



Job Title and Grade	Staff Nurse
Location of Post	Leopardstown Park Hospital
Details of Service	<ul style="list-style-type: none"> ❑ The service provides general care of the elderly with some elderly rehabilitation and respite service ❑ The client group is care of the older persons (> 65 years) with some rehabilitation ❑ The team structure is interdisciplinary; including Clinical Nurse Managers, Staff Nurses, Health Care Assistants, Medical Officer as well as Consultant Physician and Geriatricians. The Health and Social Care Professionals are made up of Physiotherapists, Occupational Therapists, Speech and Language Therapists and Social Worker, Dietician. Household staff also play an important role in the service ❑ People are admitted from the local hospitals, home and community services
Reporting Relationship	<p>The post holder: Is professionally accountable to the Director of Nursing or designated officer Will report to the Clinical Nurse Manager 1 or 2 or designated officer</p>
Purpose of the Post	The Staff Nurse will assess, plan, implement and evaluate care to the highest professional and ethical standards within the model of nursing care practiced in the hospital. The staff nurse will provide holistic, person centred care, promoting optimum independence and enhancing the quality of life for service users.
Principal Duties and Responsibilities	<p><u>Professional Responsibilities</u> The Staff Nurse will:</p> <ul style="list-style-type: none"> • Practice nursing according to the Code of Professional Conduct as laid down by the Nursing Board (An Bord Altranais) and Nursing and Midwifery Board of Ireland (Cnáimhseachais na hÉireann) and Professional Clinical Guidelines • Adhere to national, regional and local Health Service Executive (HSE) guidelines, policies, protocols and legislation • Work within their scope of practice and take measures to develop and maintain the competence necessary for professional practice • Maintain a high standard of professional behaviour and be accountable for their practice • Be aware of ethical policies and procedures which pertain to their area of practice • Respect and maintain the privacy, dignity and confidentiality of the patient

- Follow appropriate lines of authority within the Nurse management structure

Clinical Practice

The Staff Nurse will:

- Deliver the nursing care of an assigned group of patients within a best practice/evidence based framework
- Manage a designated caseload
- Promote the health, welfare and social wellbeing of patients within our services
- Actively participate as a multi-disciplinary/inter-disciplinary team member in all aspects of service delivery including case conferences, clinical meetings, team meetings
- Assess, plan, implement and evaluate individual person centred care programmes within an agreed framework and in accordance with best practice
- Develop and promote good interpersonal relationships with patients, their family/social network supports and the interdisciplinary care team in the promotion of person centred care
- Ensure that care is carried out in an empathetic and ethical manner and that the dignity and spiritual needs of the patient are respected
- Promote and recognise the patients' social and cultural dimensions of care and the need for links with their local community
- Collaborate and work closely with the patient, their family, multi-disciplinary/inter-disciplinary team, external agencies and services to facilitate discharge planning, continuity of care and specific care requirements
- Provide appropriate and timely education and information to the patient, their family and be an advocate for the individual patient and for their family
- Report and consult with senior nursing management on clinical issues as appropriate
- Maintain appropriate and accurate written nursing records and reports regarding patient care in accordance with local/national/professional guidelines
- Participate in innovation and change in the approach to patient care delivery particularly in relation to new research findings, evidence based practice and advances in treatment
- Participate in clinical audit and review
- Participate in community needs assessment and ongoing community delivery of care as appropriate
- Undertake Key Worker role as appropriate
- Promote a positive health concept with patients and colleagues and contribute to health promotion and disease prevention initiatives of the Health Service Executive
- Delegate to and supervise the work of their grades of staff within the remit of their role as appropriate

- Demonstrate flexibility by rotating/assisting in other units/care settings as required to meet nursing resource needs and the requirements of the integrated services programme (ISP)
- Refer clients to other services as required

Clinical Governance

The Staff Nurse will:

- Participate in clinical governance structures within the local/regional/national clinical governance framework
- Have a working knowledge of HIQA Standards as they apply to the role/care setting, for example, Standards of Healthcare national Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc.
- Contribute to ongoing monitoring, audit and evaluation of the service as appropriate
- Accurately record and report all complaints to appropriate personnel according to local service policy
- Participate in the development of policies/procedures and guidelines to support compliance with current legal requirement, where existing, for the safe storage and administration of medicines and other clinical products
- Participate in the development of policies/procedures and guidelines with health, safety, fire, risk and management personnel and participate in their development in conjunction with relevant staff and in compliance with statutory obligations
- Observe, report and take appropriate action on any matter which may be detrimental to patient care or well being
- Be aware of, and comply with, the principles of clinical governance including quality, risk and health and safety and be individually responsible for clinical governance, risk management/health and safety issues in their area of work
- Participate in the development, promotion and implementation of infection prevention and control guidelines
- Adhere to organisational dress code
- Assume responsibility for and coordinate the management of the unit/care setting in the absence of the Clinical Nurse Manager

Education, Training & Development

The Staff Nurse will:

- Take responsibility for own competency and learning and development needs and actively contribute to the learning and development of the interdisciplinary team
- Complete all mandatory training as deemed necessary by the Director of Nursing and Assistant Director of Nursing
- Participate in performance evaluation / review with their line manager, identifying areas for improvement and appropriate plans/measures to achieve them
- Provide feedback to the Clinical Nurse manager or the designated officer with regard to compilation of proficiency assessments for students in the clinical setting
- Develop and use reflective practice techniques to inform and guide practice as part of their daily work
- Identify and contribute to the continual enhancement of learning opportunities within a population health framework
- Participate in the clinical/ workplace induction of all new nursing and support staff
- Contribute to the identification of training needs pertinent to the clinical area
- Develop teaching skills and participate in the planning and implementation of orientation, training and teaching programmes for nursing students and other health-care staff as appropriate
- Having undergone appropriate training, act as a mentor/preceptor or clinical assessor for students
- Participate in the development of performance indicators in conjunction with the Clinical Nurse Manager
- Participate in innovation and change in the approach to service user care delivery, and contribute to the service planning process, based on best practice and under the direction of Nurse management/Nurse Practice Development, particularly in relation to new research findings and advances in treatment

Administration

The Staff Nurse will:

- Ensure that records are safeguarded and managed as per HSE/local policy and in accordance with relevant legislation
- Work closely with colleagues across the integrated services programme in order to provide a seamless service delivery to the client within the integrated services programme
- Maintain records and submit activity data/furnish appropriate reports to the Director of Nursing as required
- Contribute to policy development and formulation, performance monitoring, business planning and budgetary control
- Maintain professional standards including patient and data confidentiality

	<ul style="list-style-type: none"> • Contribute to the development and implementation of information sharing protocols, audit systems, referral pathways, individual care plans and shared care arrangements • Contribute to ongoing monitoring, audit and evaluation of the service as appropriate • Ensure that the care setting is maintained in good order using appropriate models, that supplies are adequate and that all equipment is in good working order and ready for immediate use • Ensure that equipment is safe to use and report any malfunctions in a timely manner • Assist with ordering of supplies as required and ensure the appropriate and efficient use of supplies is made and exercise economy in the use of consumables • Undertake other duties as required by the Director of Nursing or his/her designate <p>The above Job Specification 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>
<p>Eligibility Criteria Qualifications and/or experience</p>	<p>Candidates must:</p> <p>Be registered in the Register of Nurses maintained by An Bord Altranais agus Cnáimhseachais na hÉireann (Nursing and Midwifery Board of Ireland) Or be entitled to be so registered</p> <p style="text-align: center;">And</p> <p>Have the clinical and administrative capacity to properly discharge the functions of the role</p> <p>Note: Post holders must maintain annual registration with Bord Altranais agus Cnáimhseachais na hÉireann (Nursing Midwifery Board Ireland)</p> <p>Health A candidate 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>Character Each candidate for and any person holding the office must be of good character</p>
<p>Post Specific Requirements, additional</p>	<p>Any post specific requirement will be indicated at job offer stage, in line with service need</p>

qualifications and/or experience required	
Skills, competencies and/or knowledge	<ul style="list-style-type: none"> • Demonstrate practitioner competence and professionalism in order to carry out the duties and responsibilities of the role • Practices nursing care safely and effectively, fulfilling her/his professional responsibility within her/his scope of practice • Display evidence-based clinical knowledge in making decisions regarding client care • Demonstrate a commitment to continuing professional development • Demonstrate evidence of effective planning and organising skills • Demonstrate the ability to build and maintain relationships including the ability to work effectively as part of a multi disciplinary team • Demonstrates a commitment to providing a quality service • Demonstrate evidence of ability to empathise with and treat patients, relatives and colleagues with dignity and respect • Demonstrate effective analytical, problem solving and decision making skills • Demonstrates excellent communication skills, including sufficient command of the English language so as to effectively carry out the duties and responsibilities of the role • Practices in accordance with legislation affecting nursing practice • Demonstrate an awareness of developments within the HSE • Demonstrate knowledge of the HSE Transformation Programme • Demonstrate a willingness to engage and develop IT skills relevant to the role
Other requirements specific to the post	To be detailed at job offer stage
Competition Specific Selection Process	Short listing may be carried out on the basis of information supplied in your application form. The criteria for short listing are based on the requirements of the post as outlined in the eligibility criteria and skills, competencies and/or knowledge section of this job specification. Therefore is very important that you think about your experience in light of those requirements.
Shortlisting/Interview	Failure to include information regarding these requirements may result in you not being selected
Tenure	<p>The current vacancies available are permanent and whole-time</p> <p>The post is pensionable. A panel will be created from which permanent and specified purpose vacancies of full or part-time duration will be filled. The tenure of these posts will be indicated at “expression of interest” stage.</p>

Remuneration	Staff Nurse HSE Salary Scale €28,768 to €45,248
Working Week	The standard working week applying to the post will be 39 hours on a 7 day roster, night and day 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.
Probation	Probationary period is 9 months
Annual Leave	The annual leave associated with the post will be confirmed at job offer stage
Superannuation	Provision is made for pensions, and where applicable is in accordance with either the Local Government Superannuation Scheme or the Single Public Service Pension Scheme.
Protection of Persons Reporting Child Abuse Act 1998	As this post is one of those designated under the Protection of Persons Reporting Child Abuse Act 1998, appointment to this post appoints one as a designated officer in accordance with Section 2 of the Act. You will remain a designated officer for the duration of your appointment to your current post or for the duration of your appointment to such other post as is included in the categories specified in the Ministerial Direction. You will receive full information on your responsibilities under the Act on appointment.
Infection Control	Have a working knowledge of Health Information and Quality Authority (HIQA) Standards as they apply to the role for example, Standards for healthcare, national Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc.
	N.B The role of the Staff Nurse will not be limited by reference to this outline. This job description is applicable at the present time and may in detail; or emphasis in light of future changes or developments, with due consultation with the holder of the post.
	This is to confirm that I have received and read a copy of my Job Description Print Name: _____ Signed: _____ Date: _____ Line Manager: _____ Signed: _____ Date: _____