



PERSON SPECIFICATION

Post: Staff Nurse (Respite Service) Date Updated: July 2025		
	Essential Criteria	Desirable Criteria
A. Qualifications and Experience:	Eligible applicants will be those who on the closing date for the competition: - Be registered, or be eligible for registration, in the General Nurse Division of the Register of Nurses kept by the Nursing & Midwifery Board of Ireland [NMBI] (Bord Altranais agus Cnáimhseachais na hÉireann). - Candidates must possess the requisite knowledge and ability, (including a high standard of clinical and administrative capacity), for the proper discharge of the duties of the office. - Eligible to work in the State. <u>Annual registration</u> On appointment, practitioners must maintain live annual registration on the General Nurse Division of the Register of Nurses & Midwives maintained by Nursing and Midwifery Board of Ireland [NMBI] (Bord Altranais agus Cnáimhseachais na hÉireann). And Practitioners must confirm annual registration with the NMBI to Enable Ireland.	- Experience working with children with disabilities and their families/carers. - Minimum of 1 year post qualification experience.
B. Organisational and Professional Knowledge:	Works within their scope of practice and takes measures to develop and maintain the	- Display a high level of clinical knowledge/skills. - Understanding of HIQA standards and regulations.

	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 Service Owner. • Demonstrates knowledge of nursing theory and practice. • Demonstrate a clear understanding of the Social Model of Disability. • Demonstrates a person centred approach in the delivery of services to people with disabilities. • 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.	
CORE COMPETENCIES C. Planning and Organising of Activities and Resources:	<i>The post holder will demonstrate an ability to:</i> • Manage a designated caseload. • Support Service Owners to access community based activities of their choice.	
D. Professional Development and Standards in Services:	• Have an awareness and understanding of legislation and professional requirements in order to carry out their duties in a compliant manner that meets best practice. • Demonstrate sufficient clinical skills in assessment intervention and diagnostics	

	to meet the specific needs of the relevant caseload 0 – 18 generic services. • Maintain accurate written nursing records and reports in accordance with professional guidelines • Promote health, welfare and social wellbeing of Service Owners in the service.	
E. Integrity and Decision Making:	• Make decisions in an ethical manner, consistent with NMBI guidelines. • Recognise when further intervention/referral is required. • Demonstrate reflective practice techniques to inform and guide their practice. • Demonstrate knowledge and ability to intervene in nursing emergencies.	• Experience in making decisions in consultation with the team. • Experience in including Service Owners/families/carers in decisions in a person centred approach.
F. Building and Maintaining Working Relationships:	• Develop and promote good interpersonal relationships with patients and their family/carers. • 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.	
G. Team Working:	• Participate as a team member in all aspects of service delivery including case conferences, clinical meetings and team meetings. • Ability to work collaboratively with others. • Understand complexity of team working.	

H. Special Aptitudes and Circumstances:	• Is flexible, adaptable and open to change. • Demonstrate a pro-active approach to overall performance. • Innovative and creative. • Willingness to embrace service development and change.	
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