

PERSON SPECIFICATION

Post: Staff Nurse		Date Updated: February 2019
	Essential Criteria	Desirable Criteria
A. Qualifications and Experience	<ul style="list-style-type: none"> A recognised validated University Degree or an equivalent qualification in General or Paediatric Nursing or Intellectual Disability Nursing. Candidates should be eligible to work in Ireland. Must be registered with An Bord Altranais. 	<ul style="list-style-type: none"> Registered Children's Nurse with the Nursing & Midwifery Board of Ireland (NMBI) or General Nursing. Experience of working with children with physical disabilities and learning disabilities, and their families.
B. Organisational and Professional Knowledge	<ul style="list-style-type: none"> Works within their scope of practice and takes 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. Demonstrates knowledge of nursing theory and practice. Demonstrates a clear understanding of the social model of disability. Demonstrates a person centred approach in the delivery of services to people with disabilities. 	<ul style="list-style-type: none"> Experience developing personal plans. Experience developing Care Plans. Experience of Working in a multi-disciplinary team. Auditing prescription sheets. Transcribing. Display high level of clinical knowledge/skills.

	<ul style="list-style-type: none"> • Broad knowledge of Enable Ireland Services. • Delivers care within a best practice/evidence based framework. • Have a working knowledge of Microsoft office packages and service related database systems. • Understanding of HIQA standards and registration process in particular Si 365-367 • Awareness of child protection issues. 	
<p>Core Competencies</p> <p>C. Planning & Organising Activities & Resources.</p> <p>D. Professional Development & Standards in the Service.</p> <p>E. Integrity & Decision making.</p>	<p>The post holder will demonstrate an ability to;</p> <ul style="list-style-type: none"> • Manages a designated caseload. • Maintain accurate written nursing records and reports in accordance with professional guidelines. • Promotes health, welfare and social wellbeing of service users in the service. • Understanding of relevant legislation and professional standards to ensure compliance with best practice. • Demonstrates clinical skills in assessment, intervention and diagnostics in relation to children. • Make decisions in an ethical manner, consistent with An Bord Altranais guidelines. • Recognise when further intervention/referral is required. 	<ul style="list-style-type: none"> • Experience of working with children with medical issues e.g. PEG & NG Tube. • Provided training and assessment of other staff members. • Manual handling. • First aid. • HACCP Training. • MAPA or positive behavioural support. • Computer skills. • Willingness to engage in additional training as required. • Experience in making decisions in consultation with interdisciplinary teams. • Experience in including families in

<p>F. Building & Maintaining Working Relationships.</p> <p>G. Team Working</p> <p>H.Proactive Approach adaptability/Flexibility</p>	<ul style="list-style-type: none"> • Demonstrates reflective practice techniques to inform and guide their practice. • Demonstrates knowledge and ability to intervene in Nursing Emergencies. • Develops and promote good interpersonal relationships with service users and families. • Ability to communicate at all levels within the service. • Disseminate information appropriately in a clear manner. • Develop and maintain communication links with other agencies as appropriate. • Excellent interpersonal and written communication skills. • Participate as an interdisciplinary team member in all aspects of service delivery including case conferences, clinical meetings and team meetings. • Ability to work collaboratively with others. • Understands complexity of team working. • Is flexible, adaptable and open to change. • Demonstrate a proactive approach to overall performance. • Innovative and creative. • Willingness to embrace service development and change. 	<p>decisions in a family centred approach.</p>
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Special Aptitudes	<ul style="list-style-type: none"> • Empathy • Willingness to promote independence • Child centred attitude. 	<ul style="list-style-type: none"> • “Class B” Full Driving Licence • Interests in Art/Drama, Sport, swimming.
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