

## Job Description: Safetynet CNM1

**Job title:** Safetynet CNM1

**Particulars of Office:** Whole Time, Permanent, Pensionable  
*6 months probationary period*

**Reports to:** Senior Nurse Manager

### Why Join Safetynet Primary Care?

#### Our Mission

To deliver high-quality healthcare services for those who are socially excluded and who otherwise could not access care, promoting their wellbeing and advocating for an inclusive healthcare system

#### Our Values



Quality



Transparency



Inclusivity



Respect for others



Innovation

#### Employee Benefits

##### Health & Wellness

- 
- Group Healthcare Scheme
- 
- Wellness Programmes

##### Career Growth

- 
- Professional Development & Growth
- 
- Learning & Development Opportunities
- 
- E-Learning & Development Portal
- 
- Opportunities for Advancement

##### Extras

- 
- Team Bonding Events
- 
- Company Phone
- 
- Great Location
- 
- Casual Dress

##### Work-Life Balance

- 
- Paid Time-Off for Holidays & Sick Days
- 
- Work/Life Balance
- 
- Maternity Leave & Pay
- 
- Paternity Leave & Pay
- 
- Bereavement, Parental & Carers Leave
- 
- Sabbatical Leave
- 
- Remote Work Options

##### Financial Security

- 
- Pension Scheme
- 
- Competitive Salary
- 
- Annual Tax Saver Travel Scheme
- 
- Cycle to Work Scheme

## Safetynet Primary Care

Safetynet Primary Care is a Medical Charity providing services to those in our society most in need of health care but without access to appropriate care. Safetynet innovatively removes barriers by bringing healthcare to homeless people and vulnerable groups in hostels and drop-in services and by providing a mobile health service to rough sleepers. Safetynet provide GP and nursing services in the Inclusion Health Hub 5 days a week. A significant Migrant Health service has been developed, providing health assessment screening and GP clinics to vulnerable migrants, refugees and asylum seekers. We advocate for an inclusive health system and work towards integration of our patient's health care into mainstream services.

Safetynet Primary Care is an equal opportunities employer.

## Safetynet Nursing Services

Safetynet's nursing services are currently delivered across the Inclusion Health Hub, Jane's Place, the Homeless Primary Care Team (Inreach and Outreach), and the Mobile Health and Screening Unit. This role will be primarily based in the Inclusion Health Hub and Jane's Place.

### Inclusion Health Hub

Located at 60 Amiens Street, the Inclusion Health Hub is a daily GP and nursing service offering accessible primary care for people experiencing homelessness, vulnerable migrants, and other marginalised communities. The Hub provides both walk-in and appointment-based clinics throughout the week. Services include immunisations, chronic disease management, sexual health, baby clinics, phlebotomy, and mental health or specialist referrals. A multidisciplinary team—including GPs, nurses, administrators, and visiting specialists—delivers coordinated, trauma-informed care and supports patients to access mainstream health services.

### Jane's Place

Safetynet delivers two weekly GP clinics at Jane's Place, supported by a Safetynet nurse, offering comprehensive primary care, women's health services, and tailored supports that recognise the unique challenges faced by women in crisis. The service aims to reduce barriers to healthcare, promote wellbeing, and link women with ongoing supports and mainstream services.

Jane's Place is a dedicated women's service, run by Merchant's Quay Ireland, providing a safe, confidential, and supportive environment for women experiencing homelessness, trauma, social exclusion, or other vulnerabilities.

## Job Summary

The **CNM1** is responsible for the daily operation of the Safetynet Inclusion Health Hub at Amiens Street, overseeing clinical activity, supervising the full-time RGN, and ensuring safe and efficient service delivery. The role includes providing hands-on nursing care within GP clinics and contributing to the management and ongoing development of services for people experiencing homelessness, migrants, and other vulnerable groups.

The CNM1 will also provide direct nursing support in the women's health clinics at Jane's Place and contribute to the development and expansion of women's health services across Safetynet.

As Safetynet continues to adapt to the needs of our clients, the services requiring nursing support may develop and change over time.

The purpose of this role is to ensure that the clinical services assigned to you operate smoothly, safely, and in line with best practice.

## Principal Duties & Key Responsibilities

### Management

- Management and planning of the services assigned, currently Safetynet Inclusion Health Hub and Jane's Place.
- Managing and ordering clinical stock / equipment, medicines & vaccines
- Meet with GP leads, Medical Administrator and Safetynet Senior Nurse Manager monthly to plan the service and ensure strong clinical governance.
- Encourage staff to provide quality of service; ensures regular quality audits are carried out and findings are actioned and followed through.
- Supervise designated nursing staff, to include goal setting, development and support
- Ensure compliance with the relevant HIQA regulations and ensure to remain informed and knowledgeable of the regulatory environment.
- Maintain good employee relations and promote good communication with all relevant staff and teams.
- Ensure adherence to all standards and guidelines relating to professional nursing practice, behaviour and Safetynet standards.
- Responsible for the management of Cold Chain protocols in the Inclusion Health Hub and adherence to National Cold Chain policies, procedures and guidelines.
- Undertake other relevant duties as may be determined from time to time

### Clinical

- To act as CNM1 and provide a high level of professional and clinical leadership in the Safetynet Primary Care services you are assigned
- Provide safe, comprehensive nursing care to service users according to the Code of Professional Conduct as laid down by the Bord Altranais agus Cnáimhseachais na hÉireann (Nursing Midwifery Board Ireland) and Professional Clinical Guidelines
- Practice nursing according to: Professional Clinical Guidelines; National and Area Health Service Executive (HSE) guidelines; Local policies, protocols and guidelines; Current legislation
- Manage patient care to ensure the highest professional standards using an evidence based, care planning approach
- Manage own caseload in accordance with the needs of the post
- Provide nursing care to patients attending the clinics including -
  - **Immunisation** (Infant, childhood, catch up and pregnancy, Iu Pneumococcal vaccinations, Hepatitis B, Tetanus boosters and Rubella boosters, boostrix)
  - **Chronic Disease Management** (Cholesterol testing & dietary advice, Blood pressure monitoring, Nursing management of chronic respiratory disease, Nursing management of diabetes)
  - **Women's & Sexual Health** (Cervical Screening, Contraception, Opportunistic STI screening, Sexual Health advice)
  - **Skin / Wound care** (Treatment of venous leg ulcers and other skin injuries, Assessment and treatment of skin lacerations, Nursing management of skin conditions – eczema, psoriasis)
  - **Primary Care Nursing Duties** (Health promotion and education, Telephone triage and advice, Phlebotomy, Ear Irrigation, Administering prescribed long-term medications/injections (e.g. cytamen, Depoprovera, Depixol, Myocrisin)), ECG recording, 24-hour ABPM monitoring, Emergency treatment as required, Under 6's periodic assessments, Results Management)

#### ***Training will be provided for where necessary***

- Work closely with the Senior Nurse Manager in maintaining nursing standards and in the pursuit of continuous quality improvement, with the highest standards of patient care and best practice.
- Maintain professional standards in relation to confidentiality, ethics and legislation
- Ensure that service users and others are treated with dignity and respect

## **Administrative/Health & Safety**

- Liaise and network with other health professionals in the community and hospitals
- Assist with clinical policy and procedure development
- All staff have a responsibility to work with the organisations risk management strategy and its requirements
- Assist in observing and ensuring implementation and adherence to established policies and procedures e.g. health and safety, infection control, storage and use of controlled drugs etc.
- Ensure that effective safety procedures are developed and managed to comply with statutory obligations, in conjunction with relevant staff e.g. health and safety procedures, emergency procedures
- Observe, report and take appropriate action on any matter which may be detrimental to staff and/or service user care or wellbeing / may be inhibiting the efficient provision of care
- Provide weekly service updates and Bi-annual reports in collaboration with Senior Nurse Manager and Services Manager.
- Ensure that clinic settings you are managing are maintained in good order using appropriate procedures, that supplies are ordered / adequate, and that all equipment is clean and in good working order and ready for immediate use
- Adequately identify, assess, manage and monitor risk within their area of responsibility and escalate to senior management where appropriate
- Ensure completion of incident / near miss forms / clinical risk reporting while promoting a “no blame” culture
- Maintain appropriate and accurate written and electronic nursing records and reports regarding patient care in accordance with local / national / professional guidelines
- Ensure that effective safety procedures are implemented to comply with all statutory obligations in line with the Safetynet Health & Safety Statement.

## **Other Responsibilities**

- To promote a culture that values diversity and respect in the workplace.
- Promote the values of Safetynet in the workplace
- Engage in continuing professional development by keeping up to date with nursing literature, recent nursing research and new developments in nursing management, education and practice and to attend staff study days as considered appropriate.
- Provide supervision and assist in the development of knowledge, skills and attitudes of nursing staff in the inclusion health hub
- Undertake the role in a professional manner maintaining a high-quality standard of work, and in accordance with the aims, values and ethos of the Safetynet Primary Care
- Be self-servicing in terms of word processing, filing, record keeping, database input, administration, collating information and generating reports from Safetynet Primary Care data etc.
- Initiate and participate in research studies as appropriate
- Participate in internal/external meetings as required or deemed necessary
- Be an effective member of the Safetynet leadership team and participate fully in staff meetings and other committees of the Safetynet as required
- Engage in the Safetynet supervision and mentorship process in conjunction with your line Manager and staff as appropriate

## **Note**

This Job Description outlines the current responsibilities of the role. As the organisation frequently adapts its operations to meet the changing needs of its client group, the duties associated with this position may change.

## Person Specification

Eligible applicants will be those who on the closing date for the competition:

### Qualifications

#### Essential

- Are registered in the relevant division of the Register of Nurses & Midwives maintained by the Nursing and Midwifery Board of Ireland [NMBI] (Bord Altranais agus Cnáimhseachais na hÉireann) or entitled to be so registered.

#### AND

- Candidates must demonstrate evidence of continuous professional development.

#### Desirable

- Post Registration Qualification in the related area.
- Management qualification or commitment to undertake the same.

### Experience

#### Essential

- Have at least 3 years post registration full time (or an aggregate of 3 years post registration full time) experience of which 1 year (or an aggregate of 1 year post registration full time experience) must be in the speciality or related area.

#### AND

- Have the clinical, managerial and administrative capacity to properly discharge the functions of the role.

#### Desirable

- Previous management experience.
- Experience of working in a General Practice clinical setting.
- Experience of working with marginalised groups in the health care sector.

### Knowledge

#### Essential

- Demonstrate practitioner competence and professionalism to carry out the duties and responsibilities of the role.
- Display evidence-based clinical knowledge in making decisions regarding client care.
- Demonstrate an awareness of legislation and standards relevant to the role.
- Commitment to self and others Continuing Professional Development.

#### Desirable

- Demonstrate knowledge of managing Cold Chain protocols.
- Have a good working knowledge of the Health Information Quality Authorities (HIQA) standards.

### Planning & Organisational Skills

#### Essential

- Demonstrate evidence of effective planning and organising skills.
- Demonstrate effective analytical, problem solving and decision-making skills.
- Shows sound professional judgement in decision-making.
- Takes an overview of complex problems before generating solutions; anticipates implications / consequences of different solutions.
- Demonstrate resilience and composure in dealing with situations.
- Demonstrates flexibility and adaptability in their approach to work

#### Desirable

- Experience or commitment to eliciting patient feedback to assist in shaping continued service development.

## Communication / Interpersonal Skills

### Essential

- Demonstrate the ability to work on own initiative as well as part of a team
- Adopts a collaborative approach to patient care by co-ordination of care / interventions and interdisciplinary team working.
- Demonstrate strong interpersonal skills including the ability to build and maintain relationships. Fosters good professional work relationships between colleagues
- Demonstrates the ability to lead on clinical practice
- Demonstrate excellent interpersonal and communication skills including sufficient command of the English language to effectively carry out the duties and responsibilities of the role.
- Demonstrate ability to present information clearly and concisely in both written and oral format.
- Demonstrate IT skills relevant to the role and a willingness to develop these as required.
- Demonstrate evidence of ability to empathise with and treat patients and colleagues with dignity and respect.

## General

### Essential

- A desire to work in a busy, responsive environment.
- An interest in Inclusion health.
- A desire to work with marginalised groups.
- A desire to make positive change.
- Candidates must be of good character.

## Particulars of Office

**Appointment:** Whole time, permanent, pensionable

**Probationary Period:** Six Months

**Annual Salary:** €55,526

**Working Hours:** 35 Hours per week  
5 days per week: Monday – Friday (start time may vary depending on start times of services each day)

**Annual Leave:** 25 days per annum

**Location:** Based mainly in Dublin, some travel will be required across sites

- Post is subject to Garda Vetting

## How to Apply

Send your CV and cover letter to [careers@primarycaresafetynet.ie](mailto:careers@primarycaresafetynet.ie) by **16<sup>th</sup> February 2026**

For more information, visit [www.primarycaresafetynet.ie](http://www.primarycaresafetynet.ie)

Interviews will be held on 3<sup>rd</sup> March 2026

- Shortlisting may apply