinical nurse/midwife specialist, this consultative role also contributes to improved patient/client management.

PART 6 CORE COMPETENCIES							
1. Assessing the need for specialist posts	2. Definition of the role of clinical nurse/midwife specialist	3. Criteria for posts	4. Criteria for individual clinical nurse/midwife specialist	5. Core concepts for the clinical nurse/midwife specialist role	6. Core competencies	7. Process for approval of specialist posts	8. Process for approval of individual nurses and midwives into CNS/CMS posts

The competence of a CNS/CMS encompasses that of a nurse or midwife practising at primary level, and as such, the necessary competencies for entry to registration as deemed by An Bord Altranais (2000) are pre-requisites to specialist practice<sup>4</sup>.

Specialist practice is developed within the context of the *Scope of Nursing and Midwifery Practice Framework* (An Bord Altranais 2000)

Competencies for specialist practice may be categorised into core and specific competencies. Core competencies are those that emerge from the core concepts of the role of the CNS/CMS.

<sup>4</sup>An Bord Altranais outlines five Domains of Competence which represent the level the student must meet on completion of the registration education programme. These domains are: **Domain 1** Professional/Ethical Practice **Domain 2** Holistic Approaches to Care and the Integration of Knowledge **Domain 3** Interpersonal Relationships **Domain 4** Organisation and Management of Care **Domain 5** Personal and Professional Development

The core competencies of the CNS/CMS are shared by all who practise at specialist level. Specific competencies are those identified as specific to the practice role and setting. Due to the diverse nature of roles and settings, the responsibility for detailing specific competencies for the specific roles lies with the service providers and should be outlined in the job description. The *Clinical Nurse/Midwife Specialist Role Resource Pack* developed by the South-Eastern Health Board is a useful tool to enable each CNS/CMS with their line manager to develop competencies specific to the post and the patient or client need. The pack is available on the National Council's website [www.ncnm.ie](http://www.ncnm.ie)

Table 1 demonstrates the core competencies deemed necessary for clinical nurse/midwife specialists. The core competencies are associated with the five core concepts as outlined on page nine.

**Table 1: Core Competencies**

CORE CONCEPT	ASSOCIATED COMPETENCIES
Clinical focus	<p>The CNS/CMS:</p> <ul style="list-style-type: none"> <li>• Articulates and demonstrates the concept of nursing and midwifery specialist practice within the framework of relevant legislation, the Scope of Nursing and Midwifery Practice Framework (An Bord Altranais 2000), The Code of Professional Conduct (An Bord Altranais 2000) and Guidelines for Midwives (An Bord Altranais 2001).</li> <li>• Possesses specially focused knowledge and skills in a defined area of nursing or midwifery practice at a higher level than that of a staff nurse/midwife.</li> <li>• Performs a nursing/midwifery assessment, plans and initiates care and treatment modalities within agreed interdisciplinary protocols to achieve patient/client-centred outcomes and evaluates their effectiveness.</li> <li>• Identifies health promotion priorities in the area of specialist practice.</li> <li>• Implements health promotion strategies for patients/client groups in accordance with the public health agenda.</li> </ul>
Patient/client advocacy	<ul style="list-style-type: none"> <li>• Enables patients/clients, families and communities to participate in decisions about their health needs.</li> <li>• Articulates and represents patient/client interests in collaboration with the interdisciplinary team.</li> <li>• Implements changes in healthcare service in response to patient/client need and service demand.</li> </ul>
Education and training	<ul style="list-style-type: none"> <li>• Provides mentorship, preceptorship, teaching, facilitation and professional supervisory skills for nurses and midwives and other healthcare workers.</li> <li>• Educates patients/clients, families and communities in relation to their healthcare needs in the specialist area of practice.</li> <li>• Identifies own Continuing Professional Development (CPD) needs and engages accordingly.</li> </ul>
Audit and research	<ul style="list-style-type: none"> <li>• Identifies, critically analyses, disseminates and integrates nursing/midwifery and other evidence into the area of specialist practice.</li> <li>• Initiates, participates in and evaluates audit.</li> <li>• Uses the outcomes of audit to improve service provision.</li> <li>• Contributes to service planning and budgetary processes through use of audit data and specialist knowledge.</li> </ul>
Consultancy	<ul style="list-style-type: none"> <li>• Provides leadership in clinical practice and acts as a resource and role model for specialist practice.</li> <li>• Generates and contributes to the development of clinical standards and guidelines.</li> <li>• Uses specialist knowledge to support and enhance generalist nursing/midwifery practice.</li> </ul>

PART 7 PROCESS FOR APPROVAL OF CNS/CMS POSTS							
1. Assessing the need for specialist posts	2. Definition of the role of clinical nurse/midwife specialist	3. Criteria for posts	4. Criteria for individual clinical nurse/midwife specialist	5. Core concepts for the clinical nurse/midwife specialist role	6. Core competencies	7. Process for approval of CNS/CMS posts	8. Process for approval of individual nurses and midwives into CNS/CMS posts

Approval of clinical nurse/midwife specialist posts is a three part process involving the service provider, the regional Nursing and Midwifery Planning and Development Units (NMPDUs) and the National Council.

**(A) Service Level**

As the *Evaluation of the Effectiveness of the Role of Clinical Nurse/Midwife Specialist Report* (National Council 2004) confirms, the development of CNS/CMS posts must be determined by service need. Once the health service provider has established the service need for a clinical nurse/midwife specialist post a competency-based job description (see page 13) should then be completed and submitted to the director of the NMPDU within the region. The job description must encompass the five core concepts and the level of decision-making should be made explicit. The job description must be accompanied by a signed financial approval form and an application form (pages 16, 17, 18 and 19).

**(B) Regional Level**

At regional level the NMPDUs review the job description and examine the proposed post using the criteria stated by the National Council on page 8. At this stage, the job description will be deemed either to meet the criteria and approved, or not to meet the criteria, in which case further information may be sought. The NMPDU monitors the development of the posts from a regional perspective taking into account current demographic and epidemiological disease profiles and current CNS/CMS posts in the region. When the NMPDU has approved the post a copy of the application form, the financial approval form, the job-description and any other relevant documentation should be forwarded to the National Council.

**(C) National Level**

The National Council ascertains that its criteria have been met and that the job description accurately reflects the core concepts and competencies of the CNS/CMS position. If all of the criteria have been met the post details are then entered in the CNS/CMS database. If the application does not meet all the relevant criteria, the National Council will not enter the data in the database and the NMPDU and the service provider will be contacted to take the appropriate action.

PART 8 PROCESS FOR APPROVAL OF INDIVIDUAL NURSES AND MIDWIVES INTO CNS/CMS POSTS							
1. Assessing the need for specialist posts	2. Definition of the role of clinical nurse/midwife specialist	3. Criteria for posts	4. Criteria for individual clinical nurse/midwife specialist	5. Core concepts for the clinical nurse/midwife specialist role	6. Core competencies	7. Process for approval of specialist posts	8. Process for approval of individual nurses and midwives into CNS/CMS posts

Application for approval for an individual nurse or midwife as a CNS/CMS can be made at the time of application for post approval or in order to fill a previously approved post which is vacant. The National Council’s criteria for the person (see page 8) must be adhered to.

The application for the person should be submitted to the NMPDU for approval and the NMPDU then submits the application to the Council for entry into the database. The National Council ascertains that its criteria have been met. If the application does not meet all the relevant criteria the National Council will not enter the details onto the data base and the NMPDU will be contacted to take the appropriate action.

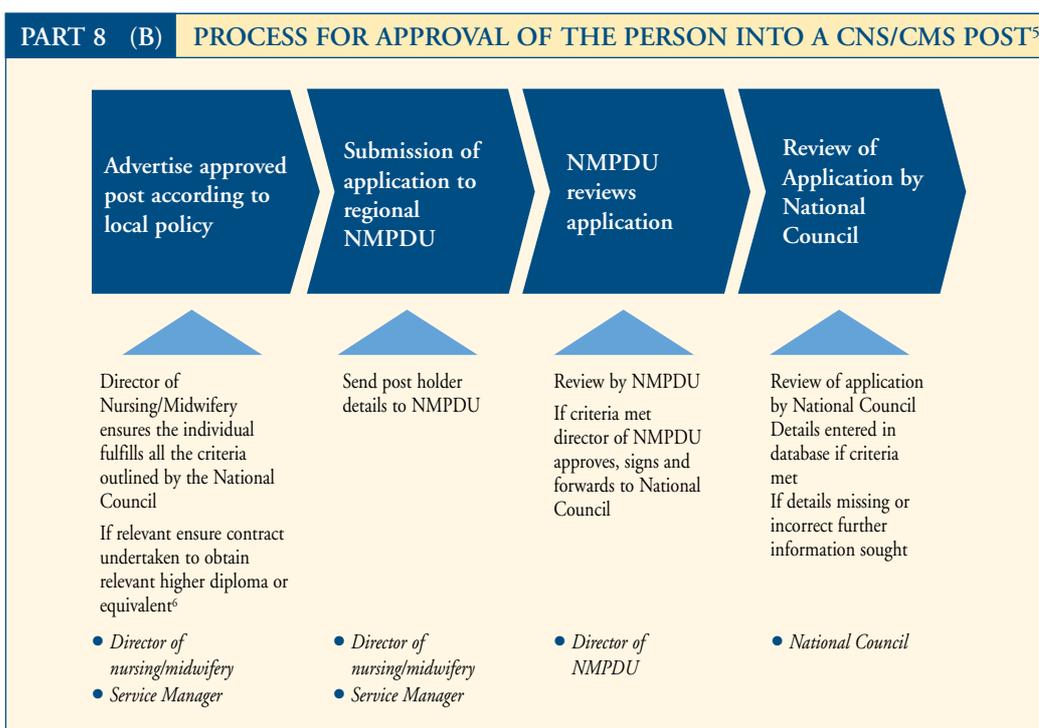
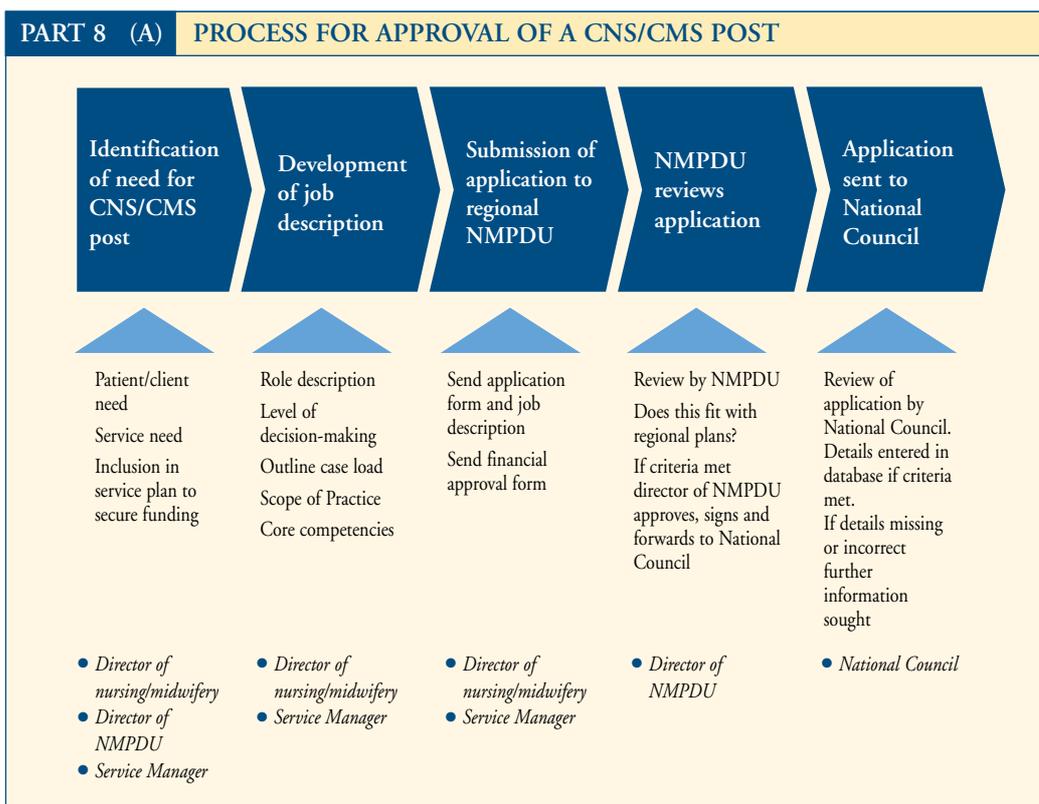
**Employer Responsibility**

Employers should update previous job descriptions to take account of identified changes in service need and additional

competencies that may be required. Any changes to the status of the post, i.e., a change from full-time to job-sharing or a reduction in hours should be notified in writing to the National Council via the NMPDU.

## National Council Responsibility

As part of its statutory monitoring function the National Council conducts regular audits to identify the commitment to undertake a higher diploma or equivalent for those nurses and midwives who have given a contractual undertaking to do so and takes appropriate action as necessary.



<sup>5</sup>This process can be done at the time of application for post approval or at a later date as a separate process if appropriate.

<sup>6</sup>The person must be educated to higher diploma level or equivalent. If the appointed candidate is not educated to higher diploma level or equivalent, he/she must undertake a contractual agreement to obtain a relevant higher diploma or equivalent. Credit must be given to prior education, learning and experience.

# Aid to Developing Job Descriptions

The following is an aid to assist the relevant healthcare and/or human resource personnel in the formulation of the job description for clinical nurse/midwife specialists.

HEADING	DETAILS TO BE INCLUDED UNDER EACH HEADING
Job Title	<ul style="list-style-type: none"> <li>● <b>Clinical Nurse Specialist</b> (+ <i>title of specialty</i>)</li> <li>● <b>Clinical Midwife Specialist</b> (+ <i>title of specialty</i>)</li> <li>● The area of specialty is a defined area of nursing/midwifery practice requiring the application of specially focused knowledge and skills which are necessary to improve the quality of patient/client care</li> </ul>
Grade	<ul style="list-style-type: none"> <li>● Equivalent to Clinical Nurse/Midwife Manager 2 (CNM2/CMM2)</li> </ul>
Whole Time Equivalent Hours	<ul style="list-style-type: none"> <li>● The hours in which the post-holder is employed in the CNS/CMS capacity must be stated</li> <li>● The person may be employed in a full-time capacity by the organisation, either full-time in the specialist role or part-time in the specialist role and part-time in another non-specialist role<sup>7</sup></li> </ul>
Reporting Relationship	<p>The post-holder is:</p> <ul style="list-style-type: none"> <li>● Professionally accountable to a senior nurse/midwife manager and clinically accountable to a senior nurse/midwife manager (or another named professional member of the healthcare team as appropriate)<sup>8</sup></li> </ul>
Location	<ul style="list-style-type: none"> <li>● Department/Centre/Unit</li> <li>● Hospital/Service/Organisation</li> <li>● Health Region</li> </ul>
Background to Post	<p><b>Generic</b></p> <ul style="list-style-type: none"> <li>● The health care need addressed by the introduction of the CNS/CMS post should be outlined</li> <li>● The likely benefits and outcomes of a CNS/CMS service for patient care should be enumerated. References may be made to relevant health policy documents</li> </ul> <p><b>Specific</b></p> <ul style="list-style-type: none"> <li>● Evolution and development of nursing/midwifery roles in the specific clinical practice area</li> <li>● Effect of policy changes on professional practice and health service provision (local/national/international)</li> <li>● Geographical aspects of the service</li> <li>● Demographics of the region/locality</li> <li>● Service need addressed by post</li> </ul>
Purpose of Post	<p>Indicate:</p> <ul style="list-style-type: none"> <li>● How the post (will) contribute(s) to optimal healthcare provision</li> <li>● How the post (will) complement(s) the role of other members of the interdisciplinary/multidisciplinary health care team(s)</li> </ul>

<sup>7</sup>19.5 hours is considered the minimum hours per week that a CNS/CMS should work, in order to maintain their competencies required for the role. Where the post is less than 19.5 hours substantive additional evidence will need to be supplied detailing how the post-holder will be able to fulfill all the core concepts of the role and how the maintenance of competency will be achieved.

<sup>8</sup>In the absence of a nursing/midwifery management structure formal links must be established with an agreed nurse/midwife manager with regard to professional matters. This may be organised on a local basis as appropriate and should be through the Nursing and Midwifery Planning and Development Units.

## Other Points

### The job description should clearly indicate:

- To what extent the CNS/CMS is autonomous in his/her practice.
- The CNS's/CMS's level of decision-making.
- The settings in which the CNS/CMS provides a specialist service (specialist unit, out-patient department, other units within the hospital/service, etc).
- How, and the extent to which, patients/clients are referred to the CNS/CMS.
- The nature of the case load that the CNS/CMS will carry.

## Table 2: Core Competencies

The following table outlines the five core concepts and the associated core competencies and should be used as a guide when devising job descriptions.

CORE CONCEPT	ASSOCIATED COMPETENCIES
<p><b>Clinical Focus</b></p> <ul style="list-style-type: none"> <li>• Indicate how responsibilities/tasks relate to specialist area</li> </ul> <p><b>Direct Care</b></p> <ul style="list-style-type: none"> <li>• Assessment, planning, delivery and evaluation of care to patients/clients and families - specific examples of assessment methods and aims of same, examples of interventions and their likely outcomes, etc</li> <li>• Details of patient/client case load - approximate numbers attended in own unit and in other settings (if appropriate), presenting conditions/diseases, etc</li> <li>• Details of any nurse-led/midwife-led services/clinics, etc</li> </ul> <p><b>Indirect Care</b></p> <ul style="list-style-type: none"> <li>• Activities influencing others (members of the interdisciplinary team, family, other carers) - examples of these activities</li> </ul>	<ul style="list-style-type: none"> <li>• Articulates and demonstrates the concept of nursing and midwifery specialist practice within the framework of relevant legislation, the Scope of Nursing and Midwifery Practice Framework (An Bord Altranais 2000), The Code of Professional Conduct (An Bord Altranais 2000) and Guidelines for Midwives (An Bord Altranais 2001)</li> <li>• Possesses specially focused knowledge and skills in a defined area of nursing or midwifery practice at a higher level than that of a staff nurse/midwife</li> <li>• Performs a nursing/midwifery assessment, plans and initiates care and treatment modalities within agreed interdisciplinary protocols to achieve patient/client-centred outcomes and evaluates their effectiveness</li> <li>• Identifies health promotion priorities in the area of specialist practice</li> <li>• Implements health promotion strategies for patients/client groups in accordance with public health agenda</li> </ul>
<p><b>Patient/Client Advocate</b></p> <ul style="list-style-type: none"> <li>• Communicates, negotiates and represents patient/client values and decisions in collaboration with other professionals and community resource providers</li> <li>• Elaborate on how this extends beyond that of a generic nurse/midwife</li> </ul>	<ul style="list-style-type: none"> <li>• Enables patients/clients, families and communities to fully participate in decisions about their health needs</li> <li>• Articulates and represents patient/client interests in collaboration with the interdisciplinary/multidisciplinary team</li> <li>• Implements changes in healthcare service in response to patient/client need and service demand</li> </ul>
<p><b>Education and Training</b></p> <p>Facilitates staff development and patient education</p> <ul style="list-style-type: none"> <li>• Specify - grades of staff/members of interdisciplinary team for whom education/training programmes the CNS/CMS (will) provide(s) educational/training activities; other persons for whom the CNS/CMS (will) provide(s) education/training programmes (eg, patients/clients, family members, carers; support groups; professional associations, etc); types of education/training programmes (to be) provided by the CNS/CMS (ie, formal and informal activities)</li> </ul>	<ul style="list-style-type: none"> <li>• Provides mentorship, preceptorship, teaching, facilitation and professional supervisory skills for nurses and midwives and other healthcare professionals</li> <li>• Educates patients/clients, families and communities in relation to their healthcare needs in the specialist area of practice</li> <li>• Identifies own CPD needs and engages in relevant CPD</li> </ul>
<p><b>Opportunities for continuing education</b></p> <ul style="list-style-type: none"> <li>• How the service/organisation will facilitate the CNS's/CMS's professional development</li> </ul>	

CORE CONCEPT	ASSOCIATED COMPETENCIES
<p><b>Audit and Research</b>                      The CNS/CMS should at the very least be delivering nursing care based on the best and most current evidence available</p> <ul style="list-style-type: none"> <li>● Audits current nursing/midwifery practice</li> <li>● Evaluates improvements in the quality of patient care</li> <li>● Contributes to nursing research relevant to the area of practice</li> </ul>	<ul style="list-style-type: none"> <li>● Identifies, critically analyses, disseminates and integrates nursing/midwifery and other evidence into the area of specialist practice</li> <li>● Initiates, participates in and evaluates audit</li> <li>● Uses the outcomes of audit to improve service provision</li> <li>● Contributes to service planning and budgetary processes through use of audit data and specialist knowledge</li> </ul>
<p><b>Consultant</b></p> <ul style="list-style-type: none"> <li>● Inter- and intra-disciplinary consultations, both internal and external, are recognised as part of the contribution of the CNS/CMS to the promotion of improved patient/client management</li> <li>● Consults with and is a consultant to other nurses/midwives and other healthcare professionals both within and outside the service</li> </ul>	<ul style="list-style-type: none"> <li>● Provides leadership in clinical practice and acts as a resource and role model for specialist practice</li> <li>● Generates and contributes to the development of clinical standards and guidelines</li> <li>● Uses specialist knowledge to support and enhance generalist nursing and midwifery practice</li> </ul>

# CNS/CMS Application Form - Post and Post-Holder

To be completed by the Director of Nursing/Midwifery and submitted to the Nursing and Midwifery Planning and Development Unit to sign and send to the National Council

## Post Details

Post No. (if known):

Title of Post:

Indicate if this is: (A) A new post  (B) A previously approved post

If (B) state name of previous post holder:

Whole time equivalent hours<sup>9</sup>:

Job description enclosed: YES

Name of organisation:

Address of organisation:

Name of regional boundary:

<sup>9</sup>19.5 hours is considered the minimum hours per week that a CNS/CMS should work, in order to maintain their competencies required for the role. Where the post is less than 19.5 hours substantive additional evidence will need to be supplied detailing how the post-holder will be able to fulfill all the core concepts of the role and how the maintenance of competency will be achieved.

## Post-Holder Details

First name (s):

Last name (s):

Maiden name (if applicable):  Date of birth:

Gender: Male  Female

Grade of previously held post: Staff Nurse  CNM1  CNM2

Other (please indicate):

Registerable qualifications *(please insert year of initial registration in each division of the register as applicable)*: Division *(please tick)* Year *(please insert)*

RGN	<input type="checkbox"/>	<input type="text"/>
RPN	<input type="checkbox"/>	<input type="text"/>
RM	<input type="checkbox"/>	<input type="text"/>
RCN	<input type="checkbox"/>	<input type="text"/>
RNID	<input type="checkbox"/>	<input type="text"/>
PHN	<input type="checkbox"/>	<input type="text"/>
RNT	<input type="checkbox"/>	<input type="text"/>

Number of years post-registration experience  
*(in the division of the register in which the applicant is currently practising)*

Number of years experience in the specialist area  
*(in the speciality in which the person is currently practising and that apply to this application)*

Academic awards (Service Managers should have verified original academic awards)

Title of award	Level of academic award	Duration of the programme	Awarding body	Year of award

Evidence of continuing professional development (please use additional sheets of paper as required):


If the applicant has **NOT** undertaken a relevant higher diploma or equivalent, he or she must contractually undertake with his/her manager to obtain such an award within a specified timeframe, to be decided at local level.

The applicant **has** a relevant higher diploma or equivalent: YES  NO

The applicant **does not** have a relevant higher diploma or equivalent and has signed a contract with his/her employer to undertake such a course: YES  NO

Please give details, in the space provided below, of intended academic award, including year of commencement, title of award and awarding institution:


Signature of Director of Nursing/Midwifery

Date:

Address:




Signature of Director of Nursing and Midwifery Planning and Development Unit

Date:

Address:

# Financial Approval Form for CNS/CMS Posts

All applications must be accompanied by a finance form which has been signed by the authorised budget holder.

Title of CNS/CMS post:

Name of Hospital/Service:

Is funding for this post approved at the level of  
Clinical Nurse/Midwife Manager II? YES  NO

Whole-time equivalent hours:

Authorised budget holder signature:

Title:

Date:

This declaration must be submitted by the hospital/service to the National Council together with the application form via the Nursing & Midwifery Planning & Development Unit.

