## Role Profile

<table>
<thead>
<tr>
<th>Role Title</th>
<th>Staff Nurse, Critical Care</th>
</tr>
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<tbody>
<tr>
<td>Purpose of the Role</td>
<td>The post holder is responsible for managing the care of patients and the needs of their families, ensuring that quality is maintained. She/he is required to develop additional clinical skills specific to the area of critical care nursing and to work as part of the Multidisciplinary Team to deliver a high standard of care to patients within St. James's Hospital.</td>
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<tr>
<td>Department/Directorate</td>
<td>ICU/HDU, Cardiorthoracic ICU/HDU &amp; National Burns Unit-Surgery Anaesthesia &amp; Critical Care Directorate (SACC) CCU/Cath Lab – Medicine &amp; Emergency Directorate (MED)</td>
</tr>
<tr>
<td>Reports to</td>
<td>Clinical Nurse Manager II / Clinical Nurse Manager III Professionally Accountable to the Director of Nursing</td>
</tr>
<tr>
<td>Key Direct Reports</td>
<td>Support Staff, Student Nurses as appropriate</td>
</tr>
<tr>
<td>Grade</td>
<td>Staff Nurse</td>
</tr>
<tr>
<td>Salary Scale</td>
<td>€27, 211 - €43,800 (LSI x1)</td>
</tr>
<tr>
<td>Job Reference Number</td>
<td>30461/15</td>
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### Enquiries To:

- **General ICU/HDU** – Ms Rynagh Gilligan, CNM III ICU/HDU, Tel: 01-4162564, Bleep 794, Email: rgiligan@stjames.ie
- **Cardiorthoracic ICU/HDU** – Ms. Grainne McDonald, CNM III Keith Shaw ICU/HDU, Tel: 01-4103354, Bleep 317, Email: grainnm@stjames.ie
- **National Burns Unit** – Ms Helen Nolan, CNM 11 Dr Steevens Burns Unit, Tel 01 416 2326/7, Email: phnolan@stjames.ie
- **CCU/Cath Lab** – Ms. Catherine Carey, ADON MED Directorate, Tel 01-4103397, Bleep 252, Email: ccarey@stjames.ie

### Closing date
Sunday, 4th October 2015

### Key Duties and Responsibilities

A staff nurse is a registered nurse who is involved in direct patient care with the responsibility of providing the highest standard of evidence based nursing care in partnership with other health care professionals.

- Responsibilities include assessing, planning, delivering and evaluating highly specialised nursing care, using a holistic approach.
- When providing direct patient care, they observe, assess, and record symptoms, responses, and progress.
- They also supervise and assess student nurses and other junior staff in the clinical area.
- The Registered Nurse must adhere to Code of Professional Practice and Behaviours

* The above Role Profile 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. This Role Profile will be subject to review in the light of changing circumstances.

### Academic/Professional Qualifications and/or relevant Experience

SJJ Nursing Staff Nurse Role Profile 26.07.13
**Required:**
- Registered General Nurse with The Nursing & Midwifery Board of Ireland (NMBI), or eligible to register with NMBI.
- A minimum of one years experience in General Medical / Surgical Nursing plus 6 months experience working within a Critical Care environment in an acute hospital within the last 3 years
- **OR**
- A minimum of one years experience in a Critical Care environment in an acute hospital within the last 3 years

**Desirable**
- Post Graduate Qualification in Intensive Care Nursing / Critical Care Nursing / Cardiovascular Nursing

**Technical/Clinical Competencies**

**Required:**
- Basic IT Skills
- Basic Life Support

**Desirable**
- N/A

* On the application form please write about your current level of knowledge, skill and/or ability in relation to these Technical and/or Clinical Competencies.

**SJH Behavioural Competencies**

<table>
<thead>
<tr>
<th>Competency Required</th>
<th>Level</th>
<th>Appropriate Descriptors</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>The following “Descriptors” are a further clarification of the behaviour required. Candidates will be assessed in detail at the Interview Stage.</td>
</tr>
</tbody>
</table>

Team Player
- Level 1
  - Is tolerant of **diverse** values and beliefs
  - **Considers** how one's behaviour might impact others
  - Knows when and where to ask for **help**

Professionalism
- Level 1
  - Understands their own Scope of Practice
  - Understands the need to apply hospital and/or professional **standards, policies and procedures** to their area of practice

Communication
- Level 1
  - Clearly and confidently **articulates** ideas and opinions and their underlying rationale
  - Draws on a variety of communication **methods** to fit situation/circumstances
  - Listens openly, using questions to check for understanding/avoid **misinterpretation**

Quality of Service
- Level 1
  - Is patient & **customer centred** at all times.
  - Is **flexible / adaptable** to meet unexpected demands.
<table>
<thead>
<tr>
<th>Continuous Learning and Development</th>
<th>Level 1</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>• Is receptive to constructive feedback;</td>
</tr>
<tr>
<td></td>
<td>acknowledges own limitations</td>
</tr>
<tr>
<td></td>
<td>• Learns quickly and gets up to speed with new</td>
</tr>
<tr>
<td></td>
<td>ideas or procedures</td>
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Proficiency in the English language

A level of proficiency in the English language, written and spoken, is a requirement of all roles within St. James’s Hospital. You will be required to self-assess your proficiency level in the Standard Application Form. **In addition, your proficiency in spoken English will be assessed during the interview process appropriate to the role available.**

Particulars of Office

1. The appointment to this post will be Permanent/Temporary, Full Time and Pensionable.
2. Annual Leave allowance is between 24 – 27 days per annum. Please note that annual leave allowances may be amended in line with directives from the Department of Public Expenditure and Reform in accordance with the Standardisation of annual leave and related allowances in the public sector.
3. The person appointed must give a minimum of one month’s notice in writing, of intention to resign.
4. Normal working hours will be 39 hours per week.
5. You will be required to work the agreed roster / on call arrangements advised to you by your line manager. Your contracted hours of work are liable to change between the hours of 8.00am - 8pm over seven days to meet the requirements for extended day services in accordance with the terms of the Framework Agreement.
6. In relation to CCU/Cath Lab staff there is a requirement to attain relevant competencies which will require a min of 4 months placement within the Cath Lab and inclusion on the On-Call Stemi rota going forward.

General Conditions

1. The Hospital Board will not be responsible for the loss or theft of personal belongings.
2. Fire orders must be observed and staff must attend fire lectures annually.
3. All accidents within the department must be reported immediately.
4. In accordance with the "Safety, Health and Welfare at work act 1989", all staff must comply with all safety regulations.
5. In line with the Tobacco Regulations Act 1990 Smoking within the hospital buildings is Not Permitted.

Infection Control & Hygiene

It is the responsibility of all staff across the hospital to ensure that infection control and hygiene standards are adhered to and maintained at all times.

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 services 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 kept in safe custody when no longer required.

Health:

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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.

**Recruitment Process**

- Approval to Hire (VAF process)
- Hiring Manager – Role Profile
- Advertising
- Application Process (Standard Application Form)
- Short listing of Candidates will be based on information provided in Standard Application Form
- Interview Process
- All applicants who move to the 2nd stage of the Selection process (i.e. post interview) will be subject to Reference Checking X 2, Self Declaration, Garda Clearance and Occupational Health Screening (Questionnaire)
- All external successful candidates who take up appointment will be required to attend a 1 week Mandatory Induction Programme.

**For External Applicants:**

The Application Form is available under **Nursing Posts** section of Careers webpage.

Alternatively, please contact the Human Resources Directorate for an application form, Ph: 01 4162559 or Email: humanresources@stjames.ie. Please note closing date **Sunday, 4th October 2015** for receipt of **completed** application forms. C.V.s will not be accepted.

*A panel may be formed from which future vacancies will be filled*

*St. James’s Hospital is an Equal Opportunities Employer*