

**St Patrick's Centre (Kilkenny) Unit 11/12 Danville Business  
Park Kilkenny  
Staff Nurse Job Specification**

<b>Statement of Purpose</b>	<p>St Patricks Community Services will enable people to live a good life, in their own home, with supports and opportunities to become active, valued and inclusive members of their local communities.</p> <p>St Patrick's Community Services will enable a supported self- directed living (SSDL) model of provision which is underpinned by our beliefs, values and vision.</p>
<b>Job Title</b>	Staff Nurse
<b>Location</b>	<p>Each post holder will be required to be based within the relevant community location. The Staff Nurse will be required to work in a community facility to meet service needs.</p> <p>The exact location will be agreed with the Director of Services in advance of transferring from St. Patrick's Centre or commencing employment in St. Patrick's.</p> <p>You will be employed by St Patrick's Centre Services, which includes all services run by the Company; you may be required to work from an alternative community location in accordance with the needs of the service.</p>
<b>Purpose of the Role</b>	<p>The role of the Staff Nurse is to provide holistic, person-centred nursing care, promoting optimum independence, enhancing the quality of life for service users with intellectual, physical or sensory disability in all aspects of daily living.</p> <p>The person appointed to the post should be flexible in their approach to service provision and should have the ability to work as a member of a team. He/she will ensure that the needs of the people we support are being met through professional work practices.</p> <p>You will be required to take an active part in ensuring that day-to-day operations of the service are in line with policies and procedures.</p> <p>On occasion the person in the role may be expected to take responsibility for a unit or community facility in the absence of the Team Leader. She/he must practice in accordance with the Code of Professional Conduct as set out by the Nursing Board (NMBI) and within the policies and guidelines, and protocols of the settings in which they are employed.</p>
<b>Reporting Relationship</b>	<p>The Staff Nurse is a member of the relevant Community Team and reports to the Team Leader.</p> <p>Responsible to: DOS ,ADON'S, CSM's &amp; CNM's</p>

<p><b>Key Working Relationships</b></p>	<p>As part of the Community Team, the Staff Nurse will work and interact with the following:</p> <ul style="list-style-type: none"> <li>• Community Services Manager</li> <li>• CNM's, DOS, ADSON</li> <li>• Multi-Disciplinary Team</li> <li>• SCW</li> <li>• Care Assistant (Community)</li> <li>• Relevant support functions such as Human Resources, Finance, Maintenance, Health &amp; Safety, and Quality etc.</li> </ul>
<p><b>Principal Duties and Responsibilities</b></p>	<p><b>PROFESSIONAL &amp; ETHICAL PRACTICE</b></p> <p>Under the direction of the Team Leader, the Staff Nurse will practice nursing according to:</p> <ul style="list-style-type: none"> <li>• The Professional Code of Conduct as laid down by the NMBI</li> <li>• Professional Clinical Guidelines</li> <li>• National and regional HSE guidelines</li> <li>• Local policies, protocols and guidelines</li> <li>• Current legislation as it applies to the role</li> </ul> <p><b>The Staff Nurse will:</b></p> <ul style="list-style-type: none"> <li>• Assess, plan, implement and evaluate individualised person-centred care programmes within an agreed framework, in accordance with best practice and grounded in recent evidence based nursing research.</li> <li>• Develop and maintain close links with the person and their family ensuring a partnership approach.</li> <li>• Work closely with the multidisciplinary team to achieve optimal input for the person.</li> <li>• Maintain appropriate and accurate written records and reports regarding service user care in accordance with local and national guidelines.</li> <li>• Foster a philosophy of care that reflects the HSE and local services commitment to quality, using an evidenced based approach, in a safe environment maintaining the dignity of the person.</li> <li>• Foster a model of care that is facilitating and enabling.</li> <li>• Monitor overall healthcare, prevention of illness, and promote healthy lifestyles with the person.</li> <li>• Act as an advocate for the person and their families and provide information to empower them in decision making, goal setting and problem solving in order to optimise their contribution and facilitate their participation in community based activities.</li> <li>• Promote and maintain nursing standards of person centred care, including the promotion of normalisation and quality of life issues.</li> </ul>

	<ul style="list-style-type: none"> <li>• Participate in the development of protocols and guidelines, and the setting of professional nursing standards.</li> <li>• Be competent in relation to all relevant clinical policies and procedures.</li> <li>• Participate in service audits.</li> <li>• Comply with all legal requirements pertaining to care of service users with Intellectual Disability.</li> <li>• Encourage service user engagement in community activities and escort and participate in such activities thus promoting a socially inclusive model of living.</li> <li>• To promote a home-like atmosphere for people within the community home in a manner which will develop and promote the ability of each person to integrate and be included in local community life.</li> <li>• To foster, encourage and develop each persons self care skills, particularly in relation to personal hygiene, health matters and care for their personal appearance.</li> <li>• In supporting people to access the community by utilising transport options</li> <li>• To ensure that the community house and its surrounds are clean, tidy and presentable both inside and outside</li> <li>• To encourage, develop and maintain harmonious neighbourhood relationships and good communications with local residents and community organisations.</li> <li>• To recognise and develop appropriate channels through which each person of the community home can make a positive contribution to the neighbourhood in which they live.</li> <li>• To act as a "Key Worker" (RE-VISIT)</li> <li>• Ensure that all prescribed drugs and treatments are administered to the person, that the required records are kept of same, and that all storage and administration of drugs comply with the Medication Policy. (TO BE AMENDED)</li> <li>• To foster and help maintain good relationships between the person and their own families, and maintain liaison with the family of each person.</li> <li>• To accompany the person to hospital, clinics or to G.P.'s surgery as appropriate.</li> <li>• To work the agreed roster which at all times is person driven, this requires flexibility to ensure that the persons needs are met.</li> <li>• Ensure the safe use and care of equipment in the community house and to report faulty equipment, etc. should it arise.</li> <li>• To take account of service users' beliefs,doctrines and cultures.</li> </ul>
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<p><b>Professional Expectation</b></p>	<p>The Staff Nurse must have a working knowledge of the 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 and comply with associated HSE protocols for implementing and maintaining these standards.</p> <ul style="list-style-type: none"> <li>- The Staff Nurse must comply with the Code of Professional Conduct as laid down by the NMBI.</li> <li>- The nursing profession demands a high standard of professional behaviour from its members and each registered nurse is accountable for his or her practice.</li> <li>- The nurse must work within his / her scope of practice and must take measures to develop and maintain the competence necessary for professional practice.</li> <li>- Service users' confidentiality must be maintained at all times.</li> <li>- The Nurse must not undertake any duty related to people for which he/she is not trained</li> </ul> <p>The Nurse must be aware of ethical policies and procedures which pertain to his / her area of practice including:</p> <ul style="list-style-type: none"> <li>• Statutory legislation in particular but not exclusively the Health Act 2007</li> <li>• National and St Patrick's agreed Policies and Codes of Good Practice, including Safeguarding Vulnerable Persons at Risk of Abuse, Confidentiality &amp; Data Protection, Medication Policy</li> <li>• Notification of accidents and other Health and Safety requirements in compliance with St. Patricks agreed policies and procedures</li> <li>• Fire precautions</li> <li>• Health &amp; Safety</li> </ul>
<p><b>Education &amp; Staff Development</b></p>	<ul style="list-style-type: none"> <li>• Participate in the planning and implementation of orientation and teaching programmes of Student Nurses and other health care staff in the clinical setting.</li> </ul>

	<ul style="list-style-type: none"> <li>• Act as a mentor, preceptor or clinical assessor for learners in the clinical environment as deemed appropriate.</li> <li>• Provide feedback to the Team Leader/CNM/CSM/ADON with regard to compilation of proficiency assessments for students in the clinical setting.</li> <li>• Contribute to the identification of training needs pertinent to the clinical area.</li> <li>• Identify and contribute to the continued enhancement of learning opportunities in the clinical area.</li> <li>• Participate in the induction of new staff in the clinical area and ensure the potential of all staff is identified and encouraged.</li> <li>• Provide education and information to service user/family as required.</li> <li>• Take responsibility for own learning.</li> </ul>
<b>Administration/Management</b>	<ul style="list-style-type: none"> <li>• Accept overall responsibility for and co-ordinate the management of care for service users in assigned area.</li> <li>• Take management responsibility for an assigned area in the absence of the Team Leader.</li> <li>• Provide support and give feedback to the Team Leader.</li> <li>• Ensure compliance with Health and safety legislation and risk management policy. Participate in the development of policies within both these areas in conjunction with the relevant staff.</li> <li>• Supervise and work with other grades of staff within the remit of his/her role and co-ordinate and contribute to the interdisciplinary team approach to clinical care.</li> <li>• Accurately record and report all complaints to appropriate personnel according to local service policy.</li> </ul>
<b>Post Specific Requirements</b>	<p>Demonstrate professional knowledge and experience across the Intellectual Disability scope of nursing practice in a number of settings including but not limited to:</p> <ul style="list-style-type: none"> <li>• Nursing Practice, procedures &amp; Techniques</li> <li>• Continuing Care</li> <li>• Behaviours that Concern.</li> <li>• Quality Care</li> <li>• Risk management.</li> <li>• Person Centred Planning.</li> </ul>
<b>Qualifications / Experience / Criteria</b>	<p><b>Candidates must have:</b>  <i>Essential:</i> Nursing Qualification – in Intellectual Disability &amp; must maintain annual registration with the NMBI. <i>Preferably</i> - Psychiatric, General, or Children's .</p> <p><b>Essential</b>  Full clean drivers licence and business class insurance</p>

	<p>Desirable: HSE Land Medication Management Course</p> <p><b>Experience:</b></p> <ul style="list-style-type: none"> <li>• Experience of working with and supporting people with Intellectual Disabilities</li> <li>• Experience of working with persons with behaviours that challenge</li> <li>• Experience of working collaboratively with multiple internal and external stakeholders, as relevant to this role</li> <li>• Knowledge of clinical and/or corporate governance</li> <li>• Working knowledge of HIQA standards</li> <li>• Excellent communication, teamwork, interpersonal, organisational skills</li> <li>• Ability to work as part of a multi-disciplinary team</li> <li>• Excellent report writing skills</li> </ul> <p><b>Health</b></p> <p>In order to be successful a candidate must be fully competent and capable of undertaking the duties as above and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.</p> <p><b>Character</b></p> <p>Anyone holding the position of Staff Nurse must be of Good Character.</p>
<p><b>Skills, competencies and/or knowledge</b></p>	<ul style="list-style-type: none"> <li>• Demonstrated report writing skills</li> <li>• Sufficient clinical knowledge reasoning skills and evidence based practice to carry out duties and responsibilities of the role.</li> <li>• That he/she practices nursing safely and effectively, fulfilling her/his professional responsibility with her/his scope of practice.</li> <li>• That he/she practices in accordance with legislation affecting nursing practice.</li> <li>• The ability to plan and organise effectively.</li> <li>• A commitment to providing a quality service.</li> <li>• The ability to build and maintain relationships including the ability to work effectively as part of a multi-disciplinary team.</li> <li>• Effective analytical, problem solving and decision making skills.</li> <li>• Excellent communication skills, including sufficient command of the English language so as to effectively carry out the duties and responsibilities of the role.</li> <li>• Evidence of ability to empathise with and treat users of services, relatives and colleagues with dignity and respect.</li> <li>• A commitment to continuing professional development.</li> <li>• Knowledge of HSE Transformation Programme.</li> <li>• A willingness to engage and develop Information Technology skills relevant to the role.</li> </ul>

*All position descriptions are liable to change following proper consultation and agreement of all relevant parties as this is a national grade alignment to the HSE Pay Scale, the above may be subject to changes agreed nationally in the HSE.*