



PERSON SPECIFICATION

Job Title/Grade Staff Nurse RNID

Date November 2019

FACTORS	ESSENTIAL	DESIRABLE
QUALIFICATIONS & EXPERIENCE	<ul style="list-style-type: none"> • Current registration with An Bord Altranais RNID • Full driving licence, own transport • Experience working with adults with complex needs. • Knowledge of “New Directions” – Guidelines for day services (http://www.hse.ie/eng/services/Publications/services/Disability/newdirections.html) 	<ul style="list-style-type: none"> • Experience of Service development in a similar disability setting. • Proven Ability to adapt to changing needs within the service. • Management training. • Train the trainer qualification
ORGANISATIONAL & PROFESSIONAL KNOWLEDGE	<ul style="list-style-type: none"> • Effective communication skills and good recording practices • Managing the team and providing support when required. • Good understanding of policies relating to professional boundaries, adult protection training and lone working. • Knowledge of person centred planning and Key Worker system • Accountable for ensuring professional work is in accordance with good practice and is of high quality and standards. • Willingness to undertake further training where required. • To work with service users and families as agreed with Centre Manager. • Aware of scope of practice and accountability requirements. 	<ul style="list-style-type: none"> • Knowledge of Quality systems • Knowledge of information management and confidentiality guidelines

FACTORS	ESSENTIAL	DESIRABLE
	<ul style="list-style-type: none"> Keeping Centre Manager informed of all issues of importance affecting service users and families. 	
CORE COMPETENCIES:	<ul style="list-style-type: none"> Develop and implementing care plans and Health Action Plans Creative approaches to development and delivery of educational, social recreational and therapeutic programmes to meet the needs of service users Management of Gastrostomy feeds Management and replacement of Naso-gastric and peg tubes. Catheter Care Medication management. Clinical observations. Epilepsy Awareness and management Awareness of renal dialysis and management Experience in developing and implementing positive behaviour plans Provide training for care staff in the above <p>Lead and support staff in the delivery of a person centred service</p>	<ul style="list-style-type: none"> Be familiar with the work of Enable Ireland adult services. Commitment and enthusiasm for support adults with disabilities to achieve personal goals.
Special Aptitudes:	<ul style="list-style-type: none"> Experience of working with service users who have communication needs developing appropriate communication plans Experience and knowledge of assistive technology, IPAD, Touchscreen 	<ul style="list-style-type: none"> Other relevant courses or qualifications