# Role Profile

<table>
<thead>
<tr>
<th>Role Title</th>
<th>Staff Nurse – Haematology/Oncology</th>
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<tbody>
<tr>
<td><strong>Purpose of the Role</strong></td>
<td>To work as part of the multidisciplinary team to deliver a high standard of care to patients within St. James’s Hospital. The post holder is responsible for managing the care of patients and the needs of their families, ensuring that high quality is maintained. She/he is required to develop additional clinical skills specific to the area of appointment.</td>
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<tr>
<td><strong>Department/Directorate</strong></td>
<td>Hope Directorate</td>
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<tr>
<td><strong>Reports to</strong></td>
<td>Clinical Nurse Manager II / Clinical Nurse Manager III Professionally Accountable to the Director of Nursing</td>
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<tr>
<td><strong>Grade</strong></td>
<td>Staff Nurse</td>
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<tr>
<td><strong>Salary Scale</strong></td>
<td>€29,056 - €45,701 (LSI x 1)</td>
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<td><strong>Job Reference Number:</strong></td>
<td></td>
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<tr>
<td><strong>Enquiries To:</strong></td>
<td>Ms Norma O’Riordan, Assistant Director of Nursing, HOPE Directorate, Phone: (01) 4162002, Email: <a href="mailto:noriordan@stjames.ie">noriordan@stjames.ie</a></td>
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<tr>
<td><strong>Closing Date:</strong></td>
<td>Sunday, 16th June 2019</td>
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## 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.

- Their role is to promote health, prevent disease, and help patients cope with illness.
- 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.**
**Academic/Professional Qualifications and/or relevant Experience**

**Required:**
- Be Registered in the General Division of the Register of Nurses & Midwives maintained by the Nursing & Midwifery Board of Ireland (NMBI)
- OR
- Have received a decision letter from the NMBI to undertake a period of Adaptation and assessment in Ireland.
- AND
- Minimum of six months experience (post graduate or undergraduate) in medical/surgical nursing in an acute hospital setting within the past 4 years.

**Note:** Post holders must maintain annual registration with NMBI.

**Desirable:**
- At least 6 months experience caring for patients undergoing oncology, haematology or radiotherapy treatments.
- Relevant post-graduate qualification.

**Technical/Clinical Competencies**

**Required:**

**Desirable:**
- Basic I.T. Skills.
- Basic Life Support
- Teaching and assessing skills
- Venepuncture and cannulation
- Chemotherapy management

**SJH Behavioural Competencies**

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<tr>
<th>Competency</th>
<th>Level Required</th>
<th>Appropriate Descriptors</th>
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| Communication   | 1              | • Listens openly, using questions to check for understanding/ avoid misinterpretation.  
                 |                | • Knows when, how, and whom to contact on various issues  
                 |                | • Knows when to talk and when to listen.  |
| Team player     | 1              | • Helps others: proactively takes on different roles according to the needs of the team.  
                 |                | • Is aware of how their behaviour might impact on others.  
                 |                | • Is aware of the wider team goal and |
seeks to deliver on own contribution to this wider team.

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<tr>
<th>Continuous Development –Personal and professional</th>
<th>1</th>
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<tbody>
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<td>• Understands own scope of practice, and maintains appropriate and professional boundaries.</td>
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<td>• Learns quickly and keeps up to date with new ideas procedures and IT systems.</td>
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<td>• Is receptive to constructive feedback: acknowledges own limitations and recognises development opportunities</td>
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<th>Quality and Safety Service</th>
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<td>• Strives to achieve results in quality and safety.</td>
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<td>• Understands the role of multi-disciplinary teams for patient care/ customer service and quality. Seeks input from others where appropriate.</td>
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<td>• Demonstrates compassion and consideration to all at all times.</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 **Wholetime, Permanent and Pensionable**.
2. Annual Leave allowance is **24 – 27 days** per annum.
3. The person appointed must not give less than **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 will be liable to change based on the 24 hour / 7 day week roster system in place across the hospital. You may be required to work overtime on an exceptional basis depending on work requirements.

**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 complete fire training every 2 years.
3. All accidents within the department must be reported immediately.
4. In accordance with the "Safety, Health and Welfare at Work Act 2005”, all staff must comply with all safety regulations.
5. St James Hospital is a smoke free Campus. Smoking is not permitted within the Hospital Buildings or on the grounds.

**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
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.

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.

Recruitment Process
- Approval to Hire (VAF process)
- Hiring Manager – Role Profile
- Advertising
- Application Process (Standard Application Form)
- Shortlisting 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, Garda Clearance and Occupational Health Screening (Questionnaire)
- All successful candidates who take up appointment will be required to attend a 1 week Mandatory Induction Programme.

Application Procedure:

To apply for this position or any other Staff Nurse position advertised currently please complete a single Staff Nurse Application Form, clearly indicating the speciality areas of interest to you and return your completed application form to nursejobs@stjames.ie within the Recruitment & Selection Division, Human Resources Directorate no later than Sunday 16th June 2019.

Alternatively, please contact the Human Resources Directorate for an application form, Telephone: 00353 1 4162559 or Email: nursejobs@stjames.ie

A Panel will be formed for which future vacancies will be filled

St. James’ Hospital is an Equal Opportunities Employer

May 2019